



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: Durabrik Bouwbedrijf NV
 Date Submitted: 12/07/2022

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: **Durabrik Bouwbedrijf NV** UPDATED AS OF: **12/07/2022**

DISCLOSURE QUESTIONNAIRE CATEGORY	On-Site Fatality
ISSUE DATE	August, 2020
TOPIC	Job fatality due to an accident
SUMMARY OF ISSUE	<p>The fatality occurred on a construction site located in Moerbeke, Belgium.</p> <p>The fatality was the result of a fall from the second floor while the victim was sealing the building joints with plaster. The victim was employed by a contractor hired by Durabrik Bouwbedrijf. The shaft where the victim was working on was previously protected (collective protection) by another contractor but it had been removed when the accident happened.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The accident resulted in the loss of one person's life.
IMPACT ON STAKEHOLDERS	Loss of life experienced by the deceased person and the related loss experienced by their family.
REPORT	<p>The accident was reported to: Safety Coordinator, Trade Union Representatives, Police and Emergency Services, Federal Public Service Employment, Labor and Social Dialogue: East Flanders welfare inspection department, External service for prevention and protection at work. An investigation was conducted in cooperation with all parties involved, including Durabrik, the victim's employer (Durabrik's subcontractor) as well as all other subcontractors present on site on the day of the accident. The local authorities (labor inspection) also conducted an investigation, again in cooperation with all parties involved. The conclusions were that (i) handrails were removed to accommodate the plaster blocks, by Durabrik's subcontractor; (ii) at the time of the accident, the technical shaft was not sealed with suitable material (no permanent collective protection present); and that no suitable and safe work equipment (cf. ladder) to perform the work. The Belgium Public Ministry is still investigating the case. To date, no sanctions or fines have been applied at the time of this disclosure.</p>

B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **Durabrik Bouwbedrijf NV** UPDATED AS OF: **12/07/2022**

DISCLOSURE QUESTIONNAIRE CATEGORY	On-Site Fatality Cont.
ISSUE DATE	August, 2020
TOPIC	Job fatality due to an accident Cont.
IMPLEMENTED MGT PRACTICES	<p>Directly after the accident, the company:</p> <ul style="list-style-type: none"> (i) Re-applied collective protection to the technical shafts; (ii) Reformed the measures to be taken for further work to be done to the technical shafts - placement of gyps blocks and sealing of joints. Use of a room scaffold with all around collective protection (top rail and intermediate rail); (iii) Prior to restarting the site, a safety check was carried out by the safety coordinator - the site management responsible for supervising the work and Durabrik; (iv) Work site meeting - toolbox meeting (the risks present on the site and the preventive measures). This toolbox meeting is mandatory for anyone who performs/will perform work on the site. <p>Structural measures reformed:</p> <ul style="list-style-type: none"> (i) Review third-party site control (including safety control), address it in a site specific-way and, where necessary, increase the number of site visits; (ii) Work out an analysis of how Durabrik, as a construction promoter, can optimally follow up on third-party monitoring on site and intervene more quickly; (iii) Develop a central platform where all information / contact details / planning regarding specific construction sites can be found. This also includes all documents relating to occupational safety on the site, including H&S plans, coordination diaries and site reports from the safety coordinator, also emphasizing the language of the contractors involved; (iv) Review the risk analysis on the basis of the identified causes and mapped preventive measures, and adapt it where necessary, so that it can be used on all sites; (v) Adapt Durabrik's annual action plan and Global Prevention Plan on the basis of the proposed actions and preventive measures. Submit during the CPBW, a participatory consultation with employees (union delegation). (vi) Advise to contractors to review and update their own H&S plan with accompanying risk analysis, taking into account all the work that needs to be done and providing a permanent solution (collective protection) that cannot be easily removed. <p>Actions taken to provide a safe and healthy work environment on construction sites:</p> <p>All preventive measures taken by Durabrik were thoroughly analyzed and updated where necessary so that employees (and contractors) are protected throughout all construction phases against possible risks. The emphasis is on collective protection, as this takes precedence over individual protection (Belgian legislation).</p> <p>All of these preventive measures have been compiled into a plan, which has formed part of the agreements between Durabrik and the contractors since January 2021:</p> <ul style="list-style-type: none"> (i) Prior to the start of work on the construction sites, a contractor must submit its own safety plan (including risk analysis) to Durabrik and the safety coordinator (external party). Only after these documents have been reviewed, the contractor can start the work. If these documents are missing or if the safety plan (including risk analysis) is found to be inadequate then the work will not be initiated. (ii) 2 additional prevention advisors have therefore been hired since July 2022. Current composition of the prevention department is: 1 level I prevention advisor (QHSE Manager) and 2 prevention advisors level II.