



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 ISDIN
 Date Submitted: 23/12/2020

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		✓
Other		✓

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:

ISDIN

UPDATED AS OF:

23/12/2020

DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Testing
TOPIC	Animal testing is required by law
SUMMARY OF ISSUE	ISDIN is required by law to conduct animal testing for drug products. Animal testing is only carried out when it is required by law.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In 2019 approximately 19% of ISDIN sales came from products that underwent animal testing. The last time the company had to conduct an animal testing was in 2014.
IMPACT ON STAKEHOLDER(S)	Animal testing is an issue of stakeholder concern due to its potential impacts on animal welfare. ISDIN has not had any incidents related to the animal testing of its products. The company's internal ethical code and suppliers ethical code have a bioethical commitment to minimize or eliminate animal testing whenever legally possible.
IMPLEMENTED MGT PRACTICES	The company outsources its animal testing to external laboratories. All outsourced companies providing scientific services to ISDIN are required to complete a detailed assessment of their capabilities. Additionally, the company has its own criteria to screen outsourced laboratories which includes their experience in conducting animal studies, the size of their facilities, access to internal procedures, availability of on-site veterinarians, the use of an ethics committee, appropriate accreditation to perform the studies.
REPORT	The company has a public Code of Ethics regarding animal testing available at https://www.isdin.com/codigo-etico/
OTHER MANAGEMENT COMMENTS	ISDIN works closely within its industry and the scientific community around the world to actively support the industry's sharing of scientific data and to support and fund research programs to develop and validate non-animal alternatives for product testing.

DISCLOSURE QUESTIONNAIRE CATEGORY	Labor Issues
ISSUE DATE	Ongoing
TOPIC	Settlements related to employee contracts
SUMMARY OF ISSUE	ISDIN is occasionally involved in legal proceedings involving former/current employees that pertain to layoffs due to area restructuring or labour non-compliance, disputes regarding compensation calculation, or claims for economic compensation due to issues in the workplace. In the past five years, all such proceedings were resolved via out-of-court settlements.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Over the past five years, ISDIN has been involved in 59 out-of-court labor settlements representing a total financial scope of approximately 3.5 million EUR.
IMPACT ON STAKEHOLDER(S)	The primary impact is financial impact on employees.
RESOLUTION	In all recent cases, ISDIN has been able to agree upon a settlement with its employees. As of the end of 2020, less than 26 cases were pending resolution.
IMPLEMENTED MGT PRACTICES	In a specific effort to reduce these instances, ISDIN has developed concrete actions that include training on how to give and receive feedback, a new system to evaluate performance utilizing high quality standards, and personality tests and training sessions designed to increase empathy and improve coaching among peers.