



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: Agden Consulting Limited T/A facetheory
Date Submitted: 08/26/2022

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:

Agden Consulting Limited T/A facetheory

UPDATED AS OF:

08/26/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Recalls
ISSUE DATE	July 2020, September 2020, November 2020, April 2021
TOPIC	Recalls due to product quality control
SUMMARY OF ISSUE	"Agden Consulting Limited T/A facetheory has had five product recalls in the last five years due to quality control issues (3 during 2020, 2 during 2021) July 2020 - SKU M2-U Moisturiser - recall due to consumer report of mold (retained samples fine). Sep 2020 - SKU C2-PRO-U Cleanser - recall due to consumer report of glass found in one jar (retained samples fine). Nov 2020 - SKU S3-PRO Serum - recall due to precipitation of salt at cold temperatures (retained samples fine). April 2021 - SKU S3-PRO Serum - recall due to precipitation of salt at cold temperatures (retained samples fine). April 2021 - SKU M2-U Moisturiser - recall due to consumer report of mold (retained samples fine)."
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	"SKU M2-U - # units 329 - 1% of overall production SKU C2-PRO-U - # units 85 - <1% of overall production SKU SE-PRO - # units 247 - <1% of overall production SKU M2-U - # units 205 - <1% of overall production SKU S3-PRO - # units 254 - <1% of overall production"
IMPACT ON STAKEHOLDERS	The issues reported in each recall posed a potential temporary health risk to consumers that did not result in any actual harm. No injury/illness/medical treatment was reported and the scope of the report was limited to a handful of units. The company recalled out of an abundance of caution despite internal samples passing QA.
IMPLEMENTED MGT PRACTICES	SKU M2-U (2020) - extra micro testing on input materials undertaken. Formula had passed all regulatory tests and batch QA, extra resilience in the formula introduced. SKU C2-PRO-U (2020) - introduced more QA for input componentry to check for breakages. SKU SE-PRO (2020) - product reformulated. SKU M2-U (2021) - complete reformulation of product SKU S3-PRO (2021) - product reformulated to be more resilient at very cold temperatures.
RELATED INCIDENTS (YES/NO)	Two recalls reported during consecutive years concerned the same product (SKU M2-U) with a consumer report of mold. Two recalls reported during consecutive years concerned the same product (S3-PRO) concerned the formation of salt crystals at low temperatures.