



## 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: Fluitec NV  
 Date Submitted: 01/12/2021

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		✓
Hemp-Related Products		✓

  

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:

Fluitec NV

UPDATED AS OF:

01/12/2021

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Energy and Emissions Intensive Industries
<b>TOPIC</b>	Clients in oil & gas, mining, and non-renewable power generation sectors
<b>SUMMARY OF ISSUE</b>	Fluitec NV is a company in the lubricants and hydraulic industry that provides products and services to extend the life and performance of lubricants/hydraulics. The company serves clients in the oil & gas, mining, and non-renewable power generation sectors.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	In 2019, between 30 and 35% of the company's revenue came from clients in the oil & gas, mining, or non-renewable power generation sectors.
<b>IMPACT ON STAKEHOLDER(S)</b>	While these sectors are frequently subject to stakeholder concerns related to their environmental impact, Fluitec's products and services are designed to reduce the Greenhouse Gas emissions of its clients and thus deliver a positive environmental impact.
<b>RESOLUTION</b>	N/A
<b>IMPLEMENTED MGT PRACTICES</b>	As part of the restructure, the company split some business units into independent companies allowing those business units to retain Conservatorio as a client and allow for flexibility of working with other clients in the area. The units that were not converted to independent companies were given a minimum of two-weeks notice with a full package severance pay to all affected parties and depending on their individual status were offered: (i) Personalized consultancy and access to network for future job placements, (ii) Hired as independent consultants to provide services for the company as a freelancer. It is important to note that Conservatorio continues to work with these newly formed companies as part of their indirect value chain.
<b>REPORT</b>	The company recommends the reading of their Solar Impulse label report and video ( <a href="https://www.fluitec.com/about/sustainability/">https://www.fluitec.com/about/sustainability/</a> )
<b>OTHER MANAGEMENT COMMENTS</b>	Our clients are more and more open to the 'Fill-for-Life' message (for which we received the Solar Impulse '1000 efficient solutions' label and receiving the B-Corp certification will continue to help in that sense. We are pioneers in that industry and have been fighting in the last 10 years to get our message across. Finally, the market is shifting, which is good
<b>RELATED INCIDENTS (YES/NO)</b>	No