



Lexsynergy Limited

Disclosure Report

Date Submitted: September 4th, 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.

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	☐	☒
Biodiversity Impacts	☐	☒
Chemicals	☐	☒
Disclosure Alcohol	☐	☒
Disclosure Firearms Weapons	☐	☒
Disclosure Mining	☐	☒
Disclosure Pornography	☐	☒
Disclosure Tobacco	☐	☒
Energy and Emissions Intensive Industries	☐	☒
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	☐	☒

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	☐	☒
Breaches of Confidential Information	☐	☒
Bribery, Fraud, or Corruption	☐	☒
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

	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	☐	☒
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☒
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	☐	☒

	Yes	No
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	☒	☐

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	☐	☒



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other - Clients in Controversial and Ineligible Industries

Topic	Clients in Controversial and Ineligible Industries
Summary of Issue	Lexsynergy Limited has clients in the following industries: Fossil Fuels. The types of services/products offered to these clients include: - Domain name registration.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the last fiscal year, 2.89% of the company's annual revenue was from clients in the Fossil Fuel industry.
Impact on Stakeholder(s)	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. Companies offering certain types of services and products to controversial clients are required to have at minimum a grievance/complaints mechanism and a whistleblower protection policy.
Implemented Management Practices	Lexsynergy Limited has the following mechanisms in place to manage the risks associated to serving clients in the Fossil Fuels industry: Grievance/complaints mechanism. This is accessible to the public through their webpage (links below). A grievance will be accepted if it involves: - Unethical behaviour or practices - Breaches of company policy or contractual terms - Health and safety concerns - Discrimination or harassment - Other issues reasonably linked to Lexsynergy's operations Timeline for response:

- Acknowledgement: All grievances will be formally acknowledged within five (5) business days.
- Review and Assessment: We will review and assess the validity and scope of the grievance within ten (10) business days.
- Investigation: If required, an investigation will be initiated and completed within thirty (30) business days.
- Resolution: A resolution will be communicated to the stakeholder within forty-five (45) business days of receiving the grievance.

For accepted grievances, the company commits to:

- Providing regular updates at key stages of the process.
- Clearly communicating the final outcome and any action taken.
- If a grievance is not accepted, offer a transparent explanation of the reasoning.

Whistleblower Protection Policy. The policy includes the following statements:

- The company is committed to:
 - Upholding and adhering to the principles of the Public Interest Disclosure Act 1998 (PIDA) to foster an environment where concerns can be raised openly and responsibly.
 - Protecting whistleblowers from any retaliatory actions, including but not limited to dismissal, discrimination, or harassment as a result of raising legitimate concerns.
 - Safeguarding the confidentiality of all parties involved throughout the whistleblowing process.
 - Taking any form of retaliation against whistleblowers seriously and treating it as a disciplinary offence, which may result in dismissal of the offending individual(s).
- Consequences of Retaliatory Behaviour
 - Retaliation against whistleblowers who raise genuine concerns is considered a serious breach of company policy.
 - Disciplinary measures, up to and including dismissal, will be taken against any individual found to have retaliated.
 - Similarly, any breaches of confidentiality during the whistleblowing or grievance process will also result in disciplinary measures.
- The Company will follow the procedure below as far as is reasonably practicable if an employee has a reasonable

	belief about any concerns relating to wrongdoing at work which are in the public interest, including any criminal offence, a failure to comply with legal obligations, a miscarriage of justice, a health and safety danger, an environmental risk or a concealment of any of these. • The Company confirms that no employee who makes a bona fide report under this procedure will be subjected to any detriment as a result, in accordance with section 47B of the Employment Rights Act 1996. In the event that an employee believes they are being subjected to a detriment by any person within the business as a result of their decision to invoke the procedure the employee must inform a Director immediately and appropriate action will be taken to protect them from any reprisals. • There may be matters that cannot be dealt with internally and external authorities will need to become involved. Where the employee reasonably believes that the appropriate action has not been taken, they should report the matter to the relevant authority. There are a number of bodies to which qualifying disclosures may be made, including HM Revenue & Customs, the Health and Safety Executive and the Environment Agency.
Report	Complaint mechanism Grievance and Complaints Mechanism Policy Whistleblower Protection Policy



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Operations located in Conflict Zones

Topic	Company has suppliers located in Conflict Zones
Summary of Issue	As a domain registrar, Lexsynergy Limited has a supplier in the region of Israel which is a reseller of the Israeli Registry, officially recognized as ISOC-IL (Internet Society of Israel). Israel is listed as a conflict zone in Global Conflict Tracker .
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the last fiscal year, less than 0.5% of the company's purchases came from Israel.
Impact on Stakeholder(s)	Business activities located in conflict zones are considered high-risk as they are more likely to cause or contribute to the conflict and/or sociopolitical instability. Countries classified as conflict zones are more likely to have a weak rule-of-law or a corrupt judicial system, which could undermine the effectiveness of operational grievance mechanisms for these businesses and their suppliers. In addition, the safety of the company's workers and other potential human rights violations are at risk.
Implemented Management Practices	The Israeli Registry (ISOC – Internet Society of Israel) is an officially authorised body responsible for managing Israel's domain namespace. While it is not certified under traditional third-party programs like Fair Trade, typically used for physical goods, it is a recognised and regulated entity operating under clear standards and oversight. Lexsynergy maintains a robust supplier due diligence process, which includes the following: - Reviewing supplier policies and operational procedures. - Assessing technical vulnerabilities in accordance with ISO requirements. - Consulting international sanctions databases to ensure compliance and avoid associations with high-risk or blacklisted entities. - Conducting environmental and social screening, particularly since beginning their B Corp certification process. This includes a shift toward prioritising suppliers with positive environmental practices.