



Lab
Global

ten23 health

Disclosure Report

Date Submitted: August 6th, 2024



Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.



Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Others - Disclosure Industries

Topic	Clients in the Pharmaceutical Industry
Summary of Issue	<p>ten23 health operates as a B2B service company dedicated to the pharmaceutical and biotech industries. Its core competencies include the development, manufacturing, and testing of sterile medicines. The company operates in Switzerland: Basel, dedicated to Pharmaceutical Development Services and Quality Control, and Visp, specializing in the Sterile Manufacturing of Sterile Pharmaceuticals. In the United States, the company has a Business Development representative but does not have any operations at this moment.</p> <p>The company is involved in Research and Development (R&D), but is not engaged in direct sales, distribution or marketing of its pharmaceutical products. ten23 health does not engage in lobbying or policy advocacy, utilize intellectual property strategies to delay generic products, or have any direct influence on product pricing.</p> <p>As for the company's product portfolio, their service offerings support the development and manufacturing of both branded and generic products. The breakdown is approximately 50% branded and 50% generic products.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	100% of the company's annual revenue derives from the pharmaceutical industry.
Impact on Stakeholders	Companies that work with clients in controversial industries can indirectly increase the harmful impact to stakeholders by enabling business growth. As a company involved with the Pharmaceutical Industry, B Lab requires the company to adhere to credible national and/or international standards of safety, quality and efficacy covering their involvement in all stages of the drug life cycle as well as to have in place policies and practices in relation to the interaction with healthcare professionals/organizations, ethics, anti-corruption and bribery, lobbying and advocacy.

	Companies that work with clients in these industries should have practices in place to ensure that their impact is aimed at decreasing the negative impacts of the industry.
Implemented Management Practices	<p>ten23 health's participation in the drug lifecycle is during the drug development stage, from Phase 0 support (candidate selection) through to commercialization and post-launch activities. For its development activities the company adheres to credible international standards of safety, quality and efficacy under the ISO 9001 certification, and for its manufacturing and QC activities conducted in compliance with cGMP guidelines (Good Manufacturing Practice regulations enforced by the FDA).</p> <p>ten23 health's R&D strategy includes the development and protection of proprietary trade secrets, particularly in the manufacturing of complex sterile products. As a Contract Development and Manufacturing Organization (CDMO), its investment in R&D is focused on processes and consists mainly of personnel costs. ten23 does not directly engage in R&D for priority diseases, conditions, and pathogens identified in the Access to Medicine Index.</p> <p>Through its Ethics and Compliance policy along with the Supplier Code of Conduct, ten23 health is committed towards Labor and Human Rights, Environment, Ethical Conduct, Governance and Anti-corruption. These policies apply to all employees and third parties, and the company requires that all employees complete a web-based training course ("NAVEX"). The company reserves the right to conduct audits or assessments to ensure suppliers' compliance and takes appropriate steps if there is a reason for concern.</p> <p>The company maintains an accessible compliance hotline, facilitating the reporting of ethical concerns to an External Compliance Officer, to warrant independent resolution mechanisms. The company prioritizes adherence to strict regulatory compliance and transparent standards, which inherently mitigates potential risks associated with the pharmaceutical industry.</p> <p>ten23 health is a member of the UN Global Compact (UNGC) and the Pharmaceutical Supply Chain Initiative (PSCI). These memberships focus on advancing ethics, compliance, and sustainability business practices. The company does not</p>

	engage in political contributions or donations, lobbying and advocacy activities, nor have direct interactions with healthcare professionals/organizations, and is not involved in marketing activities.
Report	To learn more about ten23 health's sustainability initiatives and to access the 2023 Fairstainability Report, visit the company's website at Patients, People, Planet: www.ten23.health "
Management Comments	We are committed to collaborate within our value chain to guide and support our ambitions, and to create a culture of knowledge sharing and transparency for an inclusive, equitable, and regenerative economy. We act on bringing together stakeholders across the value chain to share expertise and findings, and to co-develop solutions that will benefit the whole industry and value chain. We participate in panels and roundtables that are tied to our vision and goals, and are active member of the Swiss Board for Agenda 2030, EConGOOD, PowHER, Go Circular in Life Science and have recently co-founded the Sustainability & Health Collective, to tackle systematic issues in the Pharmaceuticals and Healthcare industries.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Energy and Emissions Intensive Industry

ten23health is involved in the production/sale of products, or is part of an industry that can potentially be classified as energy and emission-intensive, meaning that they are more likely to have significant impacts on the environment based on their carbon emissions associated with their operations and their contribution to climate change. Certified B Corps are required to make transparent their involvement in such activities or industries.

"For more information about the company's practices, please visit the company's sustainability report, accessible [here](#)."



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Water Intensive Industry

ten23health is involved in the production/sale of products, or is part of an industry that can potentially be classified as water intensive, meaning that they are more likely to have significant impacts on the environment, such as water stress or depletion of local water sources if water use is not appropriately managed. Certified B Corps are required to make transparent their involvement in such activities or industries.

"For more information about the company's practices, please visit the company's sustainability report, accessible [here](#)."