



Energise Ltd

Disclosure Report
Date Submitted: March 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.

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 of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other - Clients in Ineligible Industries

Topic	Clients in Ineligible Industries
Summary of Issue	<p>Energise Ltd has clients in the following industries: Fossil Fuels, Mining, Defense/Offensive Firearms/Weapons and Gambling.</p> <p>The types of products offered to these clients include: - Net Zero and Sustainability Consultancy services.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the last fiscal year 5.29% of the company's annual revenue was from clients in the Defense industry, 1.1% from clients in the Fossil Fuels industry, 0.79% from clients in the Mining industry and 0.94% from the Gambling industry.</p>
Impact on Stakeholder(s)	<p>Companies that work with clients in controversial industries can directly or indirectly increase the harmful impact to stakeholders by enabling business growth. Therefore, companies that work with clients in these industries should have practices in place to ensure that their impact is aimed at decreasing the negative impacts of the industry.</p> <p>Companies offering certain types of services and products to controversial clients are required to have at minimum a grievance/complaints mechanism and a whistleblower protection policy.</p>
Implemented Management Practices	<p>Energise Ltd has the following mechanisms in place to manage the risks associated to serving clients in the controversial industries:</p> <p>Grievance/complaints mechanism. This is accessible to the public through a Grievance Policy available on the company's website, which includes all the available channels to raise a complaint. The policy outlines the processes and mechanisms in place for stakeholders to raise grievances or complaints and details how these grievances will be managed, resolved, and addressed. This policy applies to all stakeholders, including but not limited to employees, contractors, customers, suppliers, and any external parties with whom we interact.</p> <p>Steps and Timelines:</p> <ul style="list-style-type: none">■ Acknowledgement: Grievances will be acknowledged within

	<p>five (5) business days of receipt.</p> <ul style="list-style-type: none">■ Review and Assessment: Grievances will be reviewed to determine validity and scope. This step will be completed within ten (10) business days.■ Investigation: If necessary, an investigation will be initiated, with targeted completion within thirty (30) business days.■ Resolution: A resolution will be facilitated, and the outcome communicated to the stakeholder within forty-five (45) business days. <p>Depending on the nature of the grievance, resolutions may include corrective actions, mediation, or other forms of dispute resolution. Outcomes will be clearly documented and communicated. All grievances are handled confidentially, with information disclosed only on a need-to-know basis; Anonymity is respected for those who choose to submit grievances through anonymous channels; Retaliation against individuals who raise grievances in good faith is strictly prohibited, and any instances of retaliation will be treated as a serious breach of policy.</p> <p>Whistleblower Protection Policy. The policy is available on the company's website and establishes the company's commitment to protecting whistleblowers who raise concerns in good faith. It is designed to ensure confidentiality, prevent retaliation, and promote an ethical and transparent organisational culture. This policy applies to all stakeholders, including employees, contractors, suppliers, customers, and other parties who interact with the company. Energise Ltd is committed to:</p> <ul style="list-style-type: none">■ Support and comply with The Public Interest Disclosure Act (PIDA) to encourage the reporting of concerns.■ Protecting whistleblowers from any form of retaliation, such as dismissal, discrimination, or harassment, for raising a legitimate concern.■ Maintaining strict confidentiality throughout the whistleblowing process.■ Treating retaliation against whistleblowers as a disciplinary matter, which may lead to dismissal of those responsible. <p>Consequences of Retaliation</p> <ul style="list-style-type: none">■ Retaliation against whistleblowers is treated as a severe violation of company policy.

	<ul style="list-style-type: none"> ■ Disciplinary measures, including potential dismissal, will be enforced against those found guilty of retaliation. ■ Breaches of confidentiality during the grievance process will also result in disciplinary action. <p>To enhance whistleblower protection, the company commits to:</p> <ul style="list-style-type: none"> ■ Providing training for staff handling grievances to ensure professionalism and confidentiality. ■ Informing whistleblowers at the outset about who may need to be informed. ■ Regularly reviewing and updating this policy in line with best practices. ■ Collaborating with external experts when needed to ensure the effectiveness of this policy.
Report	Grievance mechanism and Whistleblower Protection Policy link
Management Comments	<p><i>At Energise, our mission is to support businesses in reducing their carbon emissions and improving sustainability, regardless of their industry. We believe that all organisations should have access to expert guidance on decarbonisation and responsible operations, as addressing climate change requires collective action across all sectors.</i></p> <p><i>We acknowledge the concerns around working with companies in industries classified as controversial. However, our approach is rooted in the belief that engagement is a more effective pathway to change than exclusion. By working with businesses in these sectors, we help drive reductions in carbon footprints, improve energy efficiency, and support responsible transitions aligned with global sustainability goals.</i></p> <p><i>While we take a non-discriminatory approach to most industries, we have chosen not to work with certain sectors, such as tobacco. For those we do engage with, our services are focused on driving positive environmental impact rather than enabling business growth. We also have policies in place to ensure ethical business practices, including a whistleblower protection policy and a mechanism for addressing concerns related to our work.</i></p> <p><i>We remain committed to aligning with the values of B Corp and ensuring that our work contributes to a net-positive impact on</i></p>



	<i>people and the planet.</i>