



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: Stephens Scown LLP
Date Submitted: 12/22/2022

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:

Stephens Scown LLP

UPDATED AS OF:

12/22/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Other - Clients in Controversial Industries
TOPIC	Company provides legal services to clients in controversial industries.
SUMMARY OF ISSUE	The company is a legal firm that works with a variety of clients, some of which work in controversial industries. The company has confirmed that they have not represented clients in cases related to negative climate impact of human rights abuses. Nor has the company faced any regulatory action as a result of their client representation. The company's services are sold to a variety of clients in other industries.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>For financial year 2021/2022, the company has earned the following revenue from controversial clients:</p> <ul style="list-style-type: none"> • Alcohol clients : 0.85% • Fossil Fuel clients: 0.042% • Mining clients: 1.36% • Nuclear clients: 0.03%
IMPACT ON STAKEHOLDERS	<p>The company's Board has taken the position that they won't act for clients whose main business is Firearms weapons or munitions, Pornography, Tobacco, clients that operate casinos or for clients where there is a clear and significant risk of human rights infringements (e.g. conflict minerals, slave labour or child labour). In these areas, the company considers that the value they can add in seeking to get such businesses to operate within the law may not override the potential damage caused by the client's operation. They define conflict minerals as minerals mined in conditions of armed conflict and human rights abuses, and which are sold or traded by armed groups.</p> <p>The company believes that in the other sensitive industries where they already work, they can have a greater impact in continuing this work and seeking to influence and work with clients in those areas to reduce any potentially negative impact on people, communities, and the environment.</p>
IMPLEMENTED MGT PRACTICES	<p>The company has recently introduced a screening process at the start of any mining matter to screen for ESG risks, with any risks identified to be placed before the Board for consideration and decision. The company only carries out mining work in England and Wales which are heavily regulated markets and their mining clients have to comply with very high environmental and ESG standards. The company carries out risk assessments for all new clients. That assessment looks at the risks arising from the type / nature, scale of work and client. Where the client or matter is considered too high risk, the company decides not to act. If it is a manageable risk, the company has processes in place to act but to keep this under close review through the course of the matter, including monthly reviews and risk assessment on file closing. The company does not currently have a specific policy/practice around due diligence but plan to add in alter the Risk Assessment questions so that the Legal Advisor must confirm that the matter does not related to any of the controversial industries.</p> <p>The company has carried out the following services for their clients in controversial industries:</p> <p>Alcohol: The company provides general commercial law support including: Shareholder agreements and dispute, debt recovery (through courts), property dispute work, employment advice, business purchase, intellectual property advice, trademark filing and infringement, purchase of pubs, discharge of finance. All services and advice is aimed at compliance with pertinent legislation in countries of operation.</p>



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IMPLEMENTED MGT PRACTICES	<p>Fossil Fuels: The company provides general commercial law support including: debt recovery (through courts), property litigation, employment advice. All services provided aimed at compliance with pertinent legislation in countries of operation.</p> <p>Mining: The company provides more specialized mining law support and generalised commercial law support, including advising on: commercial warranties, restoration and escrow arrangements (where money is held pending restoration), conveyancing (buying/selling sites), options and mineral leases, AIM listing, mineral rights, production arrangements, commercial and property litigation, entering, variation and termination of commercial agreements, judicial review processes (challenging lawfulness of decisions made by a public body), construction disputes, leases, employment law, planning advice, s106 agreements (where planning consent is given but only if certain activities are undertaken by the applicant), environmental advice (including advising on and ensuring compliance), deed of variations, easements and wayleaves, purchase of business shares. All services aimed at compliance with pertinent legislation in the country of operation - the company only works with businesses undertaking mining activity within the UK. The mining industry in the UK is very heavily regulated both in terms of people safety and control of environmental damage.</p> <p>Nuclear Power: The company provides work undertaking conveyancing of land, employment support, intellectual property work and advice on contracts. All services provided are aimed at compliance with pertinent legislation in countries of operation.</p>
MANAGEMENT COMMENTS	<p>Stephens Scown recognises the need to transparently disclose the areas that we work in that are considered controversial industries by B Corp. As a result of our B Corp journey we have taken an active decision as above not to act for clients in some of those industries.</p> <p>In the other industries that we continue to operate in, our work results in the management of harm in keeping client businesses operating in a legally compliant and appropriate manner. Our advice relates only to the UK, where there are extensive regulatory obligations on organizations around the environment and people.</p> <p>Many of our clients in these industries are very environmentally aware and are already taking steps to be more sustainable businesses and to work towards decarbonisation. In supporting them we support this transformation and the communities around them, including retaining job opportunities (some of which are in very economically depressed areas).</p> <p>In our mining work we have worked closely with clients in restoring mining sites after use. This has included restoration into renewable energy sites (solar/hydro/wind) supported by our specialist energy team. We also use our expertise to help clients who wish to resist applications for mining in their area.</p> <p>All our work is undertaken in the context of our duty to uphold the rule of law and uphold public trust in our profession, which we take very seriously and come under close and regular scrutiny by the Solicitors Regulation Authority (SRA) and Law Society. We see our role as proactively assisting clients to make the right choices to adhere to their legal obligations and where appropriate to influence them to consider the wider obligations to their community and the environment.</p>