



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: INNSPIRAL

Date Submitted: 05/03/2023

| 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: **INNSPIRAL** UPDATED AS OF: **05/03/2023**

| | |
|---|--|
| DISCLOSURE QUESTIONNAIRE CATEGORY | Clients in Controversial Industries |
| TOPIC | Company has clients in the fossil fuel and mining industries |
| SUMMARY OF ISSUE | Innspiral is an innovation consultancy that offers advisory services to companies in the fossil fuel and mining industries. Among the services offered, Innspiral has offered consultancy in energy transition matters and digital innovation. |
| SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected) | In 2022, 60% of the company's revenue was from the fossil fuel industry and 10% was from the mining industry. |
| IMPACT ON STAKEHOLDERS | <p>Companies serving clients in controversial industries have the potential to further the negative social and/or environmental impacts of the controversial industry.</p> <p>B Lab recognizes that companies that earn revenue from controversial industries may require the development of specific risk standards in the future to ensure that companies that work with clients in controversial industries are not contributing or profiting from the harmful impacts of the industry.</p> |
| IMPLEMENTED MGT PRACTICES | <p>INNSPIRAL evaluates the selection of clients on a case-by-case basis, understanding the context and the positive impact that INNSPIRAL can generate on clients, their productive activities and their environmental and social externalities. INNSPIRAL, when carrying out new business projects for its clients, makes sure to investigate and propose initiatives that do not violate or could violate the laws, in order to ensure that the projects do not harm the client or its clients/ users after being implemented, and therefore otherwise, generate value for all of them and no risk.</p> <p>The code of conduct establishes the following: "INNSPIRAL prides itself on its reputation and transparency with its clients, which is why it is committed to abide by ethical marketing, advertising and engagement practices, which is reflected in unconditional compliance of promises and agreements. The company and its employees present, in their proposals and agreements, objectives that the company is capable of meeting, and they will always seek to meet expectations during the course of the projects. Likewise, in the publication of the results of its work, the company is transparent in the attribution of the achievements achieved."</p> <p>To avoid greenwashing and misleading claims related to INNSPIRAL projects, INNSPIRAL promotes the transparent communication of the projects in which it participates, taking into account the real impact on the environment and society. INNSPIRAL aims to generate concrete results through the projects it carries out, so if any are related to an impact on the environment, it will precisely measure its value and communicate it to the client in this way.</p> |
| MANAGEMENT COMMENTS | Although the selection of clients is evaluated on a case-by-case basis, the role and work of INNSPIRAL will always be to contribute with transformation that positively impact not only the company, but also the environment and the communities with which the industry interacts. |