



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: Ethos Service SA

Date Submitted: 04/28/2020

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		✓
Other Disclosures		
		✓

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: Ethos Service SA

UPDATED AS OF: 04/28/2020

DISCLOSURE QUESTIONNAIRE CATEGORY	Other
ISSUE DATE	December 2017 - October 2018
TOPIC	Alleged conflicts of interest in corporate governance
SUMMARY OF ISSUE	In December 2017, two members of the Board of Directors of the Ethos Foundation and its subsidiary, Ethos Services SA, resigned citing accusations against the founder of the company who was then chairman of the Board for violating the rules of good governance. This included allegations of a conflict of interest stemming from the chairman's wife being in a management role at the Foundation. As a result, one of Ethos Services' clients, the CP Post Foundation who was represented in the Board by one of the outgoing members, announced it would cease doing business with the company unless it instituted corrective actions by its General Meeting in June 2018.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Two directors out of 10 resigned from the Ethos Board of Directors and The CP Post Foundation's contracts were resigned. These contracts represented approximately 1% of Ethos Services' annual revenue.
IMPACT ON STAKEHOLDER(S)	Ethos Services made necessary changes to its corporate governance ahead of its June 2018 General Meeting, and ultimately did not experience any contract withdrawals as a result of this dispute.
RESOLUTION	The chairman at the time decided to not make himself available for re-election as the chairman of the board of Ethos Foundation and Services. Following Ethos General Meeting and the election of new chairman of the board, CP Post confirmed they wanted to continue working with Ethos and canceled all termination requests as of October 2018.
IMPLEMENTED MGT PRACTICES	In addition to a new chairman of the Board, the company reinforced its governance mechanisms by splitting the chairmanships of the Ethos Foundation and of Ethos Services. The company also updated its conflicts of interests policies to prevent the practice of granting consulting mandates to a members of its Boards.
REPORT	https://www.pkpost.ch/fr/387/Collaboration-avec-Ethos.htm?Article=21676 https://ethosfund.ch/en/news/new-chairpersons-for-ethos-foundation-and-ethos-services
OTHER MANAGEMENT COMMENTS	Ethos management believes that the governance of Ethos is very strong and exceeds market practices for a company of 20 employees and its transparency is also considered as best practice. The full annual report is available on the website and includes all aspects of its governance. All relevant documents (articles of association, code of conduct, bylaws, charters, board members CVs and compensation, minutes of the general meetings, remuneration report) are publicly available. None of the members of management are members of the board to ensure a clear separation of functions between management and the board.
RELATED INCIDENTS	No