



Giftpoint Ltd

Disclosure Report

Date Submitted: September 9th, 2024



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.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

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 or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	☐	☒
Biodiversity Impacts	☐	☒
Chemicals	☐	☒
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	☐	☒

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	☐	☒
Breaches of Confidential Information	☐	☒
Bribery, Fraud, or Corruption	☐	☒
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

	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	☐	☒
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☒
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	☐	☒

	Yes	No
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	☒	☐

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	☐	☒



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other - Clients in the Controversial Industries

Topic	The company provides products and services to clients in the defense sector
Summary of Issue	Giftpoint provides sourcing and branding of promotional merchandise such as caps, pens, and T-shirts, as well as the management of their webstore and selling said items. The company has served clients operating in the Alcohol and Defense/Offensive Firearms, weapons, and munitions industries over the last 5 years. Giftpoint no longer serves clients operating in the Defense/Offensive Firearms, weapons, munitions industry, and has committed to no longer serving this industry in the future.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In FY2023, 3% of the company's revenue came from the Defense/Offensive Firearms, weapons, munitions industry, and 0% came from clients operating in the Alcohol industry. The company is not currently serving these industries.
Impact on Stakeholders	B Lab has concluded that providing services to the defence sector has inherent potential risk; namely, ethical implications of these services being used in a way that harms others and/or is misused, a lack of transparency, and other risks pertaining to private sector involvement in activities related to warfare. For more information about B Lab's position on companies providing services in the Defense Sector, access the risk standards available in the Report section below.
Management Practices	Giftpoint no longer serves the Defense/Offensive Firearms, weapons, munitions industry and has committed to no longer serving this industry. Giftpoint has the following policies and practices to manage material sensitive risks associated with providing products and services to clients in controversial industries: The company has a due diligence policy and a supplier evaluation survey that permits to identification of potential harm factors to both people and the environment. The elements evaluated include:

	• Whether the company holds policies in relation to health and safety, Anti-fraud, Corruption & Bribery, Corporate Social Responsibility, Environmental Management, Ethical conduct, Grievance Procedure, and Modern Slavery, among others. • The Accreditations and Management systems held by the company (ISO9001, 14001, 27001, EcoVadis, ISO22301, etc). • Environmental management practices in relation to Emissions, energy sources and consumption, waste management, and targets. • Company compliance in relation to various topics, including legal action against the company in relation to breach of environmental legislation, fraud, bribery, and corruption. • Company participation in Controversial industries. Giftpoint has a whistleblowing policy that establishes the internal mechanism for reporting, investigating, and remedying any wrongdoing in the workplace. The policy establishes that the employee should raise concerns with their manager, and in the case that they prefer not to, contact the Managing Director directly. Matters of concern include bribery, fraud, or other criminal activity, miscarriages of justice, health and safety risks, damage to the environment, and any breach of level or professional obligations. In addition, employees are encouraged to contact the Whistleblowing Charity "Public Concern at Work", permitting whistleblowers with access to legal advice. The company carries out ethics and anti-corruption training for all employees. The company demonstrates its commitment to preventing harm through its Ecovadis Gold Certification (link available below); putting the company in the Top 5% of certified companies. The Certification evaluates the company's sustainability management system, considering their Environmental, Ethics, Labor & Human Rights, and Sustainable Procurement practices against international standards such as the Global Reporting Index (GRI), ISO 26000, and certifies that they reach a minimum requirement. Sustainable practices in providing their service are ensured through the selection of suppliers, the promotion of eco-products over others, and the monitoring of the client's webstore.



Report	• Giftpoint Ecovadis CSR Certification • Ecovadis Certification Scoring Methodology