



B Lab Statement on International Business Sales & Services Corporation'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 with Clients in the Defense Sector:

"B Lab and its independent Standards Advisory Council have determined that companies that derive more than 5% of their annual revenue by providing services to clients in the defence sector are eligible for B Corp Certification as long as their services have low-severity impacts and meet specific requirements to manage their potential harm. Companies that provide services to clients in the defence sector and derive less than 5% of their annual revenue from the sector are eligible for B Corp Certification with incremental disclosure on their B Corp Profile regarding material sensitive issues in the industry and historic % revenue from the defence sector as long as their executed projects have low severity impacts."

IBSS Corp. is required to disclose a summary of how it complies with these industry requirements as a part of its B Corp Certification. For more information on the specific requirements, please refer to B Lab's position statement on Companies with Clients in the Defence Sector [here](#).

Summary of Company

Based in the United States, International Business Sales & Services Corporation (IBSS Corp.) provides IT solutions to public and corporate sector organisations and is a service provider for the Department of Defense Education Activity (DoDEA). In the fiscal year 2022, approximately 25% of the company's annual revenue came from the United States DoDEA. The services provided for this client include information assurance, cybersecurity, helpdesk services and more. While the DoDEA falls within the United States Department of Defense, IBSS does not provide any defence or warfighting capabilities as DoDEA is responsible for planning, directing, coordinating and managing educational programs for children of active duty military and civilian families.

B Lab has concluded that providing services to the defence sector has inherent potential risk; namely ethical implications of these services being used in a way that harms others and/or are misused, a lack of transparency, and other risks pertaining to private sector involvement in activities related to warfare.



IBSS Corp.'s Disclosure on Required Best Practices

- 1. Formal policies and procedures related to anti-corruption such as internal monitoring, periodic training and whistleblower programmes and transparency on the company's position on lobbying and political contributions.***

IBSS Corp. takes a zero-tolerance approach to bribery and corruption in all areas of its business and is committed to acting professionally, fairly, and with integrity in all its business dealings and relationships.

To address the risk of corruption, the company has an anti-corruption and bribery policy which is included in the Company's Employee Handbook that all employees agree to abide by upon hiring. The company does not perform direct lobbying activities, contribute to political parties, individual politicians, or other related activities.

- 2. Formally acknowledge (e.g. in their code of ethics) that their services are utilised by militaries of their home country or other countries and recognize that these services could be utilised to inflict harm on civilians and the environment.***

The company is aware of the risks associated with working with clients in the defence industry and is a proud supplier to the United State's Department of Defense Education Activity. IBSS Corp is not involved in the supply or trade of arms and artillery. IBSS Corp. does not provide services that can be used to harm people or the environment. These services are replicable across many industries and sectors and are used by other non-controversial industries.

- 3. Assessment of potential clients during the project bidding process, including consideration for factors such as ownership status of client, the human rights performance of the client regime (if they're a government), stability of the regime, responsible utilisation of military equipment by the regime. Assessment of specific projects, including consideration of whether the project could be used for maleficent purposes (e.g. ascertaining that the project will not be used for controversial weapons or offensive weapons that can have a disproportionate and indiscriminate impact on civilian population).***

IBSS Corp. performs due diligence on all potential clients prior to working with them to ensure they align with their Code of Ethics via their ethics department, this includes a review as to whether such entity or individual is debarred or suspended from doing business with the United States Government. Such debarments/suspensions can be for violating export regulations, bribery/corruption and other matters.



IBSS does not provide defense related products or services but products and services that are categorised for commercial uses by the United States Government regulations. IBSS does not have customers that are foreign governments or entities nor with foreign entities that supply or buy military products and services.

As a US company and government contractor, IBSS is required to comply with all United States Export and Import laws and regulations prior to engaging in any discussions with a foreign entity, including but not limited to, whether such discussions can even take place. Such factors that the IBSS is required to review are the foreign entity, the nature of the discussions, the uses and whether the transaction requires a US Export licence.

As a government contractor, IBSS is subject to various laws and regulations of the United States and applicable State Governments in the areas of ethics, employee rights and non discrimination. Any US based companies that may be IBSS Clients are subject to the same requirements and have Codes of Ethics/Conducts that their suppliers must be aware of to follow, with such Codes being very similar to IBSS Code of Conduct.

4. During the execution phase of the project, exploring the possibility of deliberately designing for considerations such as proportionality, discrimination, prevention of illegal use and environmental conservation.

Designing to avoid harm is a key consideration for all of IBSS' projects and is embedded into the company culture and mission. In relation to the Defense Industry, the company only works with the Department of Defense Education Activity sector. As they limit their engagement strictly with the DoDEA, the company services are only utilised by the children of military members in the K-12 school system.

5. Availability of mechanisms for employees to report on ethical concerns related to the projects during the project execution phase.

IBSS is committed to operating in compliance with all applicable laws, rules, and regulations including those concerning accounting and auditing, and prohibits fraudulent practices by any of its board members, management, employees or volunteers. The company's Employee Handbook outlines its whistleblowing policy for disclosure of information that relates to suspected wrongdoing or dangers at work. The whistleblowing policy encourages employees to raise concerns openly so any issues can be discussed and addressed.

IBSS Corp. is committed to ensuring that no person suffers any detrimental treatment because of reporting any genuine concern in good faith and has policies in place to prevent any form of retaliation.

Certified



Corporation

- 6. Training and education on the practices mentioned above to help put them into practice and facilitate a corporate ethos that manages concerns in the industry.***

IBSS Corp's ethics and compliance training begins at employee onboarding and continues throughout employment. Upon joining, all employees are provided with access to internal policies and are required to acknowledge receipt of the policies. Annual compliance training for all managers and employees are conducted where the code of ethics and any recent updates are reviewed.