



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: Norda Stelo Inc.
Date Submitted: 09/17/2022

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: Norda Stelo Inc. UPDATED AS OF: 09/17/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Disclosure - Other
TOPIC	Company has clients in controversial industries
SUMMARY OF ISSUE	Norda Stelo Inc. provides engineering services to clients in the mining and fossil fuel industry. The company does not work directly with the mine site or mining extraction, but at the next stage, mineral processing and metallurgy (1st and 2nd transformation), at facilities in Northern America. Similarly, they do not work directly with fossil fuel extraction, but rather with refineries.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In 2021, 12% of Norda Stelo's revenue came from partnership with clients in the fossil fuel industry and 14% from partnership with clients in the mining industry.
IMPACT ON STAKEHOLDERS	Each project is assessed against the social and environmental risks it may pose. The company rejects business opportunity that could contribute in harming people and the environment. Their services improve their clients' asset's integrity and safety and in doing so, any catastrophic failures resulting in heavy environmental or social incident such as leaks, spills, physical harm, or death are avoided.
IMPLEMENTED MGT PRACTICES	<p>Most of the company's services focus on energy efficiency, asset durability, and occupational health and safety. Prior to submitting any proposal, 100% identified opportunities first go through a thorough risk analysis inclusive of ESG and occupational health and safety. The risk analysis is integrated to their project management system and is completed twice. The company asks questions related to Norda's CSR engagements, such as the political and economical stability of the region where the project would take place, the social and environmental acceptance of the project and the health and safety risks. The company also plans to create an ESG indicator framework to track their engineering projects' impacts in 2022-2023.</p> <p>Clients in Energy - The company provided the following services to these clients:</p> <ul style="list-style-type: none"> - Engineering activities related to process safety management - Engineering design of energy efficient pumping, compression and heat exchanger systems - Engineering design and safety & integrity inspection of loading and unloading stations, stationary equipment and piping. <p>Clients in Mining - The company provided the following services to these clients:</p> <ul style="list-style-type: none"> - Engineering design of safe piping networks process and service; - Engineering design of water treatment system; - Safety & integrity inspection of tanks.- Industrial mechanics <p>Norda Stelo's is also undergoing an energy transition strategy as part of the ongoing three-year strategic planning. Mainly, Norda Stelo's expertise in carbon capture, utilisation, and storage (CCUS), energy efficiency, energy transition, carbon competitiveness plans is expected to grow significantly. To support this strategy and because ESG criteria and decarbonation are essential elements to ensure the sustainable future of our communities, the role of Director, ESG and Decarbonation was created in September 2022.</p>



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Norda Stelo Inc. UPDATED AS OF: 09/17/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation and Arbitration
TOPIC	2017 - 2021
SUMMARY OF ISSUE	In the five years from 2017 to 2021, 57 cases of litigation were settled by the company out of court relating mainly to professional liability and warranty claims. A very few litigations related to employment matters.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>57 cases have been settled out of court with the total settlement amount over five years being ~6% of company's annual revenue in 2020.</p> <p>In the last five years to 31/03/2021, the company has had one adverse judgments against it in respect of litigation matters in relation to damage and interest which accounted for 0.1% of annual revenue.</p>
RESOLUTION	Only one of these litigation cases resulted in a verdict against company and the rest were instead settled out of court.
IMPLEMENTED MGT PRACTICES	Litigation cases are reviewed by the company's management in order to identify opportunities to improve products, processes and client and employee outcomes.