



Delegatus services juridiques inc.

Disclosure Report

Date Submitted: July 3rd, 2025



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 of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	☐	☒
Biodiversity Impacts	☐	☒
Chemicals	☐	☒
Disclosure Alcohol	☒	☐
Disclosure Firearms Weapons	☐	☒
Disclosure Mining	☐	☒
Disclosure Pornography	☐	☒
Disclosure Tobacco	☐	☒
Energy and Emissions Intensive Industries	☐	☒
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	☐	☒

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	☐	☒
Breaches of Confidential Information	☐	☒
Bribery, Fraud, or Corruption	☐	☒
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

	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	☐	☒
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☒
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	☐	☒

	Yes	No
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	☒	☐

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	☐	☒



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Alcohol

Delegatus Services Juridiques Inc. is involved in the production or sale of alcohol. Alcohol may have a negative impact on the health and well-being of individuals and their communities, particularly in cases of over-consumption, addiction, or under-age drinking. Certified B Corps are required to make transparent their involvement in such industries.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other - Clients in Controversial and Ineligible Industries

Topic	Clients in Controversial and Ineligible Industries
Summary of Issue	Delegatus Services Juridiques Inc. has clients in the following industries: Mining, Pharmaceuticals, and Recreational Marijuana. The types of services/products offered to these clients include: - legal services, corporate law, lobby advice, IP Law, and commercial litigation.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the last fiscal year, 6.99% of the company's annual revenue was from clients in mining, 2.18% from Pharmaceuticals and 0.37% from Recreational Marijuana.
Impact on Stakeholder(s)	Companies that work with clients in controversial industries can directly or indirectly increase the harmful impact to stakeholders by enabling business growth. Therefore, companies that work with clients in these industries should have practices in place to ensure that their impact is aimed at decreasing the negative impacts of the industry. Companies offering certain types of services and products to controversial clients are required to have at minimum a grievance/complaints mechanism and a whistleblower protection policy.
Implemented Management Practices	Delegatus Services Juridiques Inc. has the following mechanisms in place to manage the risks related to their business relationships with clients in controversial and ineligible industries: Grievance/complaints mechanism. This is accessible to the public through their website (see below). Concerns will be deemed admissible if they meet one of the following criteria (but are not limited to): • Any matter that must be reported under the Policy (see section Responsibility for reporting); • Other Concerns regarding alleged violations of policies or codes of conduct of the Delegatus;

	• Concerns regarding ethical, social, or environmental impacts of operations Delegate ; • Allegations of discrimination, harassment, or other inappropriate behavior (in which case, Delegatus' policy on the prevention of harassment and handling of related complaints applies, refer to it for the handling of this type of Concern); • Concerns arising from Delegatus' contractual arrangements with its parties. The complainant is informed within 5 working days of the initial acknowledgment being sent whether the Concern has been accepted for further processing or redirected. If a Concern is not accepted, a written explanation is provided to the complainant, as provided in the Policy, including advice on alternative avenues to address the issue. The proposed resolution is shared with the complainant within 20 business days after the initial submission of the Concern. If this deadline cannot be met, the Compliance Officer will send a follow-up communication and update on the progress of the investigation to the complainant and advise them of the timeframe within which Delegatus will be able to provide them with the proposed resolution. The complainant receives notification when the investigation begins, stating that the process will involve interviews and a review of evidence, with an expected timeframe of 10 to 15 business days. A final binding decision is communicated to the complainant within 10 working days of the request for review. Whistleblower Protection Policy. The policy includes the following statements: • Delegatus is committed to protecting anyone who reports a Concern in good faith from any form of retaliation. No Collective Member acting in good faith shall be subject to harassment, retaliation or, in the case of an employee, adverse employment consequences, or in the case of a contractor, adverse consequences to his or her contractual relationship with Delegatus, as a result of reporting a Concern or participating in an investigation of a Concern, regardless of whether or not the allegations are substantiated after investigation. • Any Collective Member who retaliates against a person who has, in good faith, reported or participated in an investigation of a Concern, will be subject to disciplinary action and/or warnings up to and including termination for cause (serious reason) of employment or contract with Delegatus.

	• Delegatus encourages anyone reporting a Concern to identify themselves to facilitate the investigation. However, Concerns may be submitted confidentially or anonymously. Delegatus will assess the potential risks to the stakeholders involved in the reported Concern, will take reasonable steps to protect the identity of the Collective Member making the report and will preserve the confidentiality of reports to the extent possible, while considering the need to conduct an adequate investigation.
Report	Grievance mechanism and whistleblower link