



Loyco

Disclosure Report
Date Submitted: April 8th, 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.

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	<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"/>
Fossil fuels 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 checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Tax Advisory Services

Disclosure Tax Advisory Services	
Topic	Disclosure Tax Advisory Services
Summary of Issue	Loyco, headquartered in Switzerland, provides administrative outsourcing and consulting services. One of these services is focused on tax advisory, including annual tax management involving the annual tax return and other declarations, bookkeeping, and tax compliance. The company's main clients are individuals, SMEs, and multinationals based in Switzerland. The company's activities are limited to Swiss tax law; Loyco does not work with clients in foreign jurisdictions.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the last fiscal year, tax advisory services accounted for 1.3% of the company's revenue.
Impact on Stakeholders	<p>Businesses have an obligation to contribute their share of taxes. This is because business exists within the context of society; its proper role is to serve society, not the other way around. Moreover, healthy businesses can only exist over the long term in a healthy society. A healthy society depends upon public expenditures made possible by taxes. These public expenditures benefit businesses in both direct and indirect ways.</p> <p>B Lab recognizes fair payment of taxes as a material business issue and has a Framework for Evaluating Tax Strategies for B Corp Certification.</p>
Implemented Management Practices	<p>Loyco's services are consistent with the principles that (1) the amount of Swiss taxes paid over time appropriately reflects the actual amount of income generated by the client, and (2) the amount of taxes paid over time in Switzerland appropriately reflects the actual operations of the client in that jurisdiction.</p> <p>For a large proportion of its customers, Loyco takes care of the bookkeeping and reviews consistency as far as possible. The company asks its customers to provide complete information in order to report correctly to the tax authorities. Loyco regularly reminds its customers of their obligations and informs them of current legislation.</p>



Management Comments	The clients of Loyco are exclusively based in Switzerland, and we do not have the expertise to provide advice on international taxation.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other - Disclosure Industries

Topic	Clients in Ineligible Industries
Summary of Issue	<p>Loyco has clients in the following industries: Fossil Fuels producers and Tobacco.</p> <p>The types of services offered to these clients include:</p> <ul style="list-style-type: none">• Administrative outsourcing and consulting, including marketing and tax advisory services. <p>Loyco is committed to offering clients in the Fossil Fuels and Tobacco industries only administrative outsourcing services, such as insurance and HR services/payroll, confirming that no marketing services—including, but not limited to, advertising, branding, digital campaigns, or promotional activities—will be provided to these industries. This commitment reflects the company's values and aligns with its efforts to promote sustainable and socially responsible business practices.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the 2024 fiscal year, 4.8% of the company's annual revenue was from clients in the Fossil Fuels industry, and 0.4% from the Tobacco industry.
Impact on Stakeholders	<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 a minimum grievance/complaints mechanism and a whistleblower protection policy.</p>
Implemented Management Practices	<p>Loyco has the following mechanisms in place to manage the risks associated with serving clients in the controversial industries:</p> <p>Grievance/complaints mechanism. This is accessible to the public through a Whistleblower channel available on the</p>

	<p>company's website. This policy aims to encourage employees, partners, suppliers, and other stakeholders to report any misconduct while ensuring protection against any form of retaliation. Each grievance will be subject to an impartial and rigorous investigation, conducted by Loyco's Head of Operations. A structured process is applied, including the following steps:</p> <ul style="list-style-type: none">• Acknowledgment of receipt within 5 working days• Preliminary assessment within 15 working days• In-depth investigation, based on the facts collected• Proposed resolution• Closure with formal feedback to the complainant• Complete resolution within a maximum of 60 days <p>Loyco informs the complainant at each stage of the process. If a complaint is rejected, a clear justification is provided, specifying the reasons for not processing it. If the complainant is not satisfied with the outcome, they may request an appeal. This request must be submitted in writing within 10 working days. Specific training sessions will be provided for those responsible for handling complaints to ensure ethical and confidential handling of reports.</p> <p>Whistleblower Protection Policy. The Policy includes the company's commitment to protecting whistleblowers from retaliation, discrimination, or any other form of unfair treatment resulting from reporting inappropriate behavior. The whistleblower's identity will be protected and will only be disclosed with their explicit consent, unless required by law. Reports can be submitted anonymously if the individual wishes. Any form of retaliation is strictly prohibited and employees who violate this rule may be subject to disciplinary action, up to and including termination.</p> <p>Mechanisms in place to ensure whistleblower protection:</p> <ul style="list-style-type: none">• Reports are handled by a person responsible for alert management and data protection.• Restricted access to information is applied: only those people strictly necessary for the investigation can access it.• Support measures may be offered to the whistleblower in the event of retaliation (HR support).

	Loyco works with an independent, external, trusted person. Upon request, they can be called upon to collect reports and support whistleblowers in their efforts.
Report	Grievance mechanism link