

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: C.E. Floyd Company
 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:

C.E. Floyd Company

UPDATED AS OF:

11/21/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	Ongoing
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a construction company, C.E. Floyd Company operates in an industry that is water intensive. Aspects of the industry that make it water intensive include water used for concrete, cleaning the construction site and wetting for dust control.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The company derived 99% of its revenue from the construction segment in 2021.
IMPACT ON STAKEHOLDERS	<p>Water intensive industries pose risks such as water stress or depletion of local water sources if water use is not appropriately managed.</p> <p>Water sources for the company's two offices are from local municipal water supplies in Bedford, Massachusetts and Middletown, Connecticut. Their construction operations are located in Southern New England, primarily in Massachusetts and Connecticut. Neither location is in a water stressed region. Their construction project site locations and water consumption vary by project type. In general, the construction activities on project sites do not require significant water consumption. Some trades such as masonry will use water from the project site supplied by a garden hose.</p>
IMPLEMENTED MGT PRACTICES	C.E. Floyd Company does not track or measure its water consumption. In general, the direct water consumption for construction is a small fraction of the indirect water consumption for materials that are produced elsewhere, then incorporated into a building. A future goal is to measure direct water consumption in order to establish a baseline and future targets for reduction.



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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	Ongoing
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	As a construction company, C.E. Floyd Company operates in an industry that is energy intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The company derived 99% of its revenue from the construction segment in 2021.
IMPACT ON STAKEHOLDERS	<p>Energy-intensive construction activities, such as design and construction, pose an environmental risk due to the emissions produced during the construction process. The extent of environmental impact is dependent on the energy sources utilized and management practices in place to manage energy use.</p> <p>C.E. Floyd Company's construction projects have access to different sources of energy. In some cases, they consume electricity and natural gas or propane (for heating). Heavy equipment and trucks operated by their suppliers typically consume diesel fuel. The company has established a minimum requirement for fuel efficiency for company-owned vehicles. They advise clients to consider energy efficiency enhancements to the design and in some jurisdictions all heat is provided by electric heat pumps or VRF systems. They have also supported clients to find and evaluate opportunities to incorporate renewable energy sources in their projects. The company doesn't have final decision-making on the building design or budget, so their role is limited to that of influencer.</p>
IMPLEMENTED MGT PRACTICES	C.E. Floyd Company does not currently measure their carbon footprint. It is a future goal for the company to measure and then set improvement targets.

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C.E. Floyd Company

UPDATED AS OF:

11/21/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation and Penalties
ISSUE DATE	2018-2021
TOPIC	Worker safety issues
SUMMARY OF ISSUE	As a construction company, C.E. Floyd Company operates in an industry that is energy intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	4 cases have been settled, and 2 cases are pending. C.E. Floyd Company was not involved in the settlement negotiations and did not make any payments for the settlements. In each of the cases, the settlements were negotiated between other parties to the litigation and C.E. Floyd was indemnified due to their contract structures.
IMPACT ON STAKEHOLDERS	Falls are a leading cause of fatalities, injuries, and OSHA citations in the construction industry. The majority of cases involved a fall in some manner or a pinch-point/crushing hazard.
IMPLEMENTED MGT PRACTICES	<p>To avoid these issues from happening again, the company implemented the following practices in response to the incidents:</p> <ul style="list-style-type: none"> - The company created an executive safety committee to steer company strategy for Safety. - The company began holding Safety Planning Assessments during Preconstruction with the Project Team and Safety Department to make Safety a part of early project planning. - The company began holding monthly Safety Planning Assessments during construction with the Project Team and Safety Department to identify upcoming activities requiring more support from Safety, review Project Team safety performance and update the projects initial Safety Planning Assessment. - The company created Trade Partner weekly safety plan submissions to identify activities for the upcoming week and any Job Hazard Analysis required. - The company developed a prequalification program focused on Trade Partner safety performance, training and programs. - CEF held a training with the worker team and safety stand down on the projects with an incident. This information was also shared with the entire CEF company. - The company has halted or paused work with contractors that have showed a poor safety performance until they have improved - The company has changed their approach on job built ladders. They are still allowed in specific situations, but through training and monitoring, these types of ladders have been reduced on the company's projects. - CEF has limited their use of fork lifts on projects. It was previously acceptable for CEF to assist subcontractors with material deliveries, and trash removal. While this may still take place at times, it has been reduced. - The company has held a training/stand down with a subcontractor involved, specifically talking about accident reporting as well as pinch points/crushing hazards.
RELATED INCIDENTS (YES/NO)	See incidents described above