



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: UPSTRÖM ApS

Date Submitted: June/2023

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:

UPSTRÖM ApS

UPDATED AS OF:

June/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Cannabis Related Products
TOPIC	Company cannabis-derived products in the form of wireless mobile charger accesories fabric material.
SUMMARY OF ISSUE	UPSTRÖM ApS has wireless charger covered with fabric made from hemp.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In 2022, 3% of their revenue came from this product.
IMPACT ON STAKEHOLDERS	The European Commission, in its circular economy action plan, considers the textile sector as one of the cornerstones in the transition towards a greener and more sustainable economy and it has encouraged stakeholders to seek new materials and new economic models and hemp plays a crucial role: https://agriculture.ec.europa.eu/farming/crop-productions-and-plant-based-products/hemp_en
IMPLEMENTED MGT PRACTICES	Selling & importing products made with hemp textiles in EU does not require one to comply with any special regulations except for the regulations of the product it's used in. In their case , the wireless charger needs to comply with the CE and RoHS regulative, which it does.
MANAGEMENT COMMENTS	N/A



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: UPSTRÖM ApS UPDATED AS OF: June/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation, Arbitration, and/or Penalties
ISSUE DATE	2020, 2022
TOPIC	Litigation related to Intellectual property infringement.
SUMMARY OF ISSUE	<p>UPSTRÖM ApS hUPSTRÖM, is a Danish impact start-up that develops consumer electronics aligned with a circular economy and innovative product designs.</p> <p>In the last 5 years, the company faced two accusations of infringing intellectual property on competitors' product designs, which triggered legal disputes. One of the cases has already been settled without any penalty imposed to the company; one case is pending and assessed with a remote probability of loss.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	One of the cases was settled without any penalties applied (no financial impact). The pending case amounts to DKK 25,000, which represents, approximately, 24% of the company's revenues.
IMPACT ON STAKEHOLDERS	Their competitors are the stakeholders potentially affected on both cases.
RESOLUTION	One of the cases was settled without any penalties applied (no financial impact). The pending case was assessed with a remote probability of loss.
MANAGEMENT PRACTICES	Company's New Product Development (NPD) department has a research process in place to ensure their designs are not infringing on any active design registrations, trademarks or patents.
MANAGEMENT COMMENTS	In the case that was settled, the company's competitor, who had filed the lawsuit against them, swiftly recognized that there were no grounds to support their claim. Consequently, they approached the company with the intention to settle the matter, acknowledging that the company had not engaged in any wrongdoing.
RELATED INCIDENTS (YES/NO)	No.