



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: Enovation Consulting

Date Submitted: 06/05/2023

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: **Enovation Consulting** UPDATED AS OF: **06/05/2023**

DISCLOSURE QUESTIONNAIRE CATEGORY	Disclosure Industries
TOPIC	Clients in Controversial Industries
SUMMARY OF ISSUE	<p>Enovation Consulting is a sustainability consultancy with clients in the motorsport industry. The company offers customers support in developing their sustainability strategies, calculating and helping them to reduce their carbon footprint, making the transition to a decarbonised future and helping them to embrace green tech (sustainable fuel, electrification and sustainable materials). The company also offers support to motorsports companies to achieve environmental accreditation with the Fédération Internationale de l'Automobile (FIA) and ISO 14001, ISO 20121 and ISO 26000.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the last fiscal year 50% of the company's revenue was from clients in the motorsport Industry.
IMPACT ON STAKEHOLDERS	<p>Companies working with clients in controversial industries have the potential to indirectly increase harmful impact to stakeholders by enabling business growth. In those instances, 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>B Lab has flagged the involvement of companies with clients in controversial industries as a material issue and new standards will be created to address possible risks related to this matter.</p> <p>Enovation Consulting supports businesses to reduce their impact, implement robust and evidence-based sustainability principles and practices, and accelerate their progress towards decarbonisation.</p>
IMPLEMENTED MGT PRACTICES	<p>Enovation Consulting does not work with industries it considers to be controversial. The business takes the position that the motorsport sector contributes significantly to global decarbonisation efforts both through its delivery of innovative, efficient technologies and its significant influence on fans to inspire positive change. The business does however recognise the mismatch that can exist between this and public perception of motorsports and works with clients to help raise awareness of their credible sustainability strategies.</p> <p>In addition, the company is working with several organizations and universities to address sustainability topics relevant to the motorsport and sport industry such as circular economy, sport infrastructures and fan mobility.</p> <p>The consultancy also offers support maintaining compliance with leading international accreditations and certifications, such as ISO 14001, ISO 20121, ISO26000, and the FIA 2* and 3* Environmental Accreditation, the only motorsport specific Environmental certification developed by the international governing body of the sport based on the ISO program. All Enovation Consulting's clients are part of the UNFCCC Sports for Climate Action framework, for which they must present a decarbonization roadmap to halve their carbon footprint by 2030, and the company supports them to explore ways to achieve this through measures such as migrating from air freight to sea freight, exploring sustainable aviation fuel, switching to and/or generating renewable energy, and getting involved in social and biodiversity projects.</p>



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MANAGEMENT COMMENTS

The company continues to incorporate other sport sectors into its operations, making the motorsport industry a smaller part of its portfolio over time but consistently focusing on supporting clients in all market segments to create positive impact. Enovation Consulting believes that bringing challenging industries on the journey towards decarbonisation and even climate positivity with a rigorous, evidence-based approach to embedding sustainability principles and practices at every level is the best way to accelerate progress.