



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: Ipsun Power
Date Submitted: 08/30/2022

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: Ipsun Power UPDATED AS OF: 08/30/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Penalties Assessed Regarding Company's Employee Safety
ISSUE DATE	November 2021
TOPIC	Occupational Safety and Health Administration (OSHA) notice
SUMMARY OF ISSUE	The company received a notice from Virginia Occupational Safety & Health on November 17, 2021, regarding workplace safety hazards. The company was issued a notice on not providing PPE to employees who are working on the worksite when exposed to hazards and using defective ladders where ladders are not inspected by a competent person.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	"The company received only one notice in the last 5 years. No fines were applied. No injuries were reported.
IMPACT ON STAKEHOLDERS	The lack of appropriate protection and inspection of work materials pose risk for the physical integrity of workers.
IMPLEMENTED MGT PRACTICES	<p>The company responded on November 26, 2021, highlighting the implemented management practices to address the safety hazards stated in the notice.</p> <ul style="list-style-type: none"> i. All employees to review & acknowledged the latest Health & Safety Policy in the Employee Handbook that highlights all employees are required to wear appropriate PPE & harness equipment when working in hazardous conditions & ladders, and electricity safety. ii. The company had reviewed the importance of safety & implemented an escalation path for safety concerns & violations. Besides that, all crew members to re-acknowledge the company's safety rules. iii. The company had implemented an escalation path for safety concerns and violations. iv. OSHA 30 certified employees inspected all equipment including PPE. v. The company reviewed the proper wear/usage and inspect PPE and ladders with the team. <p>The current implementation practice of the company:</p> <ul style="list-style-type: none"> i. All employees to acknowledge the Employee Handbook during employment and training on an annual basis ii. OSHA 10 training will be provided to all crew employees & newly hired employees are required to attend CPR & First aid training courses. iii. The company will provide PPE to all field employees, PPE such as harnesses, gloves, hardhats, and safety goggles/glasses). All employees are offered a discount price on Redwing Shoes or reimbursement of \$100 for new shoes in other brands of safety shoes per year. All of the company trucks are equipped with first aid kits. <p>Actions to be taken to mitigate this issue:</p> <ul style="list-style-type: none"> i. All equipment will be issued with an inspected date sticker. ii. Employees to inspect equipment before using it and report any defects. iii. To conduct random safety audits iv. Safety Officer to conduct a random safety inspection.
RESOLUTION	The notice did not result in penalties nor further actions required from the company.



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Ipsun Power

UPDATED AS OF: 08/30/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation
ISSUE DATE	August, 2022
TOPIC	Litigation related to contractual claim
SUMMARY OF ISSUE	The case involved a contractual claim from a vendor where the company is the defendant. They were sued by a client due to software that the company designed for them to improve their brand. The lawsuit is settled and does not exceed \$1M, with an estimation of 3.5% of revenue for FY 2020, and is resolved as of August 12, 2022.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The lawsuit is settled through a settlement agreement and does not exceed \$1M, with an estimation of 3.5% of revenue for FY 2020.
IMPACT ON STAKEHOLDERS	The primary impact related to the litigation is a financial impact on the client.
RESOLUTION	The lawsuit is settled with payment that not exceed \$1M, with an estimation of 3.5% of revenue for FY 2020. It was resolved as of August 12, 2022.