



## B Lab Statement on Fischer Lighting's B Corp Certification

B Lab's independent Standards Advisory Council has rendered the following decision and guidance regarding eligibility for B Corp Certification for companies operating in or selling to the prison industry, including companies utilizing prison labor:

B Lab and its independent Standards Advisory Council have determined that companies operating in the prison industry are ineligible for B Corp certification. In addition, companies in the U.S. and Canada that sell to prisons, including companies that use prison labor, are placed under an indefinite certification moratorium and are not eligible for B Corp Certification.

B Lab and its independent Standards Advisory Council have determined that, outside of the U.S. and Canada, companies selling to the prison industry, including companies using prison labor, are eligible for B Corp Certification if they have not engaged in specific prohibited practices in the last five years AND are meeting additional industry-specific practice requirements.

As a Certified B Corp that utilizes prison labor, Fischer Lighting is required to disclose a summary of how it complies with these industry requirements. For more information on the specific requirements, please refer to B Lab's statement on companies operating in or selling to the prison industry [here](#).

### **Summary of Company**

Fischer Lighting operates within the sustainable lighting industry, focusing on the design, upcycling, and assembly of environmentally responsible lighting solutions. The company's direct operations are based in Denmark, where it partners with local workshops and social enterprises, including state-run prison workshops managed by the [Danish Prison and Probation Service \(Kriminalforsorgen\)](#).

Through this collaboration, Fischer Lighting provides work opportunities for incarcerated individuals, primarily involving the assembly of lighting products. These workers are not directly employed by Fischer Lighting but participate voluntarily through the prison employment system

managed by Kriminalforsorgen. The initiative aims to offer inmates practical, market-oriented job training and to strengthen their reintegration prospects after release.

During the last fiscal year, Fischer Lighting collaborated with prison workshops managed by Kriminalforsorgen, including Roskilde Arrest and Holbæk Arrest. On average, four to six incarcerated individuals participated in assembly-related activities at any given time during the year.

Because participation is rotational and part of rehabilitation programs, the total number of individuals involved over the year is somewhat higher, while their contribution represents a small supplementary share of Fischer Lighting's overall production - estimated at well below 10 % of total assembly hours.

All work is conducted under Kriminalforsorgen's regulated employment framework, ensuring voluntary participation, fair compensation, and safe working conditions equivalent to those outside the prison system.

## **Fischer Lighting's Disclosure on Prohibited Practices**

*Companies selling to the prison industry, including companies using prison labor, that have engaged in the following practices in the last five years, as demonstrated through company disclosures or through material, justified, and unresolved stakeholder concerns, are currently ineligible for B Corp Certification:*

- *Companies that contribute to the construction of new prisons or supply products and/or services designed to restrain or subdue people who are incarcerated, inflict harm or potentially used to inflict harm on people in prisons or other individuals, etc. are currently ineligible for B Corp Certification.*
- *Companies engaged in any form of lobbying or policy advocacy that directly or indirectly support mass, or increasing rates of, incarceration or prevent reform attempts to reduce incarceration. This includes membership, Board involvement, or funding of industry associations that engage in such lobbying activities.*
- *Companies with material, justified, and unresolved complaints about product quality, product price and/or work conditions for people in prisons.*

Fischer Lighting does not engage in any form of lobbying or policy advocacy that directly or indirectly support mass, or increasing rates of, incarceration or prevent reform attempts to reduce incarceration. The company does not have any material, justified, and unresolved complaints about product quality, product price and/or work conditions for people in prisons.

## Required Best Practices - Companies Selling to the Prison Industry, Including Companies Using Prison Labor

*In order to be eligible, companies selling to the prison industry, including companies using prison labor, must be able to demonstrate that they have the following practices in place and disclose them on their B Corp Profile:*

- 1. A transparent mechanism to measure the impact of its products, services, policies and/or activities on reducing recidivism and outcomes for people in prisons and proof of positive impact deemed rigorous as a result of, for example, third party assessment and/or existing primary research.*

Fischer Lighting has established a transparent mechanism to evaluate the social impact of its collaboration with Danish prison workshops, particularly in relation to the rehabilitation and reintegration of incarcerated individuals. The company's impact measurement approach is qualitative and partnership-based, designed in cooperation with Kriminalforsorgen and local workshop leaders.

Every two years, Fischer Lighting conducts structured satisfaction surveys with participating prison workshops, such as Holbæk Arrest and Roskilde Arrest to gather feedback on inmates' skill development, engagement, and workplace experience. These surveys consistently show high satisfaction scores (8–10 out of 10) on key indicators such as work quality, cooperation, and personal progress.

In addition to qualitative insights, the company collects anonymized feedback from workshop leaders about participants' practical skills, teamwork, and motivation levels. This data provides an ongoing indication of the program's effectiveness in building employable skills and improving self-confidence among participants.

While Fischer Lighting currently does not conduct direct post-release tracking of employment or recidivism rates, it is exploring collaboration with third-party partners and social research institutions to build a more rigorous, data-driven model. The company's current framework draws on credible external research, including studies from [VIVE \(The Danish Center for Social Science Research\)](#), which document the positive link between meaningful prison employment and reduced reoffending in Denmark.

At present, benchmarking against national statistics is used as a contextual reference, indicating that inmates who participate in structured prison work programs show significantly better reintegration outcomes than those who do not.

Proof of positive impact is supported through:

- Documented satisfaction surveys from prison workshops (2023)

- Regular inspections and reports from independent oversight bodies such as the [Danish Ombudsman](#) and the [Danish Institute for Human Rights](#) confirming compliance with fair and safe working conditions; and
- Public transparency through the company's engagement with social partners, municipalities, and initiatives promoting fair-chance employment.

Although Fischer Lighting does not publish a dedicated impact report or quantitative recidivism data yet, the company plans to strengthen its impact framework by introducing defined metrics and targets, for example, tracking the percentage of inmates continuing in employment post-release or establishing a baseline recidivism comparison against national averages.

2. *A public stance against mass, or increasing rates of, incarceration and other material issues related to the prison industry, approved by the highest level of governance (e.g., Board of Directors) within the company, and a commitment to making efforts towards collective action and/or engagement with stakeholders, focused on improving how people who are incarcerated are viewed and treated before, during and after incarceration.*

In alignment with the requirements and principles stated in B Lab's position statement for companies that work with prison suppliers, Fischer Lighting has the following philosophy in regards to mass incarceration, collective action and government affairs. The philosophy statement reads as follows:

*"We engage in quarterly dialogues with municipalities and social partners on fair-chance initiatives. We do not lobby or make political contributions. Our engagement is limited to forums on circular economy and sustainability (e.g., DI Byggeri, Gate21). We are not affiliated with any association promoting mass incarceration. We publicly oppose mass incarceration and support initiatives for rehabilitation and inclusion. This position is approved by our Board."*

3. *Public disclosure detailing the company's approach to government affairs, inclusive of lobbying/advocacy and political activities. This should include disclosure of the material issues that the company lobbies/advocates for, their trade associations, and the controls they have in place in regards to political contributions, lobbying/advocacy on the company's behalf, revolving door policy, political contributions and donations.*

Fischer Lighting's engagement with government or policy forums is limited to non-political initiatives focused on environmental sustainability, circular design, and workforce inclusion. The company participates in industry and knowledge-sharing networks such as [DI Byggeri \(The Confederation of Danish Industry – Construction Division\)](#) and [Gate21](#), both of which focus on advancing circular economy and sustainable building practices. Fischer Lighting has internal controls to ensure transparency and accountability in all public engagements:

- No political contributions or donations are permitted under company policy;

- Any external representation in industry groups must align with the company's sustainability and social responsibility values;
- The company does not employ lobbyists or consultants for political influence purposes; and
- A revolving door policy is implicitly upheld by limiting hires from political or governmental backgrounds where a potential conflict of interest could arise.

All government and stakeholder engagement activities are reviewed and approved by the company's leadership team and overseen by the Board of Directors, ensuring alignment with Fischer Lighting's ethical standards and sustainability strategy.

- 4. Policies and practices to address the concerns of mass, or increasing rates of, incarceration and the prison industry in other aspects of its operations, including its charitable efforts, fair chance hiring practices, customer screenings, affected stakeholders incorporated in governance structure, etc.*

Fischer Lighting publicly opposes mass incarceration and supports initiatives focused on rehabilitation, education, and reintegration of formerly incarcerated individuals. This position is reflected in its ongoing partnerships with the Kriminalforsorgen, municipalities, and social enterprises.

The company's fair chance hiring policy ensures that individuals with prior convictions or who have experienced incarceration are not excluded from consideration for employment. Fischer Lighting maintains an open hiring policy that welcomes applicants from marginalized or vulnerable groups, including individuals referred by municipal employment programs or social partners.

In addition to direct hiring practices, the company's charitable and community initiatives are focused on supporting programs that foster skills training, upcycling, and workforce participation for groups traditionally underrepresented in the labor market. By partnering with public and nonprofit organizations, Fischer Lighting actively contributes to creating pathways to employment and reducing the likelihood of reoffending.

## **Required Best Practices - Companies Using Prison Labor**

- 1. Company conducts an application process where workers express interest in the specific work opportunity and each worker receives and signs a standardised consent form from the enterprise indicating that they agree to work. The form indicates the wages and conditions of work.*

The application and consent process for prison workers collaborating with Fischer Lighting is formally managed by Kriminalforsorgen, which oversees all employment and vocational activities within Danish correctional facilities.

Participation in prison workshops is voluntary, and each inmate must apply for the specific work opportunity through Kriminalforsorgen's established procedures. Once accepted, the inmate receives and signs a standardized consent form that clearly outlines the nature of the work, applicable wages, working hours, and employment conditions.

These terms are regulated under the [Executive Order on Prison Employment](#) and the Danish Enforcement of Sentences Act, ensuring that the conditions mirror those of comparable work outside the prison system. The consent form also specifies that participation is voluntary and that inmates may withdraw their consent at any time with reasonable notice, after which Kriminalforsorgen may reassign them to another approved activity (such as education or treatment).

Fischer Lighting does not directly handle applications, employment contracts, or consent documentation; these are administered by Kriminalforsorgen to ensure impartiality and compliance with Danish labor and human rights standards. However, Fischer Lighting collaborates closely with prison workshop managers to ensure that all assigned work tasks are safe, skills-based, and that participants fully understand the nature of the work before commencing.

This structured and transparent process guarantees that all participation is voluntary, informed, and fairly compensated

2. *The conditions of work the enterprise offers are similar to work outside the prison, namely:*
  - a. *Wages and any deductions are made transparent and are comparable to those of free workers with similar skills and experience in the relevant industry or occupation, taking into account factors such as productivity levels. Costs the enterprise may incur for prison security supervision of the workers should not be borne by workers.*
  - b. *Workers receive clear and detailed wage slips showing hours worked, wages earned and any deductions authorized by law for food and lodging. Wages are paid directly to workers, when possible. In cases where local laws prohibit direct payment of wages, companies must have systems in place to guarantee that workers receive wages as intended.*
  - c. *The daily working hours are in accordance with local law for free workers.*
  - d. *Safety and health measures respect local law for free workers.*
  - e. *Workers are included in the social security scheme for accident and health coverage.*

The conditions of work provided through Fischer Lighting's collaboration with Danish prison workshops are equivalent in standard and protection to those applicable to comparable work outside the prison system. All employment-related conditions are regulated and enforced by Kriminalforsorgen under the Danish Enforcement of Sentences Act and the Executive Order on Prison Employment.

#### A. Wages and Transparency

All wages and deductions are determined and administered by Kriminalforsorgen in accordance with national law. Wages are transparent and comparable to those of free workers performing similar tasks, considering productivity levels and training components. Prisoners do not bear any of the costs related to security supervision or administrative management of the workshops which are expenses covered entirely by the state.

#### B. Wage Slips and Payment

Workers receive clear and detailed wage documentation, indicating hours worked, wages earned, and any lawful deductions (for example, for food or lodging, where applicable). Wages are generally paid directly to individual inmate accounts managed by the prison system, ensuring that funds are accessible and properly recorded. These wages can be used by inmates to improve their daily living conditions, such as purchasing items in the prison shop or making phone calls.

#### C. Working Hours

Daily working hours within the prison workshops are fully compliant with Danish labor law for free workers. The standard workday reflects normal industrial working conditions, ensuring that inmates gain realistic and transferable employment experience consistent with the Danish job market.

#### D. Safety and Health Standards

Workplace safety and health regulations within the prison workshops adhere strictly to [Danish occupational health and safety legislation](#). Workshops are regularly inspected by Kriminalforsorgen, the Danish Parliamentary Ombudsman, and independent institutions such as [DIGNITY](#) and the Danish Institute for Human Rights.

#### E. Social Security and Coverage

Inmates participating in prison work programs are included in Denmark's social security framework for accident and health coverage as required by law.

*3. Workers obtain benefits such as learning new skills and the opportunity to work cooperatively in a controlled environment enabling them to develop team skills.*

Individuals participating in Fischer Lighting's prison workshop collaborations obtain tangible professional and personal benefits from their work experience. The program is designed to provide skills-based employment that supports rehabilitation and reintegration into society.

Through their participation, workers gain hands-on technical skills related to lighting assembly, upcycling, and quality control, all of which are transferable to employment opportunities after release. The work involves practical craftsmanship, tool use, and an understanding of production processes consistent with industry standards outside the prison system.

In addition to technical skills, participants would learn to work collaboratively under supervision, manage time, meet quality expectations, and take pride in contributing to real market products which are qualities that enhance their employability and confidence.

4. *Workers have the possibility of continuing work of the same type upon release and the company provides post-release benefits to workers, such as contributions to post-release savings accounts and employment support.*

Workers who participate in Fischer Lighting's prison workshop collaborations have the possibility of continuing similar work after release, though the formal post-release support and placement process is primarily managed by Kriminalforsorgen and local municipalities.

Fischer Lighting maintains an open and inclusive hiring policy that does not exclude former inmates from employment consideration. The company welcomes applications from individuals with prior incarceration experience, particularly those who developed relevant technical skills through prison workshop programs. This approach aligns with Fischer Lighting's broader social mission to promote fair-chance employment and to reduce barriers to labor market reentry for vulnerable or marginalized individuals.

While Fischer Lighting itself does not operate a dedicated post-release savings or reintegration program, participants benefit indirectly through state-administered post-release support systems. These include job placement services, vocational guidance, and financial management programs facilitated by municipalities and Kriminalforsorgen.

5. *Workers may withdraw their consent at any time, subject only to reasonable notice requirements.*

Inmates participating in Fischer Lighting's prison workshop collaborations retain the right to withdraw their consent to work at any time, subject only to reasonable notice requirements established by Kriminalforsorgen.

The Danish prison employment framework ensures that all workshop participation is voluntary. If an inmate decides to stop working, they can inform the workshop leader or prison staff, who will then record the decision and arrange for the individual to be reassigned to another approved activity, such as education, treatment, or rehabilitation programs.

This right to withdraw is protected under the Executive Order on Prison Employment and the Danish Enforcement of Sentences Act, which guarantee inmates' freedom of choice regarding participation in work, training, or educational programs.

6. *The company maintains a transparent quality assurance system that includes direct and private feedback from workers, and where possible, takes action based on the feedback.*



Fischer Lighting maintains a transparent and responsive quality assurance system that includes direct and confidential feedback from incarcerated workers participating in its prison workshop collaborations. This system is an integral part of the company's ethical oversight and continuous improvement process.

Feedback from inmates is collected through workshop leaders employed by Kriminalforsorgen, who serve as independent intermediaries to ensure that all communication remains private and unbiased. Workers can express their views on working conditions, task suitability, and overall satisfaction in a safe and non-retributive environment.

This feedback is periodically compiled and shared with Fischer Lighting in anonymized form, allowing the company to identify areas for improvement while maintaining the confidentiality and dignity of participants. The company's Impact and ESG team is responsible for reviewing this information and implementing any necessary adjustments in collaboration with Kriminalforsorgen and workshop supervisors.

Where issues or improvement opportunities are identified such as training needs, workflow adjustments, or task design, Fischer Lighting works jointly with prison authorities to adapt procedures and enhance worker experience. This process is supported by independent oversight mechanisms, including inspections by the Danish Parliamentary Ombudsman, DIGNITY, and the Danish Institute for Human Rights, which regularly assess prison employment conditions.

### **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 [certification process](#), or
2. Breach of the core values articulated in our [Declaration of Interdependence](#) within the B Corp Community.