

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: Namidabashi Lab.
 Date Submitted: 03/25/2022

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		✓
Biodiversity Impacts		✓
Chemicals		✓
Company Explanation Of Disclosure Item Flags		✓
Disclosure Alcohol		✓
Disclosure Firearms Weapons		✓
Disclosure Mining		✓
Disclosure Pornography		✓
Disclosure Tobacco		✓
Energy and Emissions Intensive Industries		✓
Fossil fuels		✓
Gambling		✓
Genetically Modified Organisms		✓
Illegal Products or Subject to Phase Out		✓
Industries at Risk of Human Rights Violations		✓
Monoculture Agriculture		✓
Nuclear Power or Hazardous Materials		✓
Payday, Short Term, or High Interest Lending		✓
Water Intensive Industries		✓
Tax Advisory Services		✓
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		✓
Child or Forced Labor		✓
Negative Environmental Impact		✓
Negative Social Impact		✓
Other		✓

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		✓
Breaches of Confidential Information		✓
Bribery, Fraud, or Corruption		✓
Company Explanation Of Disclosure Item Flags		✓
Company has filed for bankruptcy		✓
Consumer Protection		✓
Financial Reporting, Taxes, Investments, or Loans		✓
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		✓
Labor Issues		✓
Large Scale Land Conversion, Acquisition, or Relocation		✓
Litigation or Arbitration		✓
On-Site Fatality		✓
Penalties Assessed For Environmental Issues		✓
Political Contributions or International Affairs		✓
Recalls		✓
Significant Layoffs		✓
Violation of Indigenous Peoples Rights		✓
Other		✓
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		✓
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		✓
Company Explanation Of Disclosure Item Flags		✓
Company prohibits freedom of association/collective bargaining		✓
Company workers are prisoners		✓
Conduct Business in Conflict Zones		✓
Confirmation of Right to Work		✓
Does not transparently report corporate financials to government		✓
Employs Individuals on Zero-Hour Contracts		✓
Facilities located in sensitive ecosystems		✓
ID Cards Withheld or Penalties for Resignation		✓
No formal Registration Under Domestic Regulations		✓
No signed employment contracts for all workers		✓
Overtime For Hourly Workers Is Compulsory		✓
Payslips not provided to show wage calculation and deductions		✓
Sale of Data		✓
Tax Reduction Through Corporate Shells		✓
Workers cannot leave site during non-working hours		✓
Workers not Provided Clean Drinking Water or Toilets		✓
Workers paid below minimum wage		✓
Workers Under Bond		✓
Other	✓	

B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Namidabashi Lab.

UPDATED AS OF:

03/25/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Disclosure Practices
TOPIC	Operation in Conflict Zones
SUMMARY OF ISSUE	<p>"Namidabashi Lab. offers consultation services for creating a space for dialogue in health development and health system strengthening in emerging economies. They provide services such as design, management and evaluation for technical cooperation or financial aid projects funded by the Japanese Government.</p> <p>Specifically, in 2019 the company executed an ex-post evaluation in Afghanistan for two projects of the Japanese International Cooperation Agency (JICA) focussed on community infrastructure and development in Nangarhar, Afghanistan. The objective of an ex-post evaluation is to ensure the objectivity and transparency of the evaluation results.</p> <p>For this project, the company hired a local evaluation assistant stationed in Nangarhar province to support data collection activities and coordination between the implementing agencies of the project, the Independent Dependent Directorate of Local Governance (in Kabul and Nangarhar) and the company."</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The company derived 22% of their revenue in 2019 from a project pertaining to the conflict affected area of Afghanistan. The funding for this project came from JICA and not from the conflict affected area.
IMPACT ON STAKEHOLDERS	<p>"As per the OECD, conflict zones are often characterized by widespread human rights abuses and violations of national or international law.</p> <p>The security of company workers who work in such areas could also be at risk."</p>
IMPLEMENTED MGT PRACTICES	<p>"The company follows the following principles and practices when planning and carrying out peacebuilding works, which are contained in the company's ""Brief rules for works for peacebuilding in a conflict setting"":</p> <ol style="list-style-type: none"> 1. Respects for human rights based on principles of internationally established human rights standards, with special attention to the human rights of underrepresented social groups in the conflict areas, including women, children, older adults, people in poverty, indigenous peoples, persons with disabilities, and others. 2. Identification and analysis of destabilising and stabilising factors along with an assessment of possible positive impacts and negative impacts of their projects. In some cases, the company refers to the Peacebuilding Needs Assessment (PNA) report published by the Japan International Cooperation Agency (JICA) that summarises the destabilising and stabilising factors at different levels (national, provincial, community, etc.) of the country of operation. 3. Analysis of the main stakeholders of the project i.e. members of their work, intervention or project, beneficiaries and other stakeholders who may have an impact on the project implementation. Prior to hiring local service providers or contacting local individuals or organizations, the company evaluates their characteristics and relationship with other stakeholders. In selecting a contractor, the company pays attention to their research capacity and the relationship with the target community. 4. Standing at a neutral position in a conflict and not reinforcing the conflict or destabilising factors. On the other hand, the emphasis is on reinforcing peaceful situations and stabilising factors. While sometimes it is unavoidable to be involved unintentionally in a conflict, the company takes care about what they say and do and review how others perceive their characteristics and relationship with stakeholders. <p>The company also checks the following reference documents when executing their work:</p> <ul style="list-style-type: none"> - JICA Peacebuilding Needs Assessment Handbook (2020) (Japanese) - https://www.jica.go.jp/activities/issues/peace/ku57pq00002lp94v-att/pna_manual_202010.pdf - JICA Guidelines for Environmental and Social Considerations https://www.jica.go.jp/english/our_work/social_environmental/guideline/c8h0vm0000013gbd-att/guideline_03.pdf - The Sphere Handbook 2018 - https://spherestandards.org/wp-content/uploads/Sphere-Handbook-2018-EN.pdf