Certified B Corporation

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 be transparent about the disclosure issues identified on the company's public B Impact Report.

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.

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B Corp Certification - Disclosure Questionnaire Documentation
Disclosure Questionnaire category: Significant Layoffs of >20% of the Workforce
Updated as of: 07/29/2023

Ferpection experienced significant layoffs of more than 20% of the workforce within the last five years. Certified B Corps are required to make transparent when such practices have occurred.

Any party aware of specific company practices of this company related to their layoffs that were inappropriate, and which may constitute a violation of the B Corp standards, may contact us via our public complaints procedure.

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B Corp Certification - Disclosure Questionnaire Documentation

Disclosure Questionnaire category: Clients in Controversial Industries
Updated as of: 05/08/2023

Ferpection is currently involved or has had involvement within the last five years in the provision of services and/or products to companies in the following industries considered controversial by B Lab Global: Alcohol, Fossil Fuel and Payday, Short Term, or High Interest Lending.

Although Ferpection is not directly involved in contributing to the harmful aspects of the controversial industry, by serving clients in the industry, their products and services may have the potential to enable the growth of the industry and indirectly contribute to its negative impacts. Certified B Corps are required to make transparent their involvement in such industries.

If you or someone you know is aware of any specific practices of this company related to their involvement in the aforementioned or other controversial industries that have had a negative impact, and that may constitute a violation of the B Corp standards, please contact us via our public complaints procedure.