



# Farrow & Ball Ltd

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Disclosure Report  
Date Submitted: July 31st, 2024



## 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"/>
<a href="#">Chemicals</a>	<input checked="" type="checkbox"/>	<input 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"/>
<a href="#">Energy and Emissions Intensive Industries</a>	<input checked="" type="checkbox"/>	<input 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"/>
<a href="#">Water Intensive Industries</a>	<input checked="" type="checkbox"/>	<input 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"/>
<a href="#">Litigation or Arbitration</a>	<input checked="" type="checkbox"/>	<input 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 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: Environmentally Intensive Industries - Chemical Intensive Industries

Topic	Chemical Intensive Industries
Summary of Issue	<p>As a company that manufactures and sells paints and wallpapers, Farrow &amp; Ball Ltd operates in an industry in which chemical use is a material environmental issue.</p> <p>One of the substances that the company uses in its wallpaper production is potentially harmful to both people and the environment, known as a red raw material by the company. According to the UN's Globally Harmonised System of Classification and Labeling, this substance is classified as follows:</p> <ul style="list-style-type: none"><li>• Carcinogen mutagen reprotoxic (CMR) category 1A or 1B (H340, H350, H350i, H360x) when present in quantities above 0.1 weight %,</li><li>• Acute toxic category 1, 2 or 3 (H300, H301, H310, H330, H331),</li><li>• Respiratory sensitisers category 1, 1A or 1B (H334) when present in quantities above 0.1 weight %.</li></ul> <p>Moreover, this substance has the following properties:</p> <ul style="list-style-type: none"><li>• It is a Persistent, Bioaccumulative and/or Toxic chemical (PBT) when present in quantities above 0.1 weight %,</li><li>• It is very Persistent and very Bioaccumulative (vPvB) when present in quantities above 0.1 weight %,</li><li>• It is an Endocrine (hormonal) Disruptor when present in quantities above 0.1 weight %.</li></ul> <p>Additionally, the substance contains substances above 0.1 w/w% that are listed on the EU REACH Candidate list and listed on the Authorisation list (Annex XIV).</p> <p>The company has plans to phase out this substance during the first half of 2024.</p>

<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	<p>During the fiscal year 2023, 30% of the company's revenue was earned from the sale of products with red raw materials.</p>
<b>Impact on Stakeholders</b>	<p>As a chemical-intensive industry, the manufacturing and use of paint and wallpapers products pose risks to the environment such as pollution of air, land, and water, as well as potential human health risks to those exposed to harmful chemicals.</p>
<b>Implemented Management Practices</b>	<p>In 2010, Farrow &amp; Ball Ltd ceased the production of solvent-based paints, which reduced their chemical emissions from paint. The company's manufacturing facility has an effluent plant located adjacent to the factory, which allows them to clean the water prior to it being sent to drain and separate out and capture the process waste. The company transfers water and paint waste from the wallpaper factory and adds it to the effluent system. To ensure the quality of water waste, the company raises awareness through training regarding water usage when cleaning, has a planned maintenance schedule that reduces the risk of equipment failure creating water waste, and encourages staff to report issues such as leaking taps.</p> <p>Farrow &amp; Ball Ltd has set a target to reduce their Scope 3 Carbon emissions by 50% by the year 2030, based on their 2022 baseline. Raw materials, including chemicals, account for approximately 72% of their Scope 3 emissions. To achieve this target, Farrow &amp; Ball Ltd plans to use lower carbon-intensive raw materials such as bio-sourced or recycled materials and lower carbon formulations. Their parent company ensures that their suppliers adopt sustainable practices, including energy, waste, and transportation, and undergo sustainability screening.</p>



# Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation

<b>Issue Date</b>	Case 1: May 2021 Case 2: June 2021 Case 3: June 2021 Case 4: August 2020 Case 5: March 2022
<b>Topic</b>	Litigation due to claim of unfair dismissal
<b>Summary of Issue</b>	The company has had five cases related to claims of unfair dismissal. The company claims the dismissals were due to inappropriate behavior in the workplace, breach of the company's guidelines, and misconduct
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	The total value of the claims represented less than 1% of the total revenues for the fiscal year 2023.
<b>Impact on Stakeholders</b>	These cases have impacted the company's former employees.
<b>Resolution</b>	All cases were settled with payment.
<b>Management Practices</b>	Following legal advice on risk and process duration, the company has implemented a settlement agreement. In addition, since the departure of the former employees involved in the cases, a new management structure has been established, featuring a direct reporting line to the UK director.
<b>Related Incidents (Yes/No)</b>	Yes



# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Energy and Emissions Intensive Industry

**Farrow & Ball Ltd** is involved in the production/sale of products, or is part of an industry that can potentially be classified as energy and emission-intensive, meaning that they are more likely to have significant impacts on the environment based on their carbon emissions associated with their operations and their contribution to climate change. Certified B Corps are required to make transparent their involvement in such activities or industries.

For more information about the company's practices, please visit the company's webpage/sustainability report, accessible [here](#).





# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Water Intensive Industry

**Farrow & Ball Ltd** is involved in the production/sale of products, or is part of an industry that can potentially be classified as water intensive, meaning that they are more likely to have significant impacts on the environment, such as water stress or depletion of local water sources if water use is not appropriately managed. Certified B Corps are required to make transparent their involvement in such activities or industries.

For more information about the company's practices, please visit the company's webpage/sustainability report, accessible [here](#).