



Neighbourly

Disclosure Report

Date Submitted: August 28th, 2025



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 that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of 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 practices are in place to avoid similar issues from arising in the future, when necessary.

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

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

Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Outcomes & Penalties

	Yes	No
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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Practices

	Yes	No
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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input checked="" type="checkbox"/>	<input type="checkbox"/>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other - Volunteer Placement to Orphanages

Issue Date	2025
Topic	Company Volunteering in Childcare Facilities
Summary of Issue	<p>Neighbourly facilitates volunteering programmes on behalf of its clients. As part of these programmes, corporate volunteers may occasionally support activities within childcare settings — typically nurseries, primary schools, or special educational needs facilities. This does not include orphanages. Corporate volunteering within childcare settings is a small part of the company's client programmes which also includes donating funds and surplus products to local charities and good causes. Additionally, the company's employees also have participated in voluntary programmes, however these activities were never in a childcare-related setting.</p> <p>For the childcare visits facilitated by Neighbourly, volunteers do not have direct or unsupervised contact with children at any time. For example, a volunteering activity might involve repairing outdoor play equipment, painting or planting in a nursery garden. While children may be present on-site during these activities, they remain under the supervision and care of the childcare provider, in accordance with established safeguarding protocols.</p> <p>Facilitating voluntary programmes at childcare facilities is part of the company's business model as it forms part of the Corporate Social Responsibility (CSR) efforts of its corporate customers. Corporate volunteers can volunteer at any vetted good cause that has confirmed Public Liability Insurance (PLI) and has expressed a need for company volunteers. Childcare facilities include charitable nurseries or schools requesting help with activities like playground maintenance or mural painting.</p> <p>The purpose and objectives of the visits to the childcare facilities are set by the childcare setting based on their identified volunteer needs. Typically, their aim is to have these needs met by corporate volunteers and to raise awareness about the valuable work they do. From the volunteer's perspective, the objective is to contribute to their local community in line with their company's volunteering policy.</p>

Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the last 5 years, less than 5% of the company's voluntary programmes involved visits to childcare facilities.
Impact on Stakeholder(s)	<p>Volunteer programs at childcare organizations, if not managed appropriately, could potentially pose risks to children, such as disruption of development due to short-term connections with caregivers, as well as, risks to children's safety and well-being.</p> <p>For more information please see B Lab's position statement on Orphanage-Based Volunteer Programs.</p>
Implemented Management Practices	<p>In terms of ensuring the safety of children while organizing visitations to any childcare related facilities, Neighbourly conducts a thorough vetting process for every good cause on the platform, which includes checking records with the Charity Commission or Companies House, reviewing websites and social media, and confirming Public Liability Insurance. This process would identify any safeguarding concerns. The company also collects post-event feedback from both the volunteer and the charity and offers guidance to its company partners on their volunteering policies.</p> <p>Safeguarding and risk policies are owned by the childcare settings themselves. Company partners also typically have their own volunteering policies and may carry out risk assessments. Neighbourly can advise on best practice but does not set or enforce these policies. The charities on Neighbourly's platform are aware that volunteering is usually ad hoc and carried out by corporate volunteers, so they design volunteer activities and policies accordingly.</p> <p>Volunteers are supervised by staff from the childcare organisation, and activities are designed by the leadership team of the charity. There is no direct, unsupervised, or ongoing access to children. Neighbourly surveys both good causes and volunteers after each event to gather feedback and ensure a positive experience for all involved. Any issues raised are followed up accordingly.</p> <p>If a charity requests a Disclosure and Barring Service (DBS) check for volunteers, it is the responsibility of the organisation providing the volunteers (e.g., Neighbourly or the corporate</p>

	partner) or the individual volunteer to ensure the check is completed. However, DBS checks are not mandatory as volunteers do not have unsupervised or direct contact with children or vulnerable people.
Management Comments	Neighbourly aims to create collaborative communities which means ensuring that all types of non-profit settings, including schools and places where young people reside, are not precluded from access to valuable volunteer resource.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other - Clients in Controversial and Ineligible Industries

Topic	Clients in Controversial and Ineligible Industries
Summary of Issue	<p>Neighbourly has clients in the following industries: Gambling, Mining, Nuclear Power or Radioactive Materials</p> <p>The types of services/products offered to these clients include:</p> <ul style="list-style-type: none">- Employee Volunteering and Donation Management services
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the last fiscal year, 1.4% of the company's annual revenue was from clients in Gambling, 1.26% from Mining and 1.33% from the Nuclear Power or Radioactive Materials industry.
Impact on Stakeholder(s)	<p>Companies that work with clients in controversial industries can directly or indirectly increase the harmful impact to stakeholders by enabling business growth. Therefore, companies that work with clients in these industries should have practices in place to ensure that their impact is aimed at decreasing the negative impacts of the industry.</p> <p>Companies offering certain types of services and products to controversial clients are required to have at minimum a grievance/complaints mechanism and a whistleblower protection policy.</p>
Implemented Management Practices	<p>B Lab has been able to verify that the company has the necessary mechanisms in place to manage the risks related to their business relationships with clients in controversial and ineligible industries, in line with B Lab's requirements (see link below). This includes:</p> <ul style="list-style-type: none">- A mechanism for internal and external stakeholders to raise grievances;- A policy that is shared with individuals who raise a grievance, containing information related to the grounds for accepting a grievance and how their grievance will be dealt with, as well as related timelines;- A Whistleblower Policy that establishes the company's commitment to protecting whistleblower identity as well as the processes and controls in place to protect stakeholders who raise grievances from any form of retaliation.

Report	B Lab's Compliance Criteria for working with clients in controversial or ineligible industries
Management Comments	Neighbourly connects businesses with thousands of vetted local charities, food banks and community groups across the UK and Ireland. We make it easy for companies and their employees to deliver meaningful support, through volunteering, financial donations and surplus redistribution - right into the heart of communities that need it most. We have delivered more that £1 billion in social value thus far and help businesses and their employees to further their experience through volunteering and grant giving thereby encouraging and providing the workflows for a positive impact, despite the core focus of business activities.