



**Lab**  
**Global**

# VEDACIT

Disclosure Report

Date Submitted: April 20th, 2026



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## 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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Chemicals</a>	<input checked="" type="checkbox"/>	<input 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"/>
<a href="#">Energy and Emissions Intensive Industries</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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"/>
<a href="#">Water Intensive Industries</a>	<input checked="" type="checkbox"/>	<input 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 <a href="#">Case A</a> <a href="#">Case B</a> <a href="#">Case C</a>	<input checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" 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: Chemical Intensive industry

VEDACIT is involved in the production/sale of products, or is part of an industry that can potentially be classified as chemical intensive, meaning that they are more likely to have significant impacts on the environment, such as pollution of air, land, and water, as well as potential human health risks to those exposed to harmful chemicals if the use and disposal of chemicals are not properly managed. Certified B Corps are required to make transparent their involvement in such activities or industries.



# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Energy and Emissions Intensive industry

VEDACIT is involved in the production/sale of products, or is part of an industry that can potentially be classified as energy and emission-intensive, meaning that they are more likely to have significant impacts on the environment based on their carbon emissions associated with their operations and their contribution to climate change. Certified B Corps are required to make transparent their involvement in such activities or industries.



# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Water Intensive industry

Vedacit is involved in the production/sale of products, or is part of an industry that can potentially be classified as water intensive, meaning that they are more likely to have significant impacts on the environment, such as water stress or depletion of local water sources if water use is not appropriately managed. Certified B Corps are required to make transparent their involvement in such activities or industries.

Any party aware of specific company practices that have had a negative impact related to its involvement in these or other controversial industries, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).



# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Litigation, Arbitration, and/or Penalties

<b>Issue Date</b>	Ongoing
<b>Topic</b>	Litigation, Arbitration, and/or Penalties related to Tax issues
<b>Summary of Issue</b>	Vedacit's group was involved in eleven resolved tax dispute cases and is currently responding to sixteen ongoing cases filed by the Brazilian State and regulatory agencies between 2021 and 2025. These claims include allegations related to Tax Enforcement, Notices of Violation, Declaratory Actions, Collection Actions, Annulment of Tax Debt, Ordinary Actions, and Writs of Mandamus.
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	The pending claims were assessed to possibly result in a financial loss of R\$25.894.409,89 which is converted to 5,172,364.80USD, representing 3.1% of the company's total revenue in the fiscal year of 2024. The total settlement or damages could represent 3.26% of the company's total revenue in 2024, considering the updated value of claims of R\$26,795,608.41 or 5,352,377.69USD.
<b>Impact on Stakeholder(s)</b>	When companies underpay their taxes, governments are deprived of the tax revenue needed to provide critical public services and infrastructure, such as schools, hospitals, and roads. Tax related issues can potentially lead to a negative effect on poverty and inequality, especially in low-income countries.
<b>Resolution</b>	The eleven settled cases resulted in a financial loss of R\$11,034,704.64, which represents around 2,204,163.68USD.  There are sixteen open cases, waiting for a resolution at court.
<b>Implemented Management Practices</b>	The company undertook organizational and process restructuring to improve internal controls, operational efficiency, workflow standardization, and stakeholder transparency. Vedacit internalized its legal function, replacing the previously outsourced model with an internal legal department reporting to the executive board, ensuring greater strategic alignment, more proactive risk management, and preventive action. In addition, a judicial process management system was implemented, allowing for greater control, traceability, standardization of



	information, and monitoring of contingency indicators.
<b>Report</b>	For more information about Vedacit's sustainability practices, visit: <a href="https://vedacit.com.br/para-voce/institucional/sustentabilidade">https://vedacit.com.br/para-voce/institucional/sustentabilidade</a>



# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Litigation, Arbitration, and/or Penalties

Litigation, Arbitration, and/or Penalties related to Labor issues	
<b>Topic</b>	Litigation, Arbitration, and/or Penalties related to Labor issues
<b>Summary of Issue</b>	The company has been involved in 199 labor-related disputes filed by former employees and third-party workers between 2021 and 2025. These cases primarily concern wage and hour issues and wrongful termination, including claims for salary differences, unpaid overtime, discrepancies in severance pay, and non-compliance with labor laws. Of the total, 105 cases have been resolved, while 94 remain pending.
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	The updated value of claims was reported as R\$27,072,554.85 (or 5,407,697.27USD), which would represent 3.29% of the company's revenue in 2024. The company estimates a possible financial loss of R\$13.391.795,80 (or 2,674,988.67USD), which would be the equivalent of 1.63% of 2024's revenue.
<b>Impact on Stakeholder(s)</b>	Labor issues can result in financial loss, and can have a negative impact on health and safety indicators, while also affecting the organizational climate and well-being.
<b>Resolution</b>	105 cases were settled at R\$19.723.392,74 (or 3,939,714.51 USD), which represent 2.4% of Vedacit's total revenue in 2024's fiscal year.  There are 94 open cases, waiting for a resolution at court.
<b>Implemented Management Practices</b>	Internal controls and continuous monitoring are in place to mitigate these risks. The company sought to improve physical working conditions, including relocating the office and upgrading facilities, with a focus on safety, ergonomics, and well-being. In addition, the company actively manages operational risks, including relocating operational teams when risks to employees' physical integrity are identified.  Vedacit implemented profit-sharing programs (PPRs) structured around diagnoses from climate surveys (GPTW), reinforcing alignment between performance and recognition. Another remediation practice was implementing quality-of-life and health programs, including preventive health campaigns, mental health support, encouragement of sports participation, and social engagement initiatives. The company sought to strengthen its organizational culture and employee engagement, with initiatives focused on recognition, integration, and celebration.



<b>Report</b>	For more information about Vedacit’s sustainability practices, visit: <a href="https://vedacit.com.br/para-voce/institucional/sustentabilidade">https://vedacit.com.br/para-voce/institucional/sustentabilidade</a>
<b>Other Management Comments</b>	There are 3 active collective actions impacting Vedacit workers: 1. Public Prosecutor's Office – questioning the compliance of the machines in our production plant with the Regulatory Standards (NRs). 2. Public Prosecutor's Office – improvements in worker safety and the environment. 3. Itatiba Forklift Operators Union – This action concerns the union's request to receive contributions from our employees who are currently affiliated with the Chemical Workers Union.



# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Litigation, Arbitration, and/or Penalties

<b>Topic</b>	Litigation, Arbitration, and/or Penalties related to Contract Disputes
<b>Summary of Issue</b>	<p>Vedacit has been involved in twenty contract dispute cases with suppliers, consumers, and business representatives between 2021 and 2025. These claims primarily relate to consumer protection matters with negligible or minor potential physical, financial, community, legal/reputational, or environmental impact, as well as requests for compensation for moral and material damages.</p> <p>Ten cases have been resolved, while the remaining ten are currently pending. Four cases involve contractual disputes related to alleged financial default, which Vedacit contests on the basis of contractual compliance. One additional case concerns an alleged breach of contract involving exclusivity clauses and purchase volume agreements.</p>
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	The updated value of claims was reported as R\$26.337.567,66 (or about 5,260,884.82 USD), representing 3.20% of the company's revenue in 2024. Vedacit estimates a possible financial loss of R\$25.403.270,67 (or 5,074,260.57USD), which would be the equivalent of 3.09% of the company's revenue in 2024.
<b>Impact on Stakeholders</b>	Low-risk contract disputes with suppliers, consumers, and business representatives may result in financial losses and minor legal or reputational impacts. When escalated to litigation, these disputes can strain business relationships and, in the case of representatives, lead to operational instability. Civil cases involving a company's products may also affect reputation and consumer trust, and in some instances, pose limited risks to human and environmental health.
<b>Resolution</b>	<p>The ten settled cases resulted in a financial loss of R\$ 2.522.138,97 (or, approximately, 503,793.01 USD). This figure would represent about 0.31% of 2024's revenue.</p> <p>There are 10 open cases, waiting for a resolution at court.</p>
<b>Implemented Management Practices</b>	Vedacit worked to improve its contractual practices, with the revision of clauses and the adoption of preventive instruments that strengthen the management of third parties and reduce



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	legal risks in commercial relations.
<b>Report</b>	For more information about Vedacit's sustainability practices, visit: <a href="https://vedacit.com.br/para-voce/institucional/sustentabilidade">https://vedacit.com.br/para-voce/institucional/sustentabilidade</a>