

Your subcontractor's workers in China want to start a union to promote their rights.

- A** You forbid this and increase their workload so that they do not have time to think of such nonsense.
- B** You transfer the production of components to another factory.
- C** Why not! A satisfied employee works better and there are less accidents. vähemmän.

There has been an accident which has caused fatalities in one of the mines you use in Congo.

- A** You lay low and switch to another supplier.
- B** You offer crisis help and strive to make the mine's operations safer..
- C** You publish a brief where you explain how well your employees are doing in other mines you use.

A pandemic spreads in one of your Chinese component factories.

- A** You order all the employees to have a week's quarantine without pay.
- B** You make sure the workplace has proper protective gear and safety protocol in place.
- C** You share a sympathetic post on social media and remind people to wash their hands.

Mould is found in your chip factory in Korea and some of your employees have difficulty breathing.

- A** Employees with allergies are incompetent. Fire them.
- B** You start to find a new work space for the employees.
- C** You offer everyone masks so that work can continue.

There is leftover money in your budget. How do you use it?

- A** You start a unit which offers services to fix broken products.
- B** You develop a new phone model which has up to five cameras.
- C** You raise the salaries of your employees so that they can have a living wage

Social media is stirring. People have found out that your phones have been produced using child labour.

- A** You go to your factory to investigate and publish a report on the matter.
- B** You apologise on social media and start a campaign where 1 cent from each sold product goes to the protection of kangaroos.
- C** You deny the whole thing by saying it is fake news.

A reporter reveals that your company dumps electronic waste in Ghana.

- A** You bribe the reporter to stay quiet.
- B** You take responsibility for your actions and go to clean up your mess.
- C** You defend yourself by saying that this is used electronics and not actually electronic waste.

The press is spreading information that your subcontractor in Malaysia is paying its workers too little pay in view of local living expenses.

- A** You commit to raising the wages to the level of a living wage.
- B** You publish a brief where you state that this is none of your business.
- C** You threaten the newspaper with legal action.

You have paid less than the market price for Bolivian lithium and the workers in the mine start an uprising.

- A** You start to pay a higher price.
- B** You refuse to pay a higher price and fire all the rebels.
- C** You promise to pay a bit more for the raw material and to build the locals a school.

A 3 steps
- karma

B 2 steps
+ karma

C 1 steps
- karma

A 3 steps
- karma

B 2 steps
+ karma

C 1 step

A 3 steps
- karma

B 1 step

C 2 steps
+ karma

A 1 steps
+ karma

B 2 steps
- karma

C 3 steps
- karma

A 3 steps
+ karma

B 1 steps
- karma

C 2 steps
+ karma

A 3 steps
- karma

B 1 steps
+ karma

C 2 steps

A 3 steps
+ karma

B 2 steps
- karma

C 1 step

A 3 steps
+ karma

B 2 steps
- karma

C 1 steps
- karma

A 3 steps
-karma

B 1 steps
+ karma

C 2 steps
- karma

You decide to invest money into the wellbeing of your employees.

- A** You fly yourself and other executives to Bali for a week.
- B** You pay your factory workers for overtime.
- C** You improve the handling of chemicals in your factories so your employees are not exposed to them anymore.

France implements a label which shows how easy it is to fix your phone, where phones receive a grade on a scale from 1-10 based on how easy they are to fix.

- A** You are ready to do anything so that your products receive a 10!
- B** You do not believe that consumers are interested in fixing their phones. You trust the power of other marketing.
- C** You release a new modular phone to the markets to please consumers.

Your country is planning on implementing a corporate responsibility law which requires companies to take care of their production chains better.

- A** You volunteer your company to participate in a campaign to promote the new law.
- B** You start a counter-campaign which states that the law will destroy domestic competitiveness.
- C** You quietly begin to investigate challenges in your production chain.

Your business partner is caught taking part in corruption and doing shady business on the side.

- A** You decide to stop cooperation and publicly separate yourself from your partner's actions.
- B** You give your partner a decent amount of money so that you can get rid of them quietly.
- C** Accidents happen and no one is perfect, so you continue business together as usual.

The EU is planning a new law which will only allow products on the market which are in line with circular economy.

- A** You begin to change your business so that it acts according to circular economy principles.
- B** You have a hunch that the transition to a circular economy will cost a lot of money, so you start lobbying against the law.
- C** The law will probably not be implemented for a while, so there is no hurry to change anything.

A disastrous gas leak occurs in a large component factory in Korea.

- A** Yeah, so what?
- B** You find out if your parts originate from this factory, so you can take responsibility for the leak.
- C** You investigate whether the factories you use have the risk of a similar accidents

Authorities in Argentina are blaming you for corruption relating to your mining permits.

- A** You confess everything, because you are guilty.
- B** You lie being innocent and threaten the government with expensive legal battles.
- C** You try to bribe the authorities.

Your cargo ship gets stuck in a garbage patch at sea and the ship causes an oil spill which endangers the coral reefs.

- A** This is not your problem. You run away from the authorities.
- B** You take part in cleaning up the mess and you publicly apologise.
- C** You pay the fines given to you.

While processing rare-earth elements, poisonous chemicals have leaked into a nearby river in Baotou, China.

- A** No worries! It dilutes quickly.
- B** You fix the pipe which allows the chemical leak.
- C** You fix the pipe and organise a massive river cleaning campaign.

A 3 steps
+ karma

B 2 steps

C 1 step+
karma

A 1 step,
+ karma

B 2 steps
- karma

C 3 steps

A 1 step
- karma

B 2 steps
+ karma

C 3 steps
+ karma

A 3 steps
- karma

B 1 step
+ karma

C 2 steps

A 1 step
+ karma

B 2 steps
- karma

C 1 step

A 2 steps

B 1 step

C 3 steps, - karma

A 3 steps
- karma

B 2 steps

C 1 step
+ karma

A 3 steps
- karma

B 2 steps
+ karma

C 1 step

A 1 step
+ karma

B 2 steps

C 3 steps
- karma

You find out that mining copper in Utah, USA has damaged the local ecosystem. What do you do?

- A** You export a wide array of foreign species to the area, such as exotic plants and animals.
- B** You continue as usual, because the situation cannot get worse.
- C** You consult an environmental expert and try to minimise the problems.

You need gold to produce microchips for your phones.

- A** You set up a mine by the Amazon river in Brazil.
- B** You set up a mine in Finnish Lapland.
- C** You decide to source recycled gold.

You need to ship lithium from South America to your factory in China. You decide to...

- A** Deliver the cargo by plane.
- B** Deliver the cargo by ship.
- C** Buy the lithium from China

Environmental organisation Greenbeans is protesting your company's mining in the Amazon river.

- A** You do not care. You've heard it all before.
- B** They have a point! You decide to transfer your operations elsewhere.
- C** You kidnap the activists.

You are choosing an energy source for your factory. You choose...

- A** coal
- B** solar energy
- C** peat

Training new employees has been a disaster and now they have produced a batch of faulty phones.

- A** You throw the phones away, fire the supervisor who failed at training and you order all employees to work 12 hour shifts to produce a new batch of phones.
- B** You tell the employees to carefully fix the phones.
- C** Because the fault is not dangerous, you decide to sell the defective products at a discounted price.

Pictures are spreading on social media where under-age workers are making phones at your factory

- A** You post that the employees are adults, they just look young.
- B** You order an audit at the factory and check the ages of the employees.
- C** You post that you also worked as a child at an ice cream stand.

Consumers go crazy for your competitor's new phone which is made out of recycled minerals and they demand better recycling from you as well.

- A** You put recycling boxes for old phones in all of your stores.
- B** You begin to only buy recycled materials.
- C** You begin to pack your phones into green packages with the text "100% sustainable phone".

Global population growth is increasing and there is exponential demand for cheap phones. To gain your share of the growing markets you...

- A** Organise a collection for old phones and fix them so they can be sold.
- B** You quickly produce a terrible, but stylish phone for the markets.
- C** You offer free fixing for all phones which are over 3 years old.

A 3 steps
- karma

B 1 step

C 2 steps

A 3 steps
- karma

B 2 steps

C 1 step
+ karma

A 1 step
- karma

B 2 steps

C 3 steps
+ karma

A 3 steps
- karma

B 1 step

C 2 steps
+ karma

A 3 steps
- karma

B 2 steps
+ karma

C 1 step
- karma

A 3 steps

B 2 steps
+ karma

C 1 step
- karma

A 2 steps
+ karma

B 3 steps
- karma

C 2 steps
+ karma

A 3 steps
+ karma

B 1 step
+ 2 karmas

C 2 steps, - karma

A 3 steps
- karma

B 2 steps
+ karma

C 3 steps
- karma

Your previous phone models are not being bought, because there are new models coming to the markets at lightning speed.

- A** You decide to recycle the previous model to be used as parts for new phones.
- B** You sell them as electronic waste abroad.
- C** You think of a retro-style marketing campaign to boost sales.

You want to improve the durability of your phones and are considering different types of covers to go with your phones. Your options are...

- A** Pink glitter covers at 20 cents per piece.
- B** Covers made from recycled plastic at 50 cents per piece.
- C** You make your phone so durable that it does not need covers, even though costs increase by two euros per phone.

Your product development team asks for your opinion on the design of the touch screen. Which model do you choose?

- A** A cool design which curves at the edges. There is no protective glass, so the lifecycle of the phone is shorter.
- B** A model which is developed to last a long time and endure hits.
- C** You can't be bothered to weigh in, because you are busy.

You need cobalt for your phones from Congo. Which mine do you choose?

- A** An industrial mine owned by the Chinese.
- B** A local mine which is in danger of collapsing.
- C** The mine does not matter, as long as it is cheap.

You are trying to convince investors and politicians to start a cobalt mine in Northern Finland. Which argument do you choose?

- A** The mine will create jobs in Finland.
- B** Businesses in Finland are more responsible and abide by laws.
- C** A mine in Finland will not damage nature.

The product development team suggests the following phone models. Which do you choose to produce?

- A** One that is as small as possible so it fits in your pocket.
- B** A similar model to the previous one so that we can save on design costs.
- C** A model with components which are easier to fix and recycle.

You are in a hurry to get silver for your phones. What do you do?

- A** You want cheapest and do not care about where it comes from or how ethical it is.
- B** You find out if you can get the material recycled.
- C** You find a trustworthy producer with a good reputation.

A ship which was carrying your phones falls over and the goods spill and ride along the waves. Ultimately the goods end up on a beach.

- A** You blame local people for the mess
- B** You raise a ruckus against the shipping company.
- C** You go fish for the phones so they do not end up at the bottom of the sea to disturb life in the deep sea.

A mineral you need is found at a nature preserve area which is home to rare bird species.

- A** The birds can find nests elsewhere. You go forward with your mining plans.
- B** You are so excited about this place that you invest your annual profits to protect the area!
- C** You cancel your plans and instead look into using recycled materials.

A 2 steps
- karma

B 2 steps
+ karma

C 3 steps

A 3 steps
- karma

B 2 steps
+ karma

C 1 step
+ karma

A 2 steps
+ karma

B 2 steps
- karma

C 3 steps

A 2 steps

B 3 steps

C 1 step
+ karma

A 3 steps

B 2 steps,
+ karma

C 1 step
- karma

A 2 steps

B 1 step

C 3 steps
- karma

A 2 steps
- karma

B 1 step
+ karma

C 2 steps
+ karma

A 3 steps
- karma

B 2 steps

C 1 step
+ karma

A 3 steps
- karma

B 1 step
+ karma

C 2 steps

An employee at your factory dies from an accident caused by the terrible condition of the machines.

- A** You put up a statue in front of the factory to show respect to all the hard-working employees.
- B** You fix the shortcomings at the factory and pay reimbursements to the employee's family.
- C** You decide to transfer production to another country where things are managed better.

A dam to a waste pool breaks down at a Brazilian mine, hazardous mulch drowning a village.

- A** You begin to pressure local politicians to implement tighter environmental legislation.
- B** You don't do anything, because this was caused by your subcontractor.
- C** You offer support to the local communities to minimise the crisis.

You are planning a mine in the Sámi homeland. This may interfere with the indigenous people's culture and income.

- A** You gather to discuss with the Self-Government Body of the Sámi well before starting the project.
- B** You send out a notification about the mine when your company has already made the decision.
- C** You are not interested in their opinions. They do not know what is good for them.

Young people are excited about Swaggie, a company which sells used phones, and your new phones are no longer bought.

- A** You lower the prices of your products to increase sales.
- B** You give a discount to buyers who change your old model to a newer version.
- C** You begin to take in functioning old phones and sell them alongside new ones.

Pro Epic Trade Finland (Eepi) ranks phone companies based on their sustainability. You are at the bottom of the list.

- A** Eepi does not know anything about smartphones. Who cares.
- B** You notice a couple of points in the ranking where you could improve in the coming years.
- C** You notice that you have not reported transparently and you swiftly begin to update your website.

Why do you need cobalt for your phones?

- A** For the battery
- B** For the screen
- C** For the circuit board

When was your competitor Apple founded?

- A** 2001
- B** 1976
- C** 1990

You are going to launch your phone soon. When did the first mobile phones in the world come on the markets?

- A** 1983
- B** 1994
- C** 1989

When did the first touch-screen phones come on the markets?

- A** 1992
- B** 2001
- C** 2006

A 2 steps
+ karma

B 3 steps
- karma

C 1 step,
- karma

A 2 steps
+ karma

B 2 steps
- karma

C 3 steps
+ karma

A 1 step,
- karma

B 2 steps
+ karma

C 2 steps
- karma

A CORRECT!
4 steps
+ 200 cashmonies

B 2 steps

C 2 steps

A 3 steps

B 1 step,
+ karma

C 2 steps
+ karma

A 3 steps

B 2 steps
- karma

C 1 step,
+ karma

A CORRECT!
4 steps
+ 200 cashmonies

B 2 steps

C 2 steps

A CORRECT!
4 steps
+ 200 cashmonies

B 2 steps

C 2 steps

A 2 steps

B CORRECT!
4 steps
+ 200 cashmonies

C 2 steps

You need to get minerals for your phone components. What is mineral processing?

- A** The atoms in the mineral are radiated to a higher energy level.
- B** Separating precious metals from another matter
- C** A marketing trick, which allows copper to be sold as gold

You need silver for your phone. Which country is the largest producer of silver?

- A** Mexico
- B** China
- C** Russia

You need gold for your circuit board. Which country is the largest producer of gold?

- A** USA
- B** China
- C** Russia

You are buying lithium for your batteries. How much lithium is needed for one phone on average?

- A** 150 g
- B** 500 kg
- C** 10 g

When was your competitor Nokia founded?

- A** 1980
- B** 1865
- C** 1732

You are considering getting fair trade gold. Which of these is NOT guaranteed with the Fair Trade mark?

- A** The employees are allowed to belong to a union.
- B** The products are paid a price which is higher than the market price.
- C** The carbon footprint of the products has been compensated.

You want gold from a nearby country. Which country is the biggest producer of gold in Europe?

- A** Bulgaria
- B** Finland
- C** Spain

You are trying to predict your profits. How many new smartphones were produced in 2019?

- A** 1,5 million
- B** 1,5 billion
- C** 15 million

You are finding out which raw materials you need. How many metals are used for producing a smartphone?

- A** over 10
- B** over 20
- C** over 30

- A** 2 steps
- B** **CORRECT!**
4 steps
+ 200 cashmonies
- C** 2 steps

- A** **CORRECT!**
4 steps
+ 200 cashmonies
- B** 2 steps
- C** 2 steps

- A** 2 steps
- B** **CORRECT!**
4 steps
+ 200 cashmonies
- C** 2 steps

- A** 2 steps
- B** 2 steps
- C** **CORRECT!**
4 steps
+ 200 cashmonies

- A** 2 steps
- B** **CORRECT!**
4 steps
+ 200 cashmonies
- C** 2 steps

- A** 2 steps
- B** 2 steps
- C** **CORRECT!**
4 steps
+ 200 cashmonies

Correct answer c)
The Fair Trade mark ensures that employees are allowed to join unions and that fluctuations in market prices do not unreasonably affect farmers. The mission of Fair Trade is not to promote compensation of carbon footprints, even though the mark also has environmental requirements.

The Fair Trade mark guarantees the workers a reasonable salary and the right to be a member of a union. The environmental requirements of the Fair Trade mark do not include carbon footprint compensation.

- A** 2 steps
- B** 2 steps
- C** **CORRECT!**
4 steps
+ 200 cashmonies

- A** 2 steps
- B** **CORRECT!**
4 steps
+ 200 cashmonies
- C** 2 steps

- A** 2 steps
- B** **CORRECT!**
4 steps
+ 200 cashmonies
- C** 2 steps

You are investigating your competitors. Which is the biggest producer of smartphones?

- A** Apple
- B** Samsung
- C** Lenovo

You are wondering what happens to your phones after they are used. How many percent of e-waste is recycled globally?

- A** around 10%
- B** around 18%
- C** around 33%

You are looking into your phones' lifecycles. How much electronic waste is generated globally in a year?

- A** 23 million tonnes
- B** 48 million tonnes
- C** 56 million tonnes

You are looking into where your raw materials come from. What is surface mining?

- A** an open quarry on the surface of the earth
- B** getting to know someone on a surface level
- C** a quarry where anyone can go to dig minerals

What is an artisanal miner?

- A** A person who digs for red clay to be used for pottery
- B** A person who digs for minerals by hand
- C** An archaeologist who studies historical handcrafts

How much electronic waste does one Finn produce on average in a year?

- A** 10 kilos
- B** 15 kilos
- C** 20 kilos

What does "urban mining" mean?

- A** Mines are founded in cities underground.
- B** More precious metals can be found in electronic waste than in ore, so the metals should be separated from the waste.
- C** City dwellers spend their holidays panning gold in places like Lapland.

What does greenwashing mean?

- A** Dyeing clothes green with green algae.
- B** A product which exploits nature is marketed as environmentally friendly.
- C** A company hides environmental issues connected to its production.

What is global trade?

- A** Large corporations compete for who owns the world.
- B** A large online store which delivers products all over the world.
- C** All trade which is done between nations, companies and people around the world.

- A** 2 steps
- B** CORRECT!
4 steps
+ 200 cashmonies
- C** 2 steps

- A** 2 steps
- B** CORRECT!
4 steps
+ 200 cashmonies
- C** 2 steps

- A** 2 steps
- B** CORRECT!
4 steps
+ 200 cashmonies
- C** 2 steps

Correct answer b)
Samsung produced the most smartphones in 2020. Apple was the fifth largest producer and Lenovo ninth.

- A** 2 steps
- B** 2 steps
- C** CORRECT!
4 steps
+ 200 cashmonies

- A** 2 steps
- B** CORRECT!
4 steps
+ 200 cashmonies
- C** 2 steps

- A** CORRECT!
4 steps
+ 200 cashmonies
- B** 2 steps
- C** 2 steps

Correct answer: b)
For example, in Congo there are many cobalt mines where the work is done with machines. But there are also small mines where cobalt is found where locals dig for cobalt by hand.

Correct answer: a)
Surface mining means a mine where digging for minerals happens on the surface of the earth. Mines can also be in shafts or tunnels dug into the earth.

- A** 2 steps
- B** 2 steps
- C** CORRECT!
4 steps
+ 200 cashmonies

- A** 2 steps
- B** CORRECT!
4 steps
+ 200 cashmonies
- C** 2 steps

- A** 2 steps
- B** CORRECT!
4 steps
+ 200 cashmonies
- C** 2 steps

Correct answer: c)
International trade deals and nations' own legislations which can lure new companies into the country are all central to global trade.

Correct answer: b)
An example of greenwashing could be that a company advertises using recycled materials in its product, but it does not say what materials these are or how much of these recycled materials the product contains.

Correct answer: b)
For example 10 kilos of electronic waste contains the same amount of gold as 100 kilos of gold ore, which is the rock that contains gold.

A reporter asks you about your company's responsibility. What is corporate responsibility?

- A** A company's responsibility to fix the products it has produced.
- B** A company's guarantee given to its products.
- C** A company's responsibility to take care of its effects on the environment and human rights.

What does "source of livelihood" mean?

- A** The trade of living beings.
- B** Work which allows a person to make a living.
- C** A neighbourhood that is known for its communal feeling

You are investigating your phone's production chain. Which of the following is NOT a part of the production chain?

- A** primary production
- B** refinement
- C** recycling

A reporter asks you about your company's corporate responsibility. Which of the following is NOT a part of corporate responsibility?

- A** taking care of human rights
- B** producing financial profit
- C** taking part in charity

You are investigating the salary levels in your factories. Which of the following is NOT a part of the definition of a living wage?

- A** The wage can provide for another adult and two children.
- B** The wage is the same size as the local legal minimum wage.
- C** The wage can cover the employee's costs for food and living as well as other necessary costs.

Which of these is NOT a rare-earth element needed for electronics production?

- A** scandium
- B** promethium
- C** vaderium

Which country produces the most rare-earth elements?

- A** China
- B** Russia
- C** Brazil

How many percent of rare-earth elements are recycled to be used again?

- A** 1%
- B** 15%
- C** 35%

How long do people on average use their phones?

- A** 1,5 years
- B** 3 years
- C** 5 years

A 2 steps

B 2 steps

C CORRECT!
4 steps
+ 200 cashmonies

Correct answer: c)
The production chain contains all stages of production from producing the raw materials all the way to getting it ready for the consumer. Usually a consumer recycling the product is not seen as a part of the production chain, though it is a part of the product's lifecycle.

A 2 steps

B CORRECT!
4 steps
+ 200 cashmonies

C 2 steps

Correct answer: b)
Any work or professions which allows a person to make a living.

A 2 steps

B 2 steps

C CORRECT!
4 steps
+ 200 cashmonies

Correct answer: c)
Usually the notion of corporate responsibility also contains financial responsibility, so a company needs to manage its finances well and pay the taxes it is due.

A 2 steps

B 2 steps

C OIKEIN!
Liiku 4
Massia +200

A 2 steps

B CORRECT!
4 steps
+ 200 cashmonies

C 2 steps

Correct answer: b)
In many countries the legal minimum wages are smaller than what the employees would need to pay for living and food. This often means that employees work shocking amounts of overtime. Companies that produce in such countries should make sure that they pay the factories enough that they can pay their employees a living wage.

A 2 steps

B 2 steps

C CORRECT!
4 steps
+ 200 cashmonies

Correct answer: c)
Usually corporate responsibility is seen as environmental and financial responsibility as well as taking care of human rights. Charity can be a part of a company's good deeds, but it cannot substitute responsible business.

A 2 steps

B CORRECT!
4 steps
+ 200 cashmonies

C 2 steps

A CORRECT!
4 steps
+ 200 cashmonies

B 2 steps

C 2 steps

A CORRECT!
4 steps
+ 200 cashmonies

B 2 steps

C 2 steps

Correct answer: a)
China produces up to 95% of the rare-earth elements on the markets.

Consumers are increasingly interested in circular economy. What is a circular phone?

- A** The production chain of the phone circles around the world.
- B** Some of the parts of the phone can be recycled after use.
- C** The smartphone is designed so that it can be fixed and reused.

How much of all global exported electronics are produced by China?

- A** 20%
- B** 30%
- C** 40%

One of your female employees brings your attention to the fact that you pay women a 40% lower wage.

- A** You raise the women's salary to the same level as the men's.
- B** You state that it is so, because men are born leaders and they do not go off to give birth whenever they please.
- C** You think about this and on Women's Day you offer all women roses and post about this on social media.

You know your phone will be on an unboxing video. For packaging material you choose

- A** Recycled cardboard
- B** A wooden box made of dwarf birch which is tied up with jute rope.
- C** A shiny white plastic case which can be burnt for energy.

You notice that your workers are not as efficient anymore. You decide to fix this by changing the duration of the work week. In the future your employees will work...

- A** 4 days a week
- B** 6 days a week
- C** Your employees are too lazy. You decide to shift to forced labour and 8-day work weeks.

New experts have joined your product development team. As their first task you get them to design

- A** An easily replaceable battery.
- B** An internal self-destruction system for the phone which goes off when the phone's guarantee is up.
- C** A Bluetooth vibrator which can be used through a phone application.

Consumers have gotten allergic reactions from nickel. You decide to run an allergy test for your devices. You conduct the test on:

- A** dolphins
- B** rats
- C** You decide to replace nickel with some other element.

You have developed new spying software which gives you valuable data.

- A** You spy present whereabouts of your ex.
- B** You sell the data to the highest bidder.
- C** You remove the spying software.

Consumers are returning old, broken phones to your shop.

- A** You ditch the phones in a river. No one will know!
- B** You take the working components from the old phones to use as spare parts.
- C** You melt and dissolve the old phones back into metals.

A 2 steps
+ karma

B 3 steps
- karma

C 1 step

A 2 steps

B 2 steps

C CORRECT!
4 steps
+ 200 cashmonies

A 2 steps

B 2 steps

C OIKEIN!
Liiku 4
Massia +200

A 2 steps
+ karma

B 3 steps
- karma

C 3 steps

A 3 steps
+ karma

B 2 steps

C 2 steps
- karma

A 3 steps
+ karma

B 2 steps

C 1 step

A 2 steps
- karma

B 2 steps
+ karma

C 1 step,
+ karma

A 1 steps
- karma

B 3 steps
- karma

C 1 step,
+ karma

A 2 steps
- karma

B 3 steps
- karma

C 1 step
+ karma