



## KEOLIS Rennes

Disclosure Report

Date Submitted: November 28th, 2024



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## 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.

**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 of 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"/>
Chemicals	<input type="checkbox"/>	<input checked="" 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"/>
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"/>
Water Intensive Industries	<input type="checkbox"/>	<input checked="" 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"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" 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"/>
<a href="#">Other</a>	<input checked="" type="checkbox"/>	<input 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: Energy and Emissions Intensive industry

KEOLIS Rennes 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: Other Disclosures

<b>Issue Date</b>	November 2022
<b>Topic</b>	Negative PR related to employee safety
<b>Summary of Issue</b>	Keolis Rennes is a public transport operator for the city of Rennes, France. Over the last 5 years the company has experienced multiple incidents involving incivility and violence that have affected employees by citizens or passengers. There are public news articles covering these incidents and outlining the union demands for additional resources to ensure safety of employees.
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	In FY2023 there were a total of 19 incidents involving Keolia Rennes buses that resulted in injuries to employees. This number has seen a reduction since 2021 when there were 29 incidents. This information is audited by Pwc, an independent third party (more information in the company's CSR report -link below)
<b>Impact on Stakeholders</b>	Company employees have been impacted by the occurrences.
<b>Resolution</b>	Keolis Rennes management met with CGT, other union organizations, the Vice- President of Rennes Métropole for Mobility and Transport, listened to union requests and made adjustments to increase security of public transport employees. A security command post has been deployed since the end of 2023.
<b>Implemented Management Practices</b>	<p>Keolis Renner have implemented the following policies and practices in order to increase the safety of their employees:</p> <ul style="list-style-type: none"><li>- Deployment of Security Command post consisting of 8 employees. (Keolis does not have the authority to deploy transport policy as this is the responsibility of the state authority).</li><li>- The company follows-up on the aggressions which generate workplace injuries and reports on this in their annual CSR report.</li><li>- Deployment of Safety Management System and policies, expecting to be certified ISO 45001 (for Occupational Health and Safety Management Systems, see link below) in December 2024.</li></ul> <p>The Keolis Group safety policy, also deployed by Keolis Rennes</p>

	<p>(expecting to be certified ISO 45001 in December 2024) outlines their vision, responsibilities and commitments and is communicated to all French and international entities and includes the following:</p> <ul style="list-style-type: none"> <li>- A safety Committee chaired by the entity manager, organised at least quarterly in order to analyse the entity's safety performance and highlight the progress of their action plan.</li> <li>- Identification and control of risks</li> <li>- Safety and prevention on-boarding</li> <li>- Skills and authorisations management: skills for each role are identified and each employee has their skills and authorisations assessed annually. Personalised support is offered to employees experiencing difficulties (e.g. drivers with multiple accidents).</li> <li>- Emergency and crisis preparedness: emergency and crisis scenarios listed and emergency plans are drawn up accordingly and are the subject of communications exercises and training for all personnel concerned.</li> <li>- Field visits, site visit meetings with staff are planned and monitored by the entity's safety management and implemented by all managers (at least one round per month per manager).</li> <li>- 5 minute safety communication reviews are organised at a set frequency (daily or weekly) among managers and their teams.</li> <li>- High Potential incident sessions are reviewed on a quarterly basis by the entity manager to identify valid learning for the entity requiring specific actions, all high potential incidents within the scope of the entity are reported, analysed, and shared with the rest of the group.</li> <li>- Structured problem solving mechanism sets up for all staff (meetings, registers, digital application), recorded in a database and reviewed monthly by the entity manager.</li> </ul> <p>More information on the company's performance and Safety procedures and policies can be reviewed in the Groupe Keolis statement of non-financial performance (link below).</p>
<b>Report</b>	<p><a href="#">Article 20 minutes on Rennes and security</a>  <a href="#">Actu Article: Safety on Rennes Star Buses</a>  <a href="#">ISO 45001 Certification</a>  <a href="#">Groupe Keolis Statement of non-financial performance 2022 (CSR Report)</a></p>