



## 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: Twelve Futures Ltd  
Date Submitted: March 13th, 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:

Twelve Futures Ltd

UPDATED AS OF:

March 13th, 2023

|  |   |
|--|---|
| <b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>   | Disclosure Alcohol - Clients in Controversial Industries  |
| <b>TOPIC</b>   | Company works with clients in the alcohol industry.   |
| <b>SUMMARY OF ISSUE</b>  | Twelve Futures Ltd is a sustainability consulting firm in the United Kingdom that has had 1 client operating in the alcohol industry over the last 5 years. The company offers its clients support to improve their sustainability strategy and impact. Their sustainability strategy work is designed to help companies understand client material ESG impacts, and design a company-wide strategy to improve positive impact for people and planet.   |
| <b>SIZE/SCOPE OF ISSUE</b><br>(e.g. \$ financial implication, # of individuals affected) | In FY 2021, 3.5% of the company's revenue came from clients in the alcohol industry.  |
| <b>IMPACT ON STAKEHOLDERS</b>  | <p>Companies that work with clients in controversial industries can 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.</p> <p>B Lab has flagged the involvement of companies with clients in controversial industries as a material issue and new standards will be created to address possible risks related to this matter.</p>  |
| <b>IMPLEMENTED MGT PRACTICES</b>   | <p>Twelve Futures has a Code of Ethics and a client/partner screening policy ('Working with others') that outlines its approach to working with controversial industries and does not work with organizations associated or involved with industries that are not aligned with the company's vision of sustainability. Within this policy the company states its expectations for customers to follow applicable laws and regulations in their place of operation and screens clients to ensure that they market their products responsibly and do not encourage overconsumption of alcohol.</p> <p>The company does not work with organizations associated or involved with weapons, nuclear, gambling or tobacco industries.</p> <p>Twelve futures follows the UK government Competition and Markets Authority 'Green Claims Code' to ensure that clients do not make unsubstantiated claims about their positive impact by advising clients to set credible science-based climate targets and making clear and credible communications on product packaging in line with best practices advised by organizations such as WRAP.</p> |
| <b>REPORT</b>  | [Optional]  |
| <b>REPORT</b>  | We recognise that positive change comes through evolution and revolution of how we live and work, which can mean shaking up traditionally damaging industries. As such we are open to conversations with organisations that are often considered controversial or sit within sectors that are not yet sustainable.  |