



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: Pangaia Materials Science Limited
 Date Submitted: 11/21/2022

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:

Pangaia Materials Science Limited

UPDATED AS OF:

11/21/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Other disclosures
ISSUE DATE	January 2018
TOPIC	Other disclosures
SUMMARY OF ISSUE	Prior to the incorporation of PANGAIA Materials Science Limited in September 2019, one of its co-founders Miroslava Duma was accused of alleged racism, homophobia and transphobia in January 2018 in response to comments and video shared on social media. Miroslava Duma immediately issued a public apology.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	On February 11, 2020 Miroslava Duma resigned from her position as a company director of PANGAIA Materials Science Limited. Miroslava Duma remains a passive minority shareholder, owning more than 25% but not more than 50% of the company.
IMPACT ON STAKEHOLDERS	Racist, homophobic and transphobic comments impact society because they contribute to the marginalization of groups of people and can prevent efforts to increase justice, equity, diversity and inclusion
IMPLEMENTED MGT PRACTICES	<p>In response to the allegations, Miroslava Duma issued a public apology. In addition, the company implements the following policies and practices to promote justice, equity, diversity and inclusion in its operations:</p> <ul style="list-style-type: none"> - A formal and integrated Equal Opportunities policy where diversity, equity and inclusion practices are embedded in business decisions. Anti-Bullying, Harrassment, Whistleblowing and Grievance policies are also in place for employees who may have suffered discrimination and wish to launch a formal complaint. To date, the company has not had any formal complaints of harassment or discrimination on the grounds of ethnicity or sexual orientation. - Embedded practices include anonymised CV screening to ensure a more diverse talent pool; internal pay gap reporting and salary benchmarking; 360 feedback, moderation process as part of the promotion cycle, all learning & development accessible to everyone. - DE&I training is accessible to everyone within the organisation. There is also management training delivered across the business on DEI topics including Listening, Unconscious Bias, Allyship, recruitment and selection, amongst other inclusivity practices. - The company promotes employee voice via CEO listening sessions and regular employee feedback surveys particularly for onboarding employees in the first 6 months. - Annual internal awareness activities, engagement and charitable giving take place around key events celebrating diversity, equity and inclusion (e.g. Black History Month; Pride Month). - The company implemented floating Bank Holidays to allow individuals from different backgrounds to celebrate holidays relevant to them. - Ongoing investigation and reporting on diversity, equity and inclusion within the company's supply chain. - The company has signed The UN Womens Empowerment Principles to empower women in the workplace, marketplace, community and supply chain. - Continued support of causes that lift marginalised communities, focused on social and racial justice and LGBTQIA+ rights. Further details can be found here: https://impact-report.pangaia.com/giving-back#giving-back-people
RELATED INCIDENTS (YES/NO)	No