

## 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: Edit Agency Limited  
 Date Submitted: November 10, 2021

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:

Edit Agency Limited

UPDATED AS OF:

November 10, 2021

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Clients in Controversial Industries
<b>TOPIC</b>	Company serves clients involved in fossil fuel
<b>SUMMARY OF ISSUE</b>	Edit Agency delivers data solutions, customer acquisition, and retention campaigns for their clients. One of their clients is a fossil fuel company.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	The fossil fuel client represents 9% of Edit Agency's annual revenue.
<b>IMPACT ON STAKEHOLDERS</b>	<p>"Edit Agency supports the fossil fuel client's B2B customer dialogue CRM strategy in Europe and Asia. The projects help the client gather and use the data to enable cost savings, driver efficiency, and make a shift toward electrifying their fleets. They also create and enable end-to-end customer journeys. This year, the fossil fuel client released a report of the economic and regulatory factors influencing decarbonization efforts in the road freight sector. Edit Agency supported this by creating a communications campaign to share the report with the relevant stakeholders.</p> <p>The company provides similar services to companies in other industries. Their services are not directly related to the potentially negative impacts associated with the fossil fuel industry."</p>
<b>IMPLEMENTED MGT PRACTICES</b>	<p>"Edit Agency does not work with clients and projects that do not align with the company's values.</p> <p>Edit Agency is committed to operating in a socially responsible way by giving equal consideration to people, the planet, and profit."</p>



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UPDATED AS OF:

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<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Significant layoffs of >20% of workforce
<b>ISSUE DATE</b>	June 2020
<b>TOPIC</b>	Significant layoffs due to COVID-19
<b>SUMMARY OF ISSUE</b>	In June 2020, Edit Agency made a confidential internal announcement following a strategic review of their business. The COVID-19 pandemic negatively affected their clients' businesses, resulting in significant revenue impacts for the company. As a result, the company restructured and refocused their teams around growth areas, which led to layoffs.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	32% of the workforce was laid off.
<b>IMPACT ON STAKEHOLDERS</b>	Primary impact was loss of employment for affected employees.
<b>IMPLEMENTED MGT PRACTICES</b>	The company provided outplacement support for employees that were laid off. The 12-month program included counseling support, recruitment workshops, CV writing, and job searching support.