



## 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**

PROVIDED BY: **BioClean Pulizie Ecosostenibili Srl** UPDATED AS OF: **05/29/2020**  
**Società Benefit**

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		✓
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		✓
<b>Other Disclosures</b>		
		✓

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: BioClean Pulizie Ecosostenibili Srl      UPDATED AS OF: 05/29/2020  
 Società Benefit

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Disclosure Practices
<b>ISSUE DATE</b>	2019 to present
<b>TOPIC</b>	Company employs individuals on zero-hour contracts
<b>SUMMARY OF ISSUE</b>	The company has zero-hour contracts with a few workers mainly for tasks that are unpredictable on a monthly basis, for peak loads and for replacing other employees when they're on vacation or sick. Zero hour workers are contacted a day in advance and have no guaranteed minimum earnings. In the past, such workers have worked as far as 120-150 hours in a month but the number of hours and days are difficult to predict. Such contracts are regulated by the law in Italy.
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	In 2019, 23% of company staff was on zero hour contracts.
<b>IMPACT ON STAKEHOLDER(S)</b>	Although zero hour contracts provide workers with flexibility, access to the labour market and training on job skills, it could result in a lack of predictability of hours and consequently lack of job and income security for workers.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>In Italy, zero hour contracts are regulated by law specifically to prevent "concealed employment", improve transparency and worker protections. Zero hour workers have access to government provided healthcare.</p> <p>All the terms of work are outlined in a documented contract that the company signs with the worker. Zero hour workers receive the same benefits, compensation and training as full time workers, except that they do not get paid in case of illness. Further, zero hour workers receive monthly contributions, holidays and severance indemnities (TFR) insurances on a monthly basis as opposed to full time workers that receive such payments annually or biannually.</p> <p>Workers have no obligation to accept the hours that are offered while also being able to take up other jobs while working for Bioclean. The company offers hours to workers based on their training and experience but also tries to offer hours to all to ensure that each of them has a salary at the end of the month.</p> <p>In Italy, a zero hour contract is allowed for each worker and with the same employer for a total period not exceeding 400 days over three calendar years (with the exception of the tourism, public sector and entertainment sectors). In the event that this period is exceeded, the intermittent employment relationship turns into a full-time and an indefinite one. Bioclean's ultimate goal is to modify the zero hour contract of their workers by placing the trained and loyal operators on a full time contract.</p>