



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

PROVIDED BY:

Fors Marsh Group

UPDATED AS OF:

22/06/2021

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		✓
Company provides services to clients in defense sector	✓	
Supply Chain Disclosures		
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		✓
Other Disclosures		
Companies serving government clients tied to alleged human rights violations	✓	

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		
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:

Fors Marsh Group

UPDATED AS OF:

22/06/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Companies serving government clients tied to alleged human rights violations
ISSUE DATE	2017-2018
TOPIC	Fors Marsh Group's engagement as subcontractor for Customs and Border Protection (CBP)
SUMMARY OF ISSUE	<p>Fors Marsh Group performed work on one task order for Customs and Border Protection as a subcontractor/partner to another firm in 2017-2018. The company external research to understand public perceptions of the CBP mission and contribute to the agency's brand strategy. This work was conducted as part of a project for CBP's Office of Human Resources Management, which included a broader objective to "establish a pipeline of highly qualified and diverse candidates to fill its mission-critical positions." Key deliverables included designing, implementing, and analyzing focus groups and surveys, as well as participating in brainstorm and strategy sessions for the project.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	These services represented approximately 1.1% of the company's revenue in FY2018.
IMPACT ON STAKEHOLDER(S)	<p>CBP has been at the center of human rights controversies due to the agency's role in supporting U.S. immigration policies that are considered xenophobic or inhumane, along with the agency's specific treatment of immigrants. Fors Marsh Group's services were not directly tied to any instances of human rights issues, and were focused on research to aid in the agency's recruitment efforts.</p>
RESOLUTION	The work opportunity was completed as of September 2018
IMPLEMENTED MGT PRACTICES	<p>Fors Marsh Group has a client screening process in place that includes escalation to and approval by the CEO for any opportunity that involves potentially controversial or sensitive topics. For such work opportunities, additional review is conducted regarding the client's mission, work scope, the potential impact of work against company values, reputational risk, and all possible and likely work impacts (positive and negative). Where the potential for negative impact is identified, consideration is given to what mitigation steps can be taken as well as the opportunity for positive impact.</p> <p>Per these client screening processes, this work opportunity was escalated to FMG's Executive Leadership Team and CEO for approval. Potential risks were weighed against the potentially positive impacts associated with the project, specifically driving CBP to recruit a more diverse, empathetic, and culturally competent workforce. Ultimately, the decision was made to pursue this work opportunity.</p>
RELATED INCIDENTS	No

DISCLOSURE QUESTIONNAIRE CATEGORY	Clients in controversial industries
ISSUE DATE	Ongoing
TOPIC	Company provides services to clients in defense sector
SUMMARY OF ISSUE	B Lab has concluded that providing services to the defense sector has inherent potential risk. Fors Marsh Group conducts a ranges of services for the U.S. Department of Defense focused on supporting Military personnel and their families. This support spans a range of issues including measuring public opinion towards military service, reducing discrimination and harassment, improving family support and mental health, and reducing substance abuse and suicide risks among service members. The overall scope of services includes research, outreach, training, and consulting. This includes research and communication focused on increasing awareness and consideration of Military service (and generally, public service) as a career option.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 40% of the company's revenue is from the Department of Defense.
IMPACT ON STAKEHOLDER(S)	<p>B Lab has concluded that providing services to the defense sector has inherent potential risk; namely ethical implications of these services being used in a way that harms others and/or is misused, a lack of transparency, and other risks pertaining to private sector involvement in activities related to warfare.</p> <p>Fors Marsh Group delivers services to the U.S. Department of Defense, a branch of the democratically elected Government, across a broad range of issues. All of these issues are in support of Military personnel and their families and impact the readiness and resilience of the All Volunteer Force.</p>
IMPLEMENTED MGT PRACTICES	<p>Fors Marsh Group supports the sustainment of the all-volunteer force and the well-being of those who choose to serve in the Military. All of the research conducted with DoD is guided by legal and ethical guidelines. FMG's researchers maintain up-to-date human subjects research training certifications and all DoD research is reviewed by an independent Institutional Review Board (IRB) prior to implementation. We have strict protections in place to ensure participant anonymity; any identifiable information collected (e.g., to address mailing materials) is stored separately from participant responses. This information is handled only by necessarily survey operations personnel and is not provided to DoD.</p> <p>Fors Marsh Group maintains robust policies across all clients and services for anti-bribery, anti-corruption, and business ethics. Fors Marsh Group has a client screening process in place that includes escalation to and approval by the CEO for any opportunity that involves potentially controversial or sensitive topics. For such work opportunities, additional review is conducted regarding the client's mission, work scope, the potential impact of work against company values, reputational risk, and all possible and likely work impacts (positive and negative). Where the potential for negative impact is identified, consideration is given to what mitigation steps can be taken as well as the opportunity for positive impact.</p>
RELATED INCIDENTS	No