



Your Audience Ltd

Disclosure Report

Date Submitted: April 4th, 2025



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	☐	☒
Biodiversity Impacts	☐	☒
Chemicals	☐	☒
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	☐	☒

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	☐	☒
Breaches of Confidential Information	☐	☒
Bribery, Fraud, or Corruption	☐	☒
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

	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	☐	☒
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☒
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	☐	☒

	Yes	No
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	☒	☐

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	☐	☒



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other - Disclosure Industries

Topic	Clients in Controversial Industries
Summary of Issue	Your Audience Ltd has clients in the following industries: Nuclear Power or Radioactive Materials. The types of services offered to these clients include: • Brand strategy, digitization, PR consultancy and events management services.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the last fiscal year, 0.50% of the company's annual revenue was from clients in the Nuclear Power or Radioactive Materials industry.
Impact on Stakeholders	Companies that work with clients in controversial industries can directly or indirectly increase the harmful impact to stakeholders by enabling business growth. Therefore, companies that work with clients in these industries should have practices in place to ensure that their impact is aimed at decreasing the negative impacts of the industry. Companies offering certain types of services and products to controversial clients are required to have at a minimum a grievance/complaints mechanism and a whistleblower protection policy.
Implemented Management Practices	Your Audience Ltd has the following mechanisms in place to manage the risks associated to serving clients in the controversial industries: Grievance/complaints mechanism. This is accessible to the public through a Whistleblower Policy available on the company's website, which includes all the available channels to raise a grievance. This policy ensures complaints, concerns, and problems related to employment are addressed fairly, consistently, and transparently. Stakeholders submitting grievances will be provided with: • Grounds for accepting a grievance: Grievances must relate to employment, ethics, or stakeholder concerns directly connected to our organisation.

	• Process steps and deadlines: A clear timeline for resolving grievances, including acknowledgment of receipt within three working days and an initial investigation within two weeks, unless otherwise communicated. • Resolution facilitation: A clear explanation of the steps to resolve the grievance and regular updates during the process. The complainant will be informed of the outcome and any next steps. If the complainant is dissatisfied with the resolution, they may appeal. Whistleblower Protection Policy. The company is committed to protecting whistleblowers from any form of retaliation, including but not limited to: • Dismissal, demotion, or suspension. • Unjustified negative performance reviews or disciplinary actions. • Harassment, bullying, or discrimination. • Any other form of adverse treatment as a result of raising a concern. Any act of retaliation against a whistleblower will be treated as a serious disciplinary matter and may result in disciplinary action, including termination of employment or other contractual relationships. Employees or stakeholders who believe they have been subjected to retaliation should report it through the designated whistleblowing channels. Reports of retaliation will be investigated, and appropriate action will be taken. To ensure the protection of whistleblowers, the company will implement the following confidentiality measures: • Whistleblowers may choose to remain anonymous when making a report. • The identity of the whistleblower will be kept strictly confidential unless disclosure is required by law. • Information related to whistleblowing reports will be shared only with individuals necessary to conduct a fair and thorough investigation. • Any breach of confidentiality will be treated as a disciplinary offence.

	If retaliation against a whistleblower is identified, the following consequences will apply: • Disciplinary Action – Employees found guilty of retaliating against whistleblowers will face disciplinary measures, up to and including termination of employment. • Contractual Penalties – Third-party contractors or business partners engaging in retaliation may have their contracts reviewed or terminated. • Legal Consequences – The Company reserves the right to take legal action against any individual or entity found guilty of retaliating against a whistleblower.
Report	Whistleblower Protection Policy link