



## 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: The Salve Health

Date Submitted: 05/12/2023

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:

The Salve Health

UPDATED AS OF:

05/12/2023

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Clients in Controversial Industries
<b>TOPIC</b>	Company has clients in the pharmaceutical industry
<b>SUMMARY OF ISSUE</b>	The Salve Health is a global medical affairs consultancy that offers strategic consultancy and tactical solutions to medical affairs teams in pharmaceutical, medical device or biotech companies, or healthcare charities. Tactical solutions can include but is not limited to support with publications, meetings and events, and medical education initiatives.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	In the last fiscal year, 95% of the company's revenue was from the pharmaceutical industry.
<b>IMPACT ON STAKEHOLDERS</b>	Companies serving clients in controversial industries have the potential to further the negative social and/or environmental impacts of the controversial industry. B Lab recognizes that companies that earn revenue from controversial industries may require the development of specific risk standards in the future to ensure that companies that work with clients in controversial industries are not contributing or profiting from the harmful impacts of the industry.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>The Salve Health Ltd complies with all industry-standard Codes of practice, recommendations and guidelines. These include the Association of British Pharmaceutical Industry (ABPI) Code of Practice in the UK (administered by the the Prescription Medicines Code of Practice Authority [PMCPA]), and regional Codes of practice such as the EFPIA Code (administered by the European Federation of Pharmaceutical Industries and Associations [EFPIA]) and the IFPMA Code (administered by the International Federation of Pharmaceutical Manufacturers and Associations [IFPMA]). These Codes cover the promotion of prescription medicines to patients and healthcare professionals and the interaction of pharmaceutical companies with healthcare professionals, healthcare organisations and patient organisations. Industry-standard Codes of practice have been developed with the intent of guaranteeing that activities/materials commissioned by pharmaceutical companies comply with the most stringent ethical principles of professionalism and responsibility. Codes apply to all types of communication and interaction (traditional and digital).</p> <p>Similarly, industry guidance exists to support the development of medical publications. The International Society for Medical Publication Professionals (ISMPP) has since 2009 developed Good Publication Practice (GPP) guidance. GPP-2022 is the third and current iteration. The Salve Health Ltd senior team hold the ISMPP Certified Medical Publication Profession (CMPP) accreditation, which certifies expertise as a medical publication professional.</p> <p>The Salve Health team is regularly trained on industry-standard Codes of practice and guidelines and proactively advises clients on compliance best practice. The Salve Health Ltd also proactively advises clients if Code breaches are observed. If clients of The Salve Health Ltd either intentionally or unintentionally execute activities that breach industry standard Codes of practice or guidelines The Salve Health Ltd 1) advises their clients of relevant compliance breaches where found, clearly states the risks involved in continuing with non-compliant activities and makes recommendations on how activities can achieve compliance; 2) clearly states that continuing with activities that breach Codes of practice or guidelines is at the sole risk of the client given The Salve's recommendations; 3) in extreme cases, will refuse to continue working on non-compliant activities.</p>



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REPORT	Optional
MANAGEMENT COMMENTS	