



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: NextWave Partners
Date Submitted: 11/22/2022

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:

NextWave Partners

UPDATED AS OF:

11/22/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Fossil Fuel Industry services
TOPIC	Recruitment services for renewable energy departments
SUMMARY OF ISSUE	NextWave Partners provides recruitment services for the departments that are Renewable Energy focused within companies that may operate in more controversial sectors like mining and fossil fuels. By doing this, NextWave aims to help these firms transition into the Clean Energy space.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	3.75% of NextWave's clients by revenue have some involvement with fossil fuels, mining and other controversial industries. All of NextWave's revenue is only generated for services rendered to clients or departments in the Clean Energy space.
IMPACT ON STAKEHOLDERS	NextWave is purpose driven and therefore moving away from working with these types of clients or industries. The company only supports Clean Energy (i.e. Renewable Energy) companies or the Renewable Energy departments within fossil fuel companies. This has been communicated across all consultants and clients are vetted and governed by our management. Moving forward the company will continue to focus on purpose driven companies.
IMPLEMENTED MGT PRACTICES	From interviewing through to onboarding, all members at NextWave Partners are inculcated into the vision and purpose of NextWave, to be the number one recruitment firm within the Clean Energy and ClimateTech space. To do this, the company ensures that consultants are given a specialization / market within either Renewable Energy, Sustainability or ClimateTech sectors. They learn about the industry and specialization during onboarding and through their seniors and management. They then network with candidates in their specialization and do their business development through candidate pools. This specialist candidate led business development strategy is formed through an extensive Business Development training designed from our CEO Adam Wade and transferred across consultants through the L&D departments. All consultants are required to qualify clients to ensure we are giving them specialist consulting within purpose driven spaces using qualification forms designed by NextWave. Final checks are done through approvals of all Terms of Business through managers and Head of Contracts, Ian Hargrave, who sits on the Board of Directors and has final sign off. Furthermore, all jobs and clients are transparently shared within a database and CRM so anyone in the business can always check and flag if clients are not within the pre-agreed teams / sectors. If such a case happens, relationships will be terminated with the client and the consultants warned about being outside of the bounds of NextWave's purpose. Repeated offenses by an individual could result in termination if it is deemed they will not follow company guidelines and policies on compliance.