WORKPLACE DISCLOSURE REPORT - CLIENTS IN CONTROVERSIAL INDUSTRIES

Intelligent Workplace Solutions Ltd (Workplace), a commercial cleaning company, is currently involved in providing services to companies in the following industries considered controversial by B Lab Global:

1. Fossil Fuels - other
2. Alcohol

Details of Involvement:

1. Fossil Fuels - other
    a. **Nature of work:** Cleaning services for a satellite office in London
    b. **Frequency:** Ongoing engagement (3 times per week, 1 hour per session)
    c. **Revenue impact:** Less than 1% of company revenue from 2019-2023

2. Alcohol
    a. **Nature of work:** Cleaning services for office space
    b. **Frequency:** Ongoing engagement
    c. **Revenue impact:** Less than 1% of company revenue from 2019-2023

Risk Mitigation Practices:

Workplace has implemented the following practices to mitigate potential risks associated with serving clients in controversial industries:

1. The company provides the same cleaning services to clients in both controversial and non-controversial industries, without any specialisation for controversial sectors.
2. Workplace charges a flat rate for its services, regardless of the client's industry or profitability.
3. The company has decided to discontinue working with clients in both the fossil fuel and alcohol industries once the current contracts terminate, as it conflicts with its core principles and long-term goals.
4. Workplace's services are limited to cleaning office spaces and do not involve any direct engagement with the controversial aspects of these industries (e.g., not cleaning manufacturing plants or areas directly involved in production).

Additional Information:

1. The engagement with the fossil fuel industry client involves cleaning a small satellite office for a single person, which represents a minor portion of Workplace's overall operations.
2. For alcohol industry clients, Workplace only cleans office spaces and areas not directly involved in the production or distribution of alcohol products.

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Workplace acknowledges that while its services to clients in controversial industries are limited in scope and do not directly contribute to the negative aspects of these industries, there is a potential for indirect support through the provision of standard business services.

Any party aware of specific company practices that may constitute a violation of the B Corp standards is encouraged to contact B Lab via their public complaints procedure.

Signed for and on behalf of Intelligent Workplace Solutions Ltd.



Stephen Guthrie, CEO

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