

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: Nissan Tsushin Co. Ltd.
 Date Submitted: March 15, 2022

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		✓
Tax Advisory Services		✓
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		✓

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:

Nissan Tsushin Co. Ltd.

UPDATED AS OF:

March 15, 2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Disclosure Industries
TOPIC	Volunteer Placement to Orphanages
SUMMARY OF ISSUE	<p>"Nissan Tsushin operates a nonprofit organization, NPO Aozora, which provides after-school learning and activity opportunities to children with special needs: physically and mentally challenged school kids. Specifically, volunteers support pick-ups and drop-offs of disadvantaged children and playing with them. NPO Aozora was established on April 8, 2015.</p> <p>The company funded NPO Aozora to start its operations and keep supporting its activities. The company assists NPO Aozora in developing activities and programs for its beneficiaries, that is, the children. Also, Nissan Tsushin's employees volunteer for NPO Aozora's activities and programs.</p> <p>This is a Corporate Social Responsibility/Sustainable Development Goals (CSR/SDGs) activity by the company.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>NPO Aozora has 4 full time staff who have childcare worker qualifications and 10 children regularly attend there.</p> <p>4 employees volunteer on a monthly basis, which represents 20% of Nissan Tsushin's employees. In a normal year, 50 people volunteer at NPO Aozora, however this was impacted by Covid 19 over the past two years.</p>
IMPACT ON STAKEHOLDERS	<p>"Volunteer programs at orphanages, if not managed appropriately, could potentially pose risks to children, such as disruption of development due to short term connections with caregivers, as well as, risks to children's safety and well-being.</p> <p>For more information please see B Lab's position statement on Orphanage-Based Volunteer Programs. "</p>

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IMPLEMENTED MGT PRACTICES	<p>"Nissan Tsushin has employees fill-out a volunteer participant questionnaire, which includes the following information: date joined company, volunteer experience, qualifications (teacher license, long-term care welfare license, childcare worker license, etc.) and purpose of volunteering. Both the company and NPO Aozora conduct background checks. Volunteer must all fill out a volunteer insurance questionnaire which is required by the Insurance Company.</p> <p>NPO Aozora officials and staff members are expected to study social worker and childcare worker qualifications and encouraged to get a certification of either or both qualifications in order to protect and prioritize the rights and safety of the children. In practice, the company reviews and considers the learning level of those qualifications with each official and staff member of NPO Aozora. The higher their understanding, the more they conduct effectively on the issues related to volunteering for vulnerable children.</p> <p>The company is involved in human resources for NPO Aozora's Management, such as executive director placement and board composition. NPO Aozora's management is responsible for staffing and volunteer members.</p> <p>NPO Aozora officials supervise volunteers' activities and the volunteers are expected to do their volunteer activities on a regular basis. The company has the following volunteer activity regulations, which came into effect on April 1, 2015:</p> <ol style="list-style-type: none"> 1. Be sure to use facility teachers and child instructors as instructors during volunteer activities. Make it resident. 2. Be sure to follow the instructions of the instructor during volunteer activities. 3. Contact the instructor in case of emergency. 4. Do not enter any place other than the designated place. 5. In principle, eating and drinking during volunteer activities is prohibited. 6. In principle, the use of mobile phones during volunteer activities is prohibited. <p>The company has a formal policy of expectations for company volunteer members:</p> <ul style="list-style-type: none"> To treat with compassion. To accept diversity. To think through your profession and experiences. To think about the ideal way of child education. To think about the child's environment. To consider the parent's environment. <p>The company also provides a grievance mechanism where NPO Aozora (beneficiary) can indicate any concerns about volunteers. The company offers a communication channel between NPO Aozora and the company on a regular basis.</p>
OTHER MANAGEMENT COMMENTS	<p>"NPO Aozora Volunteer Recruitment Statement: To all employees, We are looking for volunteers for ""After School Day Service Aozora"". The content is child transfer and assistance volunteers. Volunteering is not something that someone is forced to do or that you are obliged to do, but that you participate and work on your own. That is why we can flexibly tackle various problems and have the power to reach out to people's hearts. Volunteering is for others and society, not for your own satisfaction. As a result, you can get various things by yourself. If you are interested, please contact the personnel department. Nissan Communication Co., Ltd."</p>