



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: D'orica Srl Società Benefit
 Date Submitted: 05/15/2023

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:

D'orica Srl Società Benefit

UPDATED AS OF:

05/15/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	As a gold jewellery manufacturer, D'orica operates in an industry which is energy and emissions intensive. The aspects of the production process that are energy intensive are the generation to run the machinery. The processes that require energy consumption are melting, lamination, stamping, engraving and all the processes that make the service plants work. Electricity derived from various sources (natural gas, fossil fuels, renewable sources) is used for these processes.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 99% of the company's revenue was earned from the sale of its gold jewellery.
IMPACT ON STAKEHOLDERS	Energy coming from non-renewable energy sources can have negative impacts on the environment by contributing to carbon emissions and climate change.
IMPLEMENTED MGT PRACTICES	<p>Over the years D'Orica has increased the use of renewable energy from 45.4% in 2018 to 56.6% in 2021. The photovoltaic system installed in the company contributes about 30% while another 26.6% of energy renewable is purchased from outside. The amount of energy used to generate 1000 Euros of turnover in 2018 was equal to 150 kWh while in 2021 it dropped to around 108 kWh.</p> <p>D'orica has a robust energy management system in place that measures the company's water, waste, energy and carbon footprint and aims to consistently reduce its environmental footprint as compared to the previous year. For example, D'orica has solar panels at its facility that generate more than 96000 KWh of energy per year. The process of replacing energy from fossil fuels to renewable sources, which has already been underway for 8 years in D'orica, will also continue in the coming years. The company is also planning to adopt storage systems for the energy produced by the photovoltaic system and currently not exploited, in order to optimize the consumption of this type of clean energy.</p> <p>D'orica completed a benchmarking in June 2022 through the Confindustria Vicenza (trade association) in collaboration with the University of Verona. This study measured the company's environmental performance compared to other goldsmiths in Vicenza, and covered the following topics: Prevention and reduction of pollution and environmental impacts; Sustainable use of resources; Climate change mitigation; Environmental protection and biodiversity; Environmental management systems. D'orica scored highly across all aspects (5, 4.7, 4.6, 3, and 5 respectively) exceeding the sector average scores (4.5, 4.3, 2.9, 2.7, 3.9).</p>



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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a gold jewellery manufacturer, D'orica operates in an industry which is water intensive. The majority of the water use comes from the production process with about 306 litres of water for one kilogram of jewellery produced.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 99% of the company's revenue was earned from the sale of its gold jewellery.
IMPACT ON STAKEHOLDERS	The water footprint from jewellery manufacturing can have impacts on the local watershed, e.g. through depletion of the resource, and any untreated (toxic) wastewater returned to the water table will contain metals and chemicals that are hazardous to humans, animals and plants.
IMPLEMENTED MGT PRACTICES	<p>To mitigate its water footprint, which D'orica considers to be highly material, it has invested in designing and installing a new closed-loop water recycling system with a target of reducing the total amount of water used in the production process by up to 66% by the end of 2022, compared to the baseline target (average water use between 2018-2020). Previously, D'orica used on average 665 litres/kg of jewellery produced; with the new system in place this figure has reduced to 306 litres/kg - a reduction of 54%. The system also has an integrated water treatment process ensuring that all water is returned to the table in compliance with the regulations set by the Environmental Agency.</p> <p>D'orica completed a benchmarking in June 2022 through the Confindustria Vicenza (trade association) in collaboration with the University of Verona. This study measured the company's environmental performance compared to other goldsmiths in Vicenza, and covered the following topics: Prevention and reduction of pollution and environmental impacts; Sustainable use of resources; Climate change mitigation; Environmental protection and biodiversity; Environmental management systems. D'orica scored highly across all aspects (5, 4.7, 4.6, 3, and 5 respectively) exceeding the sector average scores (4.5, 4.3, 2.9, 2.7, 3.9).</p>

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DISCLOSURE QUESTIONNAIRE CATEGORY	Human Rights Violations, Suppliers in Conflict Zones
TOPIC	Precious Metals Jewellery
SUMMARY OF ISSUE	D'Orica produces gold jewellery. Companies that purchase mineral resources such as gold have a higher risk of encountering social and environmental issues in their supply chains, as these resources are often sourced from conflict-affected areas. Specifically, money laundering, human rights violations, and contributions that fund armed conflict (directly or indirectly) are material risks present in the industry. D'Orica has taken steps to ensure a majority of the raw materials it purchases are fully traceable and have third party certifications verifying that they are ethically sourced.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>98.9% of the precious metals (gold, silver and rhodium) that D'Orica sources and uses as input materials are traceable and certified by the Responsible Jewellery Council - Chains of Custody and Code of Practice, and the LBMA (independent precious metals authority). RJC's standards enable companies to integrate responsible business practices into their management systems and daily operations, in particular commitments to responsible sourcing standards and respect for Human Rights.</p> <p>In the FY 2021, 100% of the company's revenue was earned from the sale of its jewellery.</p>
IMPACT ON STAKEHOLDERS	The sourcing of precious metals jewellery poses risks such as human rights violations, armed conflict and money laundering, as these minerals come from areas of conflict and exploitation. Child labour and exploitation is another common risk related to sourcing precious minerals.
IMPLEMENTED MGT PRACTICES	<p>D'Orica aims to source all of its input materials responsibly. It has a supplier screening policy in place that includes social and environmental criteria, and when evaluating suppliers, D'Orica also takes third-party certifications into consideration, though it does not set this as a requirement. D'orica visits their most critical suppliers at least once a year; inspections were suspended in 2021 due to the COVID-19 pandemic, but visits resumed in 2022 to four of their most significant suppliers. The aim of the visits was to verify the structures and procedures concerning the safety of the environment and working conditions, and a report was created.</p> <p>A significant part of the input materials come from Banks and Metal Banks which guarantee, through their own code of ethics and specific certifications (e.g. RJC) that the raw material is extracted in a responsible manner. In addition, just under 50% of the metals used by D'orica come from waste derived from the internal production process which is then reintroduced into the production cycle. This high percentage of recycling is also allowed thanks to a device (patented by D'orica) that collects the waste particles of the diamond cutting machines manufacturing process. The company has not yet set any numerical KPIs in relation to their supply chain, however, D'orica has an social and environmental purchasing policy that prioritises purchasing from indepenent local suppliers, companies owned by women, minorities or disadvantaged groups, and suppliers with third-party certifications.</p>