



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.

Certified



Corporation

DISCLOSURE QUESTIONNAIRE

Company Name: Dallund Slot

Date Submitted: 06/12/2023

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:

Dallund Slot

UPDATED AS OF:

06/12/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Disclosure Industries
TOPIC	Volunteer Placement to Orphanages
SUMMARY OF ISSUE	<p>Volunteering is part of the company's corporate social responsibility efforts, which involve organizing summer camps for Save the Children Denmark. The summer camp takes place on the company's premises and has been organized yearly since 2018. Dallund Slot supports Save the Children Denmark, an NGO and a member of the world's largest independent children's rights organization, Save the Children International. Save the Children is the largest children's rights organization that fights violence, abuse and bullying, and builds safe communities for children and families in vulnerable positions. Save the Children Denmark has more than 2,000 volunteers who are organized in 60 local associations throughout the country. The volunteers provide experiences for children at holiday camps, in nature and in local communities.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>The company is committed to performing at least one corporate social volunteer action per year. Generally, Dallund Slot hosts 15 to 20 children during the camp, for which more than 10 Dallund Slot volunteers participate in different activities such as preparing meals, cleaning, and working with the children. Save the Children have 15 volunteers arranging the summer camp, which usually starts in April or May. Then the camp is held the first week of July.</p>
IMPACT ON STAKEHOLDERS	<p>Volunteer programs involving children, if not managed appropriately, could potentially pose risks to children, such as disruption of development due to short term connections with caregivers, as well as, risks to children's safety and well-being.</p> <p>For more information please see B Lab's position statement on Orphanage-Based Volunteer Programs.</p>
IMPLEMENTED MGT PRACTICES	<p>Dallund Slot employees and volunteers are screened and a background check is carried out by Save the Children Denmark. Dallund Slot employees and volunteers who make the preparations for the camp and help with cleaning up after the camp do not need special approvals or training as they do not work or engage with the children. Dallund Slot employees and volunteers who attend the camp have to get a "Børneattest" which is a document confirming that volunteers are allowed to work with children, which is then confirmed by the police.</p> <p>The company has a Child Safeguard Policy. Its main components include a Child Protection Philosophy, the requirement to safeguard all children, a commitment that applies to all staff consistently, the identification and management of risks, and the integration of safeguarding measures throughout the organization.</p>