



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 and B Lab deems them to be material, the company must:

- 1) Be transparent about 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 systems are in place to avoid similar issues from arising in the future.

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

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to background checks 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.

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



DISCLOSURE QUESTIONNAIRE

Company Name: Workplace Futures Group Limited

Date Submitted: 11/28/2022

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

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		✓
Child or Forced Labor		✓
Negative Environmental Impact		✓
Negative Social Impact		✓
Other		✓

Outcomes & Penalties	True	False
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		✓
Breaches of Confidential Information		✓
Bribery, Fraud, or Corruption		✓
Company Explanation Of Disclosure Item Flags		✓
Company has filed for bankruptcy		✓
Consumer Protection		✓
Financial Reporting, Taxes, Investments, or Loans		✓
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		✓
Labor Issues		✓
Large Scale Land Conversion, Acquisition, or Relocation		✓
Litigation or Arbitration	✓	
On-Site Fatality		✓
Penalties Assessed For Environmental Issues		✓
Political Contributions or International Affairs		✓
Recalls		✓
Significant Layoffs		✓
Violation of Indigenous Peoples Rights		✓
Other		✓

Practices	True	False
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		✓
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		✓
Company Explanation Of Disclosure Item Flags		✓
Company prohibits freedom of association/collective bargaining		✓
Company workers are prisoners		✓
Conduct Business in Conflict Zones		✓
Confirmation of Right to Work		✓
Does not transparently report corporate financials to government		✓
Employs Individuals on Zero-Hour Contracts		✓
Facilities located in sensitive ecosystems		✓
ID Cards Withheld or Penalties for Resignation		✓
No formal Registration Under Domestic Regulations		✓
No signed employment contracts for all workers		✓
Overtime For Hourly Workers Is Compulsory		✓
Payslips not provided to show wage calculation and deductions		✓
Sale of Data		✓
Tax Reduction Through Corporate Shells		✓
Workers cannot leave site during non-working hours		✓
Workers not Provided Clean Drinking Water or Toilets		✓
Workers paid below minimum wage		✓
Workers Under Bond		✓
Other		✓



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Workplace Futures Group Limited UPDATED AS OF: 11/28/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation or Arbitration
ISSUE DATE	November 2022
TOPIC	Litigation Case related to a Health and Safety Incident in 2016 Involving one of the Subsidiaries, Modus
SUMMARY OF ISSUE	<p>Modus was the principal designer and principal contractor for a construction project which involved the fit-out of an existing warehouse to convert it into office and laboratory space. As part of the project Modus appointed an LPC approved sprinkler subcontractor to design, install and commission the fire sprinkler system.</p> <p>On 5 September 2016 a sprinkler engineer who was an employee of the subcontractor entered an area that required a permit to work, without such a permit and contrary to site rules. Whilst inspect some high-level pipework he fell from the ladder onto the roof of the clean room and then down a gap between the roof and the perimeter wall.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>Total worker: 1</p> <p>HSE (Health and Safety Executive) decided to prosecute both Modus and the subcontractor. During the trial, the independent HSE expert concluded that there was no material risk of a fall from height given the configuration of the clean room roof and did not issue either an Improvement or Prohibition Notice at the time of his visit to investigate the accident.</p> <p>However, the jury concluded that the gap between the clean room and the perimeter wall represented a material risk to non-employees which was not reduced to the lowest level reasonably practicable. As principal designer and main contractor Modus should have identified the risk and installed a suitable guard.</p> <p>The trial judge accepted Modus has a good health and safety record with "effective health and safety procedures in place. With regard to this particular project there was monitoring and recording and attention to other health and safety aspects."</p> <p>An appeal was filed on September 10, 2021 and closed on January 21, 2022.</p>
IMPACT ON STAKEHOLDERS	<p>The worker suffered head injuries. There were no long term impacts on the worker, who recovered after the incident and returned to work after 2 months</p> <p>The trial judge imposed a fine on Modus, having relied on evidence that the affected worker had never been briefed about the gap between the roof and the perimeter wall.</p>
IMPLEMENTED MGT PRACTICES	Modus implemented a new process to address any unusual scenarios occurring on its sites. In conjunction with this, it intensified its induction training and toolbox talks about working at height and the conduct of contractors. It also increased the frequency of its independent health and safety inspections to weekly.
RESOLUTION	Modus has always taken health and safety seriously and this is reflected in its impressive record leading up to the accident and the implementation of enhanced processes since
RELATED INCIDENTS (YES/NO)	No