



Bugaboo International BV

Disclosure Report

Date Submitted: August 10th, 2023



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 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"/>
Chemicals	<input type="checkbox"/>	<input checked="" 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"/>
Energy and Emissions Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Fossil fuels 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"/>
Water Intensive Industries	<input type="checkbox"/>	<input checked="" 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	<input type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Operations in Russia

Issue Date	February 24th, 2022
Topic	Company previously had operations in Russia
Summary of Issue	<p>Bugaboo International BV previously had operations in Russia which were placed on hold on February 24, 2022. In addition to having a legal entity present, the company had 4 employees based out of Russia.</p> <p>B Lab is currently developing standards for companies operating and/or exiting operations in high risk contexts (including Russia) and this company will be required to meet those standards during their next recertification cycle.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>Bugaboo International BV had a total of 4 employees working in Russia at the time of the invasion. In an effort to freeze all business practices in Russia, the company placed the contracts of the employees on hold while continuing payment through June 2022. Of the 4 employees that remained in Russia, 2 of the contracts were terminated with a settlement agreed upon both parties in June 2022.</p> <p>The remaining two employees were transferred to other regions of the company's business. One employee is now working for South Region, supporting sales for Israel and Middle East region, working remotely from Russia. Another employee is now working as Marketing Specialist for Eastern Europe, mainly focused on Czech republic and Slovakia, also working remotely from Russia.</p> <p>In addition to aforementioned steps taken by the company, Bugaboo International BV also initiated the process of closing their legal entity registered in Russia. However, with the invasion remaining active, the company has not been able to fully close the legal entity citing blockers by the local authorities as the reason.</p>
Impact on Stakeholders	<p>High-risk contexts are characterized by institutional weakness, political instability, insecurity, armed conflict, widespread violence, or other risks of harm to people. Business can cause, contribute to, or be directly linked to a myriad of human rights abuses and environmental harms. Because respect for human rights is the internationally recognized minimum or “floor” for</p>

	responsible business conduct, a business cannot be a force for good if it causes, contributes or is directly linked to human rights violations.
Resolution	<p>As a result of Russia's invasion of Ukraine, the company placed all business activities on hold effective February 23, 2022 and there has been no active business or revenue coming from Russia since then.</p> <p>Once available, new standards related to responsible exit and/or remediation may be required for the company during their next recertification cycle.</p>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Recalls

Issue Date	2019 and 2022
Topic	Recall due to potential suffocation hazard
Summary of Issue	<p>Bugaboo has had two recalls in the last five years:</p> <p>Case 1: potential suffocation hazard. Potential suffocation hazard for an infant if product were assembled incorrectly. Product reached customers, but no injuries, illnesses or issues were reported.</p> <p>Case 2: chemical hazard. Product contained a small label where lead had been used within the ink, resulting in a non-compliant level of lead. Toxicology report indicated exposure to be lower than the expected natural environmental exposure and subsequently a low risk.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The products affected by these recalls represent <1% of the company's products during the reporting period from 2018 to 2023.
Impact on Stakeholders	<p>Exposure to lead can have negative impact on a child's health and cause, among others, damage to the brain and nervous system, slowed growth and development, or learning and behavior problems.</p> <p>As reported by Health Canada in their recall case, if an unattended infant is placed crosswise on the bassinet inlay without the accompanying mattress support board, an uneven sleeping surface may be created posing a potential risk of injury or death due to suffocation.</p> <p>Stakeholders affected: Case 1: No illnesses/injuries reported Case 2: No illnesses/injuries reported.</p>
Implemented Management Practices	<p>Case 1: Issue identified by Health Canada: Factory fitted support board in cradle could be removed for washing and user could attempt to use the product without refitment. Product subsequently modified to prevent removal of support board; product modification adopted globally.</p> <p>Case 2: Issue identified by Bugaboo during routine testing and reported to authorities. Full investigation conducted into</p>



	contamination/change of ink material at supplier and action taken to prevent reoccurrence. Routine and final release testing enhanced to monitor supplier.
Related Incidents	No.