



Today Designers B.V.

Disclosure Report

Date Submitted: December 12th, 2023



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.

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 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"/>
Other	<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: Others - Clients in the Defense Industry

Issue Date	Ongoing
Topic	Company provides products and services to clients in defense sector
Summary of Issue	<p>Today Designers B.V. provides design services and has a contract to offer these services to all organizations within the Dutch government, including the Ministry of Defense. Services to this client involved graphic design services, including the design of external communication materials informing of the Ministry's functioning with other departments as well as internal materials on the Material Services of the Department of Defense, support and maintenance information for internal employees. The company's business pertains to design services and has no involvement in equipment, machinery, or weapons of war.</p> <p>The company has committed to no longer work with clients in this controversial industry in the future after their contract ends (January 2025).</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In FY2022, work with the Ministry of Defense represented 0.7% of the company's total revenue.
Impact on Stakeholders	<p>B Lab has concluded that providing services to the defence sector has inherent potential risk; namely ethical implications of these services being used in a way that harms others and/or is misused, a lack of transparency, and other risks pertaining to private sector involvement in activities related to warfare.</p> <p>For more information about B Lab's position on companies providing services in the Defense Sector, access the risk standards available in the Report section below.</p>
Management Practices	<p>Today Designers has the following policies and practices to manage material sensitive risks associated with providing services to the defense sector:</p> <p>The company works with the Ministry of Defense only in relation to design services and has the following statement in relation</p>

	<p>this client:</p> <p>"We, Today's branding design agency, only provide the Dutch Ministry of Defense the same exact services/products provided to the client(s) that can be sold to clients in different industries, including other non-controversial and controversial industries. We refuse to design anything that is harmful or poses a direct threat to people, planet or society."</p>
	<p>Due Diligence</p> <p>The company has a due diligence policy for every new business lead. They search for red-flags on both the company (market, key values and end-users) and the individual who contacted them, reviewing their corporate website, social media channels, Chamber of Commerce market. Red flags include:</p> <ul style="list-style-type: none">• Business and/or products and/or service is harmful for people, society, and the environment.• The Business is active in or proactive towards a controversial market not fitting Today Designer's internal vision and mission (e.g. directly connected to fossil fuel industry, factory farming, flying industry etc).• The Business has doubtful reputation• The Business is a suspension of payment, bankrupt or endures financial difficulties.• The contact person has a track record with any of the above listed items.• The contact person or business is actively providing lobbying services.• The contact person or business practices corrupting tactics. <p>If any of the above red flags are detected, the company chooses to cancel the meeting and not work for this company.</p>
	<p>Whistleblowing, lobbying and anti-corruption</p> <p>Today has a Whistleblowing policy outlining when and how employees can make protected disclosures related to specific subject matter, providing clear procedure for reporting such information while ensuring protection from retaliation. Employees are instructed to contact their mentor or if inappropriate to reach out to them, they should contact the HR Department in the case the following scenarios:</p> <ul style="list-style-type: none">• If a criminal offense has been committed, is being committed or is likely to be committed.

	<ul style="list-style-type: none"> • If a person has failed, is failing or is likely to fail to comply with any legal obligation to which he is subject. • If a miscarriage of justice that has occurred , is occurring, or is likely to occur. • If the health or safety of any individual has been, is being, or is likely to be endangered. • If the environment has been, is being, or is likely to be damaged. • If information tending to show any of the above is being, or is likely to be deliberately concealed. • If the business or any associated person has been, is being, or is likely to be receiving or offering bribes. • If any foreign official has been, is being, or is likely to be bribed or offered facilitation payment by the company or any associated person. <p>The company's Whistleblowing policy includes their commitment to comply with the Bribery Act 2010 and encourages a culture of honesty and openness; whereby employees are encouraged to bring forward any issue that in their opinion might constitute bribery or corruption.</p> <p>Training Document outlining Due diligence process and Defense Sector Statement are made accessible throughout the company's shared server to all staff members.</p>
Report	<ul style="list-style-type: none"> - B Lab's Risk Standards for Clients in the Defense sector - Bribery Act 2010