



Unigloves (UK) Ltd

Disclosure Report

Date Submitted: August 1st, 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	<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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input 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: Animal Testing

Topic	Animal testing is required by law
Summary of Issue	Unigloves (UK) Limited is a glove manufacturing company that produces disposable vinyl gloves that are required to be tested on animals by law in the markets where they operate. As surface medical devices, the company is required to comply with MHRA in the UK through the Medical Device Directive 93/42/EEC and Medical Device (EU) Regulation 2017/745 citing EN ISO 10993-1 Table A.1
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	80% of the company's revenue comes from products required to undergo animal testing as only the products classified as medical devices require mandatory testing. The last time the company had to conduct an animal testing was in 2020.
Impact on Stakeholders	Animal testing and experimentation is widely used to develop new agricultural products and to test the safety of other products. Many of these experiments can cause pain to the animals involved or reduce their quality of life in other ways.
Implemented Management Practices	<p>The company complies with ISO 10993-2:2022 - Biological evaluation of medical devices (Part 2: Animal welfare requirements), which "specifies the minimum requirements to be satisfied to ensure and demonstrate that proper provision has been made for the welfare of animals used in animal tests to assess the biocompatibility of materials used in medical devices".</p> <p>The company outsources animal testing to labs with GLP accreditation, ISO 17025 accreditation. Unigloves verifies all certifications before engaging with the testing facilities.</p> <p>Where there is no legal requirement for animal testing Unigloves will not undertake such measures. Testing is renewed only when the standards are updated, the last interval was around 7 years.</p> <p>The company does not have any public facing position statements regarding animal testing. Currently, there are no stakeholder concerns, feedback, and engagement initiatives relative to animal testing.</p>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other Disclosure Industries

Topic	The company produces single-use plastics
Summary of Issue	<p>Unigloves (Singapore) Pte Ltd is a manufacturer, while Unigloves (UK) Ltd acts as a distributor of gloves and other protective safety and medical products. The company develops products primarily for the healthcare industry, which subjects it to regulatory constraints that limit the implementation of certain circularity practices, such as replacing single-use plastics. Additionally, the company provides these products to the food industry.</p> <p>The product range includes gloves made from various materials: Vinyl, Latex, Rubber, Nitrile, and Biodegradable materials.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>The company generates its entire annual revenue from the sale of gloves and other protective safety and medical products. Unigloves (UK) Ltd reported that 95.8% of its revenue comes from the sale of disposable and single-use gloves.</p> <p>Currently, 90% of the company's single-use SKUs are made from fossil fuel-based materials, primarily nitrile, while the remaining 10% are derived from natural rubber. The company offers options in biodegradable materials, accounting for 1% of sales. Regulatory and legislative constraints within the healthcare industry limit the integration of more sustainable alternatives.</p>
Impact on Stakeholders	<p>The single-use plastics industry presents some risks flagged by B Lab as material environmental concerns:</p> <ul style="list-style-type: none">• Raw materials: the use of oil-based raw materials, which contribute to the increase of carbon emissions throughout the supply chain,• Business model: underutilization of the product life cycle, loss of the material economical value,• Waste: Generation of excessive waste that takes a long time to degrade. <p>B Lab has flagged the single-use plastic industry as a material</p>

	<p>issue and new standards may be created to address possible risks related to this matter. Companies providing products to the healthcare industry may face constraints on applying circularity practices. Once new standards are available, Unigloves (UK) Ltd will have a grace period of one recertification cycle to abide by the potential new risk requirements.</p>
Implemented Management Practices	<p>The company's supply of personal protective equipment (PPE) is ISO 14001 certified,</p> <p>Unigloves has been working to find alternative materials to petroleum-derived feedstocks currently used. This work covers various areas of development:</p> <ul style="list-style-type: none"> • Using recycled feedstocks as alternatives to virgin materials such as those included in our range of industrial gloves which utilize recycled PET plastics, • There has been some work to improve the end-of-life impact of disposable nitrile gloves using natural enzymes to encourage degradation in landfill conditions, • The company is working with iCAST to understand bio-based alternatives to butadiene as a key input material to nitrile, as well as exploring alternative pyrolysis and alternative chemical recycling to extract key materials as a recycled feedstock, • Due to Health and Safety Executive (HSE) regulation widespread latex use has been phased out of PPE products in many industries. Unigloves are working to understand the guidelines and shape policy to reintroduce the use of natural rubber latex as a natural alternative to petroleum-derived materials.
Report	Health and safety Executive (UK) Approach to latex gloves
Management Comments	"As there are currently no off-the-shelf solutions available for alternative materials these initiatives are ongoing and require industrial feasibility and scale"