



Nobody's Child

Disclosure Report

Date Submitted: September 10th, 2025



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	☐	☒
Biodiversity Impacts	☐	☒
Chemicals	☐	☒
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	☐	☒

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	☐	☒
Breaches of Confidential Information	☐	☒
Bribery, Fraud, or Corruption	☐	☒
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

	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	☐	☒
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☒
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	☐	☒

	Yes	No
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	☐	☒

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	☐	☒

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Operations located in Conflict Zones

Topic	The company had suppliers located in Conflict Zones
Summary of Issue	Nobody's Child is a UK-based women's fashion retail company that engaged Tier 1 third-party suppliers in Ukraine for clothing manufacturing until September 2023. According to the Global Conflict Tracker, Ukraine is classified as a conflict zone.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the last fiscal year, around 2% of the company's revenues were generated from products manufactured by suppliers located in conflict zones.
Impact on Stakeholders	Business activities located in conflict zones are considered high-risk as they are more likely to cause or contribute to the conflict and/or sociopolitical instability. Countries classified as conflict zones are more likely to have a weak rule of law or a corrupt judicial system, which could undermine the effectiveness of operational grievance mechanisms for these businesses and their suppliers. In addition, the safety of the company's workers and other potential human rights violations are at risk.
Implemented Management Practices	Nobody's Child supported its suppliers and staff during the initial stages of the conflict, but ended its relationship in September 2023 due to increasing operational risks. The company helped its supplier in Ukraine with the coordination of delivering essential aid, including food, clothing, medical supplies, and other everyday necessities Nobody's Child implements supplier screening and assurance practices to manage risks in its supply chain. Tier 1 suppliers are assessed and onboarded based on social and environmental criteria. Human rights, labour, and environmental risks are evaluated through internal audits and external risk indices, including Sedex SMETA and Amfori's BSCI, to independently assess and monitor Tier 1 supplier compliance. The company engages suppliers through training, regular

	communication, and annual sustainability surveys. Additionally, it has implemented Digital Product Passport and traceability tools, which provide increased visibility of its suppliers beyond Tier 1 and help identify potential labour, sourcing, and environmental risks. Nobody's Child is also exploring partnerships with third-party platforms and updates to audits to maintain oversight and ensure compliance with ethical sourcing standards Nobody's Child has an Anti-Slavery and Anti-Trafficking Policy that is applicable to all employees, suppliers, and business partners. The policy aims to ensure compliance with the Modern Slavery Act 2015 and requires suppliers to uphold fair working conditions and respect human rights. It also establishes procedures to mitigate the risks associated with modern slavery and human trafficking. Employees receive training on the topic and are encouraged to report any concerns. All reports are investigated, and corrective actions are taken where necessary.. Nobody's Child prohibits sourcing products, materials, or components from specified high-risk countries and regions, including Afghanistan, North Korea, Russia, Syria, and others. The company also prohibits sourcing from the Xinjiang Uyghur Autonomous Region due to concerns about forced labour. More detailed information about their best practices can be found in their Supplier Manual and the 2025 Modern Slavery Statement, which are publicly available on their website
Report	Supplier Environment & Ethics Manual Modern Slavery Statement 2025



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Zero-Hour Contracts

Nobody's Child has an employee(s) under a Zero-Hour Contract, which allows the employer to vary the working hours of an employee, with no guarantee of employee hours, while the employee is required to be on call. Certified B Corps are required to make transparent their involvement in such industries.