



Biobridge Partners ApS

Disclosure Report

Date Submitted: August 21st, 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	<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"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input checked="" type="checkbox"/>	<input 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 - Disclosure Industries

Topic	Clients in Controversial Industries
Summary of Issue	<p>Biobridge Partners ApS has clients in the pharmaceutical industry.</p> <p>The types of services/products offered to these clients include:</p> <ul style="list-style-type: none">• Life sciences strategy consultancy with a focus on R&D and commercial functions.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the last fiscal year, almost the entirety of the company's annual revenue was from clients in the pharmaceutical industry.
Impact on Stakeholders	<p>Companies that work with clients in controversial industries can directly or indirectly increase the harmful impact on 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 a minimum a grievance/complaints mechanism and a whistleblower protection policy.</p>
Implemented Management Practices	<p>Biobridge Partners ApS has the following mechanisms in place to manage the risks related to its business relationships with clients in controversial and ineligible industries:</p> <p>Grievance/complaints mechanism. This is accessible to the public through the company's website (link below) or email (Report@biobridgepartners.com). Complaints can relate to ethical concerns, workplace misconduct, regulatory violations, harassment, discrimination, or any other serious matters. The policy includes the following statements:</p> <p>All reports submitted via email, to company leadership, or to the Chair of the Board of Directors will be managed with the highest level of care and confidentiality.</p>

	<ol style="list-style-type: none">1. Acknowledgement<ul style="list-style-type: none">• Upon receipt of a report, an acknowledgment will be sent to the complainant within five working days, confirming the issue is under review.• Stakeholders submitting a report will be provided with clear information about the process, including:<ul style="list-style-type: none">○ Grounds for accepting the complaints.○ Steps in the process and estimated timeframes and deadlines.○ Possible outcomes and resolution mechanisms.2. Investigation<ul style="list-style-type: none">• An impartial investigation will be conducted, involving interviews, document reviews, and any other necessary fact-finding procedures.• The complainant and any affected parties will be kept informed throughout the process, with regular updates on the status and expected next steps• If required, external independent advisors may be engaged to ensure impartiality• Consent from the complainant will be collected before any information related to the report is shared with additional parties.3. Resolution<ul style="list-style-type: none">• Based on the findings, a resolution will be proposed, which may include corrective actions, policy changes, disciplinary measures, mediation, or other remedial steps.• Where appropriate, mediation or alternative dispute resolution methods may be offered to facilitate a fair resolution.• The complainant will be informed in writing of the investigation's outcome and the reasoning behind the decision.• If the grievance is not accepted, a clear rationale will be provided, and complainants will be advised of any available avenues for appeal or further review.

	<p>Whistleblower Protection Policy. The policy includes the following statements:</p> <ol style="list-style-type: none"><p>1. Commitment to Whistleblower Protection</p><p>Biobridge Partners is committed to protecting individuals who file a complaint in good faith through the reporting channels outlined in our Complaints Process. Retaliation against whistleblowers is strictly prohibited and will be met with appropriate disciplinary actions.</p><p>2. Whistleblower Protection</p><p>To safeguard individuals who raise concerns, Biobridge Partners has implemented the following measures:</p><ul style="list-style-type: none">• Strict confidentiality: All reports will be handled confidentially, and whistleblowers will be informed at the outset about who will need to be involved or informed.• Consent-based information sharing: Information will only be shared with additional parties upon obtaining explicit consent from the whistleblower, unless required by law.• Outcome confidentiality: The results of investigations and grievance resolutions will remain confidential, ensuring that whistleblowers are protected from undue exposure.• Disciplinary action: Any breach of confidentiality or retaliation against a whistleblower will result in disciplinary measures.• Risk assessment for vulnerable stakeholders: Independent third-party experts may be engaged to assess risks and provide additional protections for whistleblowers, particularly those in vulnerable positions.<p>3. Consequences for retaliation</p><p>Any individual or entity found engaging in retaliation against a whistleblower can face serious consequences, including but not limited to:</p><ul style="list-style-type: none">• Disciplinary action up to and including termination of employment or contracts.• Corrective measures to address and mitigate harm caused to the whistleblower.



Report	https://www.biobridgepartners.com/policies https://www.biobridgepartners.com/complaints



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Genetically Modified Organisms (GMOs) Industry

Biobridge Partners ApS reported that it works in the Genetically Modified Organisms (GMOs) Industry. GMOs may cause some concerns to consumers about the potential health risks of consuming those products, such as allergenicity, toxicity, or unintended consequences of genetic modification. There are also concerns about the potential ecological risks associated with those products, such as genetic contamination of wild species, disruption of ecosystems, or unintended harm to non-target organisms. Additionally, GMO cultivation could lead to reduced biodiversity if it displaces traditional crop varieties or wild plant species, impacting ecosystem resilience and genetic diversity. Certified B Corps must make their involvement in the industry transparent under their B Corp Profile.