



# Globalconexus SpA

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Disclosure Report

Date Submitted: January 28th, 2025



## 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.

### B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

**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"/>
Energy and Emissions Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Fossil fuels 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"/>
Other	<input type="checkbox"/>	<input checked="" 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"/>
<a href="#">Other</a>	<input checked="" type="checkbox"/>	<input 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: Other - Clients in Controversial and Ineligible Industries

<b>Topic</b>	Clients in Controversial and Ineligible Industries
<b>Summary of Issue</b>	<p>Globalconexus SpA has clients in the following industries: Mining and Defense.</p> <p>The types of services/products offered to these clients include:</p> <ul style="list-style-type: none"><li>• Staffing services,</li><li>• Mailing services.</li></ul>
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	In the last fiscal year, 2023, the company's annual revenue was 10.46% from clients in Mining and 0.27% from Defense.
<b>Impact on Stakeholders</b>	<p>Companies that work with clients in controversial industries can directly or indirectly increase the harmful impact to stakeholders by enabling business growth. Therefore, companies that work with clients in these industries should have practices in place to ensure that their impact is aimed at decreasing the negative impacts of the industry.</p> <p>Companies offering certain types of services and products to controversial clients are required to have at a minimum a grievance/complaints mechanism and a whistleblower protection policy.</p>
<b>Implemented Management Practices</b>	<p>Globalconexus SpA has the following mechanisms in place to manage the risks associated to serving clients in the mining industry:</p> <p>Grievance/complaints mechanism. This is accessible to the public through the company's website under the "Canal de Denuncias" section, as well as via email and telephone lines. Complaints will be considered valid if they meet the following criteria:</p> <ul style="list-style-type: none"><li>• The incident described violates the company's established internal policy and current regulations and/or laws.</li></ul>

	<ul style="list-style-type: none"> <li>• There is sufficient evidence to support the complaint, such as documentation, witnesses, or records.</li> <li>• The complaint is related to illegal behaviour, actions, or a breach of ethics.</li> <li>• The complaint is deemed highly serious.</li> <li>• It involves threats or situations that compromise physical or psychological safety.</li> <li>• It pertains to inappropriate behaviour, harassment, or violations of ethical principles that impact the work environment or the company's reputation.</li> </ul> <p>The company is committed to conducting impartial and timely investigations within a maximum period of 30 business days, ensuring that all parties' rights are respected. There is a protocol, "Protocolo de Denuncias", which addresses stakeholders and details the steps to follow when receiving, managing, and resolving complaints in a clear and structured manner. Additionally, the company has a policy, "Política de protección de los denunciantes", to address grievances and protect whistleblowers. This policy outlines reporting channels, ensures confidentiality, and prohibits retaliation. It provides details on the process for receiving and investigating complaints, as well as how outcomes will be communicated while safeguarding the rights of complainants. Protection measures include legal and psychological support, temporary adjustments, and monitoring to prevent retaliation, along with specified sanctions for violations.</p> <p>Whistleblower Protection Policy. The policy includes the following statements:</p> <p>At GlobalConexus, we recognize the importance of fostering a culture of transparency, ethics and responsibility in all our operations. In this regard, we reaffirm our unwavering commitment to protecting whistleblowers who act in good faith by reporting irregular, illegal or contrary conduct to our values and internal policies.</p> <p>With this commitment, we declare the following:</p> <ol style="list-style-type: none"> <li>1. Absolute Confidentiality. We guarantee that every report filed will be treated under strict confidentiality standards, protecting the whistleblower's identity unless he or she</li> </ol>
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	<p>explicitly consents to disclose it or is required by law.</p> <ol style="list-style-type: none"><li>2. Prohibition of Retaliation. Any act of retaliation, intimidation, or discrimination against those who, in good faith, make a report is strictly prohibited. Any action contrary to this principle will be considered a serious offence and sanctioned following applicable internal and legal regulations.</li><li>3. Safe Reporting Mechanisms. We provide accessible, secure, and anonymous reporting channels designed to facilitate the reporting of irregularities without fear of retaliation. These mechanisms are regularly monitored to ensure their effectiveness.</li><li>4. Impartial and Timely Investigations. We are committed to conducting thorough, objective, and timely investigations into reported events, ensuring that all parties' rights are respected.</li><li>5. Mechanisms for the Protection of Whistleblowers. In order to safeguard those who report misconduct, we implement the following measures:<ul style="list-style-type: none"><li>○ Legal and Psychological Advice: We offer access to legal resources and psychological support, should the whistleblower require it, to deal with possible emotional or legal repercussions arising from the report.</li><li>○ Temporary Transfers or Work Adjustments: In situations that may put the whistleblower's safety at risk, we will consider measures such as a temporary change of duties or work location, ensuring that they do not affect their professional development or remuneration.</li><li>○ Supervision and Monitoring: We established a monitoring committee to verify that whistleblowers do not face reprisals or negative consequences after filing their complaints.</li><li>○ Access to the Results of the Investigation: Whenever possible and without compromising the confidentiality of other parties, we will inform the whistleblower about the progress and results of the investigation.</li></ul></li></ol>



	6. Fostering a Culture of Trust. We promote an environment where employees, customers, suppliers, and other interested parties feel safe reporting misconduct, contributing to developing an ethical and responsible company.
Report	<a href="#">Canal de Denuncias</a>