



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: Veganz Group AG
Date Submitted: 05/19/2023

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:

Veganz Group AG

UPDATED AS OF:

05/19/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation, Arbitration, and/or Penalties
ISSUE DATE	2018, 2019, 2020, 2022
TOPIC	Litigation related to Commission and Dismissal claims
SUMMARY OF ISSUE	<p>Veganz is wholesale / retailer of food products specialized in Vegan and organic certified products. Veganz has had 3 cases of litigation related to Commission claims and 3 cases related to Dismissal claims that have all been settled and considered material.</p> <p>Commission claims</p> <ul style="list-style-type: none"> Case 1: (2018) Commission Claim by an agent for Veganz to search for a funding - CapWin GmbH acted as an agent for Veganz to search for a funding. After a successful placement, CapWin received a commission from Kapilendo (funding company). There upon Veganz refused to pay an additional commission fee to CapWin. A lawsuit action put against Veganz, the court's decision was in favor of CapWin and Veganz was ordered to pay the commission. Case 2: (2020) Commission claims made to Veganz Group AG by Akeneo GmbH as a result of a PIM system to be ordered to be developed by Akeneo and was not developed. The case was settled out of court and a payment was made. Case 3: (2022) Commission claims to Veganz Group AG by freelancer hired for sales activities in South Africa due to termination of the trade partner contract. The case was settled out of court and Veganz made a settlement payment. <p>Dismissal claims</p> <ul style="list-style-type: none"> Case 1: Veganz faced a litigation made by an ex employee on effectiveness of a dismissal (Feb 2019) which was settled out of court with the ex employee. Case 2: Dismissal protection claims made against Veganz Group AG - (2020)- settlement out of court without any payment. Case 3: Dismissal protection claims made against Veganz Group AG - (2020)- settlement out of court without any payment
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Veganz paid the commissions claims cases represented a total of 162,000 Euros and the Dismissal claims represented a total of 20,000 Euros. All lawsuits were settled with a value of less than 1% of revenue on each year of the litigations.
IMPACT ON STAKEHOLDERS	The dismissal and commission cases affected 3 employees, 1 agent, 1 freelancer and 1 software developer of Veganz
IMPLEMENTED MGT PRACTICES	Stricter underwriting guidelines, improved project structures and processes, improved management meeting rhythm and use of collaboration tools to monitor projects. Stronger legal advice related to HR activities
RELATED INCIDENTS (YES/NO)	No