

Questionnaire for B Corps or prospective B Corps affected by the Russia Moratorium

*DISCLAIMER: Weleda AG Group were in active verification for their 2024 recertification when B Lab updated the Russian moratorium. Therefore, they did not need to finalize this questionnaire ahead of their recertification date. Weleda AG Group are given 90 days to complete the questionnaire which will be uploaded and replace this placeholder.

Question set 1.

1. What is the current number of employees employed by your company in Russia?
2. At the time when you decided to remain in the territory of the Russian Federation, how did you ensure that your activities were consistent with your own commitments regarding human rights and that they did not infringe on the rights of your employees or other stakeholders?
3. What measures have you taken to ensure that you can identify human rights risks related to your activities in Russia and those related to the Russo-Ukrainian conflict, as well as the human rights impacts of your activities on individuals and the conflict?
4. What process have you put in place to monitor participation in the war effort? In the event of mobilization, how does this align with your ethical and human rights commitments? In this context, how do you ensure that your company does not violate international humanitarian law and does not become complicit in potential war crimes committed by the Russian army in Ukraine?

Question set 2.

5. Has your governance regarding human rights and human rights risk management in conflict-affected or high-risk areas evolved since the beginning of the Russian invasion of Ukraine in February 2022?
6. What lessons have you learned from this conflict and how has it influenced your approach to managing these situations?

Question set 3.

7. In the event of a new conflict involving one of your operating areas around the world, how do you ensure that human rights risks are considered in the decision to maintain or discontinue your operations?
8. Through which governance process would you use in determining the decision to maintain or discontinue your operations: consultation with the Board of Directors, members of management, trade unions, discussions with investors, engagement with local populations, and local non-governmental organizations (NGOs)?
9. How do you involve human rights teams in these decision-making processes?

Question set 4.

10. What is your current policy regarding the development of new activities in high-risk zones?
11. Have you implemented a heightened due diligence policy for these areas?