



## 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 FULLER Brand Communication  
 Date Submitted: 17/12/2020

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		✓

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:

FULLER Brand Communication

UPDATED AS OF:

17/12/2020

DISCLOSURE QUESTIONNAIRE CATEGORY	Disclosure Mining, Disclosure Alcohol
TOPIC	Company serves clients in the mining/extractives sector and the Australian wine industry
SUMMARY OF ISSUE	<p>Company provides internal communication services to mining and resource companies, in an endeavour to improve training and culture.</p> <p>Company provides marketing, branding and promotion services to clients in the Australian wine industry.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Company derives less than 5% of their annual revenue from clients in the mining & extractives sector and less than 10% of their annual revenue from clients in the wine industry.
IMPACT ON STAKEHOLDER(S)	<p>The impact of mining and extractive operations would be with the communities and the ecosystems where the company's clients are situated, should their control &amp; risk management systems fail and result in some negative social and environmental impact.</p> <p>Alcohol may have a negative impact on the health and well-being of individuals and their communities.</p>
IMPLEMENTED MGT PRACTICES	<p><b>Clients in the Mining Industry:</b> The company does not work with clients that they believe cause social or environmental harm (e.g. the company does not work with coal companies). Company's clients abide by strict environmental codes of practice. The company does not advocate on behalf of their clients to governments or the community. The services provided by company to clients in the mining and extractives sector, mainly pertain to change management, developing strategies to build internal morale and culture, internal communication, training and videography. The company also helped a mining research organisation communicate with their stakeholders and the industry about the development of a unique new drilling technology which will be more sustainable for the environment and safer for operators. The company no longer provides services to clients in the mining &amp; extractive sector.</p> <p><b>Clients in the Australian wine industry:</b> The company does not provide services related to the sale of wines. The company subscribes to Australian Grape and Wine Inc's public health policies and procedures. This includes promoting wine as a beverage to be consumed in moderation with food, providing information about the effects of alcohol at cellar doors as well as alternative non-alcoholic beverages for non-drinkers, and adhering to Food Standards Australia labelling and the Alcohol Beverages Advertising Code. The company does not work with companies that produce alcohol products targeted at under-age drinkers such as flavoured coolers or alco-pops nor provides services to producers of cask wine (boxed wine, jug wine) as these can sometimes be retailed to indigenous communities as cheap alcohol.</p>