[Title]

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**Discussion Question & Answers**

1. **What types of chemical pollutants are there? Explain how the pollutants are affecting the planet? What solutions are being addressed to resolve these issues?**

The natural pollutants are found in amounts higher than their values of natural background. The chemical pollutants that exist are; Carbon Monoxide, Sulfur Dioxide, Carbon Dioxide, Volatile Organic Compounds (VOCs), Particulates, Nitrogen Oxides, Ozone, Chlorofluorocarbons, Unburned Hydrocarbons, and Lead and Heavy metals. These pollutants affect the planet by putting communities and people's health at risk and releases CO2 while warming the earth (Silva, & Schaltegger, 2019). The steps like mitigating global warming, climate change, and decreasing ozone depletion have been taken to have the issues resolved.

1. **Research the criteria for effective deforestation commitment policy for businesses. Do you think a zero-deforestation commitment is achievable for large companies?**

The criteria for effective deforestation commitment policy for business are the outcomes of assessments that evaluate existing commitments and finds weaknesses. Yes! A zero-deforestation if they overcome the weaknesses across commitments which decrease effectiveness.

1. **Review the Dodd-Frank Act Fact Sheet. Would you continue to support a company that has not been found to be “DRC Conflict Free”? Why or why not?**[**https://www.sec.gov/opa/Article/2012-2012-163htm---related-materials.html**](https://www.sec.gov/opa/Article/2012-2012-163htm---related-materials.html)

I would support such companies who did due diligence and engaging the smelter and supported closed pipe systems that benefit the Congo community. Here, I would support the companies that have already done this.

1. **As the Conflict Minerals include very precious metals such as tantalum, tungsten, tin, and gold, etc., it needs strong and effective processes and management from the companies making products from minerals while requiring companies to develop effective strategies. Hence, what are the ways for companies to Ditch Conflict Minerals?**

Three main and major ways can be used by companies to ways for companies to Ditch Conflict Minerals. These ways are but not only;

1. To develop highly effective Conflict-Free Policies instead of developing Congo Free policy.
2. To think beyond instead of only about the conflict such as think about labor issues, child labor issues, and environmental degradation, etc. (Silva, & Schaltegger, 2019).
3. To think on the global level about the concern while prefer to act on the local level accordingly.
4. **For market participation in tantalum, tungsten, tin, and gold, Conflict Minerals are very high on the agenda as US legislation from the industry group. Apart from this, the supply chain for Minerals is also getting improved by companies and government day by day. So what is the crucial impact of it (Conflict Minerals) on the Metal Market as what effects it has on the associated communities?**

The long-expected restarts of projects of Conflict Minerals would hold back the speed of price increase but would not be flooding the market place with new materials. But they are waited to be audited as conflict-free in the regions. On the communities especially for armed groups, the price difference of Conflict Minerals has made trade significantly lesser in the 3T minerals but empowering livelihood projects (Silva, & Schaltegger, 2019).

**Starbucks on Leadership**

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|  | **Starbucks on Leadership** | **Differences/Gaps/Distinctive** |
| Culture | Relies on corporate culture and values | Relies on corporate culture and values highly when treating customers only. |
| Gender/Demographics | Gender equality and high-level diversity inside than competitors | A bit and rare involvement of demographics racism |
| Pay | Pay is $10 to $15 per hour making Starbucks a great place to work. | Comparatively low incentives and health benefits to employees. |
| Leadership | High leadership is the key to the company’s success | Not many females on the leadership level as others. |
| Profitability | Highly profitable than competitors as shown 6.00 profitability score over the last 2 years. | Discounted stock options for Starbucks and deterioration of gross profit margin ratio from 2017 to 2018 (Jurevicius, 2018). |

**References**

Jurevicius, O. (2018). Starbucks SWOT Analysis (6 Key Strengths in 2018). Retrieved from https://strategicmanagementinsight.com/swot-analyses/starbucks-swot-analysis.html

Silva, S., & Schaltegger, S. (2019). Social assessment and management of conflict minerals: a systematic literature review. Sustainability Accounting, Management and Policy Journal, 10(1), 157-182.