



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:

- 1) Be transparent about 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 systems are in place to avoid similar issues from arising in the future.

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.

DISCLOSURE QUESTIONNAIRE

Company Name: Sympower
Date Submitted: 11/25/2021

Industries & Products	Yes	No
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.		
Animal Products or Services		<input checked="" type="checkbox"/>
Biodiversity Impacts		<input checked="" type="checkbox"/>
Chemicals		<input checked="" type="checkbox"/>
Company Explanation Of Disclosure Item Flags		<input checked="" type="checkbox"/>
Disclosure Alcohol		<input checked="" type="checkbox"/>
Disclosure Firearms Weapons		<input checked="" type="checkbox"/>
Disclosure Mining		<input checked="" type="checkbox"/>
Disclosure Pornography		<input checked="" type="checkbox"/>
Disclosure Tobacco		<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input checked="" type="checkbox"/>	
Fossil fuels		<input checked="" type="checkbox"/>
Gambling		<input checked="" type="checkbox"/>
Genetically Modified Organisms		<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out		<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations		<input checked="" type="checkbox"/>
Monoculture Agriculture		<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials		<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending		<input checked="" type="checkbox"/>
Water Intensive Industries		<input checked="" type="checkbox"/>
Tax Advisory Services		<input checked="" 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 checked="" type="checkbox"/>
Child or Forced Labor		<input checked="" type="checkbox"/>
Negative Environmental Impact		<input checked="" type="checkbox"/>
Negative Social Impact		<input checked="" type="checkbox"/>
Other		<input checked="" type="checkbox"/>

Outcomes & Penalties	True	False
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 checked="" type="checkbox"/>
Breaches of Confidential Information		<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption		<input checked="" type="checkbox"/>
Company Explanation Of Disclosure Item Flags		<input checked="" type="checkbox"/>
Company has filed for bankruptcy		<input checked="" type="checkbox"/>
Consumer Protection		<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans		<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		<input checked="" type="checkbox"/>
Labor Issues		<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation		<input checked="" type="checkbox"/>
Litigation or Arbitration		<input checked="" type="checkbox"/>
On-Site Fatality		<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues		<input checked="" type="checkbox"/>
Political Contributions or International Affairs		<input checked="" type="checkbox"/>
Recalls		<input checked="" type="checkbox"/>
Significant Layoffs		<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights		<input checked="" type="checkbox"/>
Other		<input checked="" type="checkbox"/>

Practices	True	False
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"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		<input checked="" type="checkbox"/>
Company Explanation Of Disclosure Item Flags		<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining		<input checked="" type="checkbox"/>
Company workers are prisoners		<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones		<input checked="" type="checkbox"/>
Confirmation of Right to Work		<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government		<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts		<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems		<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation		<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations		<input checked="" type="checkbox"/>
No signed employment contracts for all workers		<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory		<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions		<input checked="" type="checkbox"/>
Sale of Data		<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells		<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours		<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets		<input checked="" type="checkbox"/>
Workers paid below minimum wage		<input checked="" type="checkbox"/>
Workers Under Bond		<input checked="" type="checkbox"/>
Other		<input checked="" type="checkbox"/>



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **Sympower** UPDATED AS OF: **11/25/2021**

DISCLOSURE QUESTIONNAIRE CATEGORY	Clients in Controversial Industries - Energy Intensive Industries
TOPIC	Company works solely with clients in the energy sector.
SUMMARY OF ISSUE	Sympower is a flexibility services provider that works with electricity providers to help balance the supply and demand of electricity across international energy networks. They work with businesses, grid operators, and other stakeholders to reduce their carbon emissions, and integrate a more distributed renewable energy resources.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	"100% of the company revenues come from state owned grid operators in the energy industry. They work with grid operators in The Netherlands, Finland, Sweden and Israel. "
IMPACT ON STAKEHOLDERS	Their main services (Electricity grid frequency reserves and congestion management) enable grid operators to manage their grids more efficiently and sustainably. The company works specifically with (state-owned) companies in the energy sector. They are aware that the energy sector is a polluting one, as it is still strongly reliant on fossil fuels, but offer services to help phase out fossil fuels in favour of renewable energy, to help countries reach renewable energy generation target (30% by 2030) set by the EU.
IMPLEMENTED MGT PRACTICES	<p>"Sympower's software solution, which connects flexible assets to the energy market to address short-term balancing problems in energy markets. Sympower connects appliances to a cloud-based platform and when the grid is under stress, automatically adjusts the consumption of the appliances. By aggregating appliances in many different locations, it is possible to have the same effect as turning on coal- and gas-fired power plants. At the same time, the owners of the assets benefits from this practice, not only by reducing their energy consumption and carbon footprint but also by generating extra revenue, as they get paid for offering this service.</p> <p>Sympower is currently working both with companies in very traditional industries (such as greenhouses, paper industries, wastewater, buildings) as well as more modern ones such as electric vehicles and data centres. Sympower's services enable electricity systems to rely less on fossil fuel plants for balancing purposes, by allowing to turn off at least the less efficient fossil fuel plants, which are also the most polluting, and gradually phasing them all out in favour of a larger share of renewable energy resources and move towards a 100% renewable electricity system."</p>
REPORT	IEA overview of Demand Response status worldwide and its contribution to Net Zero Emissions: https://www.iea.org/reports/demand-response .