



Boughey Distribution Ltd

Disclosure Report

Date Submitted: December 27th, 2023



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 type="checkbox"/> | <input checked="" 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 checked="" type="checkbox"/> | <input type="checkbox"/> |
| On-Site Fatality | <input checked="" type="checkbox"/> | <input 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: Environmentally Intensive Industries - Energy and Emissions Intensive Industries

| Topic | Energy and Emissions Intensive Industries |
|---|--|
| Summary of Issue | Boughey Distribution operates a fleet of 140 vehicles and 250 trailers, and manages 1.1m sq ft of ambient warehousing at its two sites in Nantwich and Crewe, Cheshire. |
| Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected) | <p>Revenue came from:</p> <ul style="list-style-type: none">• Distribution (58.9%): Distribution of goods by road• Warehousing (41.1%): finished ambient goods and consumer products <p>The company's Scope 1 is 496,264 kg CO2 The company's Scope 2 is 772,452 kg CO2 The company's Scope 3 is 5,041 kg CO2</p> |
| Impact on Stakeholders | Energy intensive activities, such as warehousing and distribution, pose an environmental risk due to the emissions produced by such energy use. The extent of environmental impact is dependent on the energy sources utilized and management practices in place to manage energy use. |
| Implemented Management Practices | <p>Currently, Boughey Distribution's transport fleet contributes to 80% of the company's CO2 emissions. The company is committed to replacing diesel vehicles with alternative technology and is reviewing all current available technology. All vehicles have been replaced with the latest Euro 6 technology. In addition the company started using all-electric vehicles with a 180 mile range to support local deliveries and has plans to increase the numbers of electric vehicles, and is trialing HVO100 across a number of vehicles to assess if this is a suitable option.</p> <p>The company plans to install 37600 sq foot of solar panels, expected to save 168.62 tco2e annually. Their sustainability plan that includes net zero emissions by 2040.</p> <p>In the year 2022/23 the company has saved the followed tCO2e-</p> |

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation and Arbitration

| Issued Date | 2019, 2020, 2021, 2022, 2023 |
|---|--|
| Topic | Litigations related to motor accidents |
| Summary of Issue | <p>Boughey Distribution Ltd provides distribution and warehousing services. Over the last 5 years the company has had 14 Litigation cases: 8 of them related to motor accidents involving third parties, 5 cases involving employees' injuries driving the company's trucks, and 1 case related to fatality due to motor accident.</p> <p>8 Pending cases involving both employees and third parties. Most of the personal injuries suffered by the third parties were related to transient soft tissue injuries, no fractures reported.</p> |
| Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected) | The 14 closed cases represented a settlement payment of £253.249,80 (<1% of company's annual revenue). |
| Impact on Stakeholders | <p>Physical injuries and psychological impact on the employees and third parties involved in the accidents.</p> <p>Loss of life experienced by the deceased person and the related loss experienced by their family.</p> |
| Resolution | All the cases were settled with payment as insurance settlements before court proceedings; 8 pending cases. |
| Management Practices | <p>As part of the Boughey Distribution Ltd management practices, for the incidents where the company's driver was at fault, the company conducted an internal investigation and all the involved drivers were disciplined and re-trained. The company has over 200 drivers' teams, and they profile each of them based on numerous factors and conduct risk-based and general training across all year round.</p> <p>The company has policies and procedures to provide assistance to its drivers in the case of motor accidents. In the event a driver sustains personal injury, the company applies its short term/ long term sickness absence policy, and depending</p> |

| | |
|--------|--|
| | |
| | <p>on the seriousness, an employee could be offered a time off with pay to recover. In short/long-term absence, all employees must complete a return-to-work interview. Mental wellbeing support is also available to all drivers. Upon completion of a return-to-work process, all drivers involved in major/fatal incidents must be accompanied by one of the transport compliance team members to support them back on their first day.</p> <p>The company counts with the "DVSA earned recognition status" (Driver and Vehicle Standards Agency). This recognition is a way for vehicle operators to prove they meet high driver and vehicle standards. Operators must be able to show that they have robust compliance systems subject to passing a three-day external audit every two years. There are currently 65,000 registered HGV operators within the UK and only 185 operators who have achieved this accreditation.</p> <p>Boughey Distribution Ltd is also a member of the Road Haulage Association Ltd, a not-for-profit trade association in the UK that provides support to businesses in the road transport industry.</p> <p>As a part of the B Corp Certification standards, the company will be required to maintain their DVSA status.</p> |
| Report | DVSA earned recognition status |



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: On-site Fatality

| | |
|---|--|
| | |
| Issued Date | Incident 1: 10.29.2021 Incident 2: 3.12.2020 |
| Topic | On-site fatalities due to motor accident |
| Summary of Issue | <p>Boughey Distribution Ltd provides distribution and warehousing services. The company has been involved in two accidents of a motor transport nature.</p> <p>Incident 1: Accident incurred near Peterborough, where a member of the public jumped in front of the company's vehicle on a public highway. (Driver and company were cleared of any liability and did not result in litigation)</p> <p>Incident 2: Accident incurred in North Yorkshire, where a member of the public was crushed by the company's vehicle while it was maneuvering over a bridge, the member of public involved in the accident was unsighted in the mirrors. (this case was settled with a payment)</p> |
| Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected) | 2 fatalities. In addition, fatalities and accidents have emotional, mental and financial implications to family members, friends and colleagues of the people involved in the occurrence. |
| Impact on Stakeholders | Pedestrian fatalities |
| Implemented Management Practices | <p>The policy changed to not allow drivers use their own navigation, drivers must follow HGV navigation built into the truck. The driver involved in the accident has since left the business.</p> <p>The company look for the latest safety technology to offer driver alerts and correct road selection via built-in manufacturers satellite navigation when buying new vehicles. It is an ongoing process to identify and mitigate risk of the fleet out on the road that is constantly under review.</p> |
| Resolution | Cases were closed, the company was not fined nor did the family take legal action. |



| | |
|-----------------------------------|--|
| | |
| Report | None |
| Management Comments | The company has a dedicated driver team that works with all 200+ of our driver's day to day covering over 11.8 million miles annually in the fleet. The company conducts a risk profile on each driver based on numerous factors and conducts risk based and general training across the driver pool all year round, delivering both internal and external theory and practical training courses to the drivers. |
| Related Incidents (Yes/No) | None |



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Others - Clients in Controversial Industries

Boughey Distribution Ltd is currently involved or has had involvement within the last five years in providing services and/or products to companies in the following industries considered controversial by B Lab Global: Bottled Water, Breastmilk substitutes, Alcohol Industry.

While products and services to clients in controversial industries could help mitigate potential negative impacts or serve only as commonplace goods and services for the companies, they also could have the potential to enable the growth of the industry and indirectly contribute to its negative impacts. Certified B Corps are required to make transparent their involvement in such industries.

Any party aware of specific company practices that have had a negative impact related to its involvement in these or other controversial industries, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).