



# Hestia Holding BV

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Disclosure Report

Date Submitted: December 20th, 2023



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## 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 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 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"/>
<a href="#">Employs Individuals on Zero-Hour Contracts</a>	<input checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" 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: Employs Individuals on Zero-Hour Contracts

<b>Issue Date</b>	Ongoing
<b>Topic</b>	The company employs Individuals on Zero-Hour Contracts
<b>Summary of Issue</b>	<p>Hestia Early Learning Centre is a daycare and afterschool care organization with locations in Amstelveen, Amsterdam. The company hires some individuals via zero-hour contracts. The zero-hour workers perform the same tasks as permanent employees, depending on the role they were hired for. The company hires on-call workers via agencies. The company strives to always offer employees contracts for 24 hours and up. Zero-hour contracts (or any contracts below 24 hours) are only given to employees who specifically ask for them. It is not something the company prefers, also due to rules and regulations regarding a certain number of permanent faces in a childcare group. However, when it means retaining a great employee, Hestia offers this option as well.</p> <p>The company has provided employees who asked for zero-hour contracts in the following situations:</p> <ul style="list-style-type: none"> <li>• Employees who wish to start/resume their studies but want to continue working at Hestia during lesson-free periods.</li> <li>• Employees who wish to maintain a certain amount of freedom in their working hours.</li> </ul>
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	5.9% of the company's staff works under zero-hour contracts
<b>Impact on Stakeholders</b>	Zero-hour contracts might carry a risk to be commonly characterized by short advance notice of schedules, large fluctuations in working hours and little or no input into the timing of work. Employees are sometimes required to call their manager one to two hours before their shift, or to wait for a call from their manager, to find out whether they must report to work. This indicates highly variable work hours and schedules, sometimes without any guaranteed number of hours.
<b>Implemented Management Practices</b>	- The company follows Dutch regulations regarding zero-hour workers, the Collective Labour Agreement for Childcare, which follows the Dutch Civil Code. The latter regulation, <a href="#">Article 7:628a</a>

	<p>states the following:</p> <p>(Paragraph 2) If there is an on-call agreement, the employee cannot be obliged by the employer to respond to the call to perform work if the employer does not inform the employer in writing or electronically at least four days in advance of the times at which the work must be performed,</p> <p>(Paragraph 3) If there is an on-call agreement and the employer partially or completely withdraws the call to perform work or changes the times within four days before the start of the time of work, the employee is entitled to the wage to which he would be entitled. if he had performed the work in accordance with the call. The call to perform work is withdrawn or amended in writing or electronically.</p> <p>(Paragraph 4) The period of four days referred to in paragraphs 2 and 3 may be shortened by collective labor agreement or by arrangement by or on behalf of a competent administrative body, provided that the period is not shorter than 24 hours worked at the changed times.</p> <p>(Paragraph 5) If there is an on-call contract, the employer will always make an offer in writing or electronically within one month for a fixed number of hours if the employment contract has lasted 12 months, which is at least equal to the average size of the work in that previous period of 12 months. , where no derogation from Article 628(1) to the detriment of the employee is made on the basis of Article 628(5) or (7) or Article 691(7 ). The period for acceptance of the offer is at least one month. To calculate the period of 12 months, employment contracts that have succeeded each other at intervals of no more than six months are added together.</p> <ul style="list-style-type: none"> <li>- The company has a formal contract with the zero-hour workers,</li> <li>- The company stated that, according to the law, it offers a 0-hour contract employees a contract with a fixed number of hours after every year.</li> </ul>
<b>Report</b>	<p><a href="#">Civil Code on zero-hour workers (contracts on less than 15 hours)</a></p> <p><a href="#">Types of contracts for zero-hour/on-call workers</a></p>