



Lab
Global

PGL Beyond

Disclosure Report

Date Submitted: March 3rd, 2026



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.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

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	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation, Arbitration, and/or Penalties

Issue Date	Ongoing
Topic	Litigations related to clients and labor issues
Summary of Issue	<p>Clients have filed legal actions against the company alleging incidents related to its services that resulted in personal injuries.</p> <p>Employees and former employees filed claims against the company related to employment disputes, including allegations of discrimination, disputed dismissals, including a medical dismissal, one long-term sickness dispute, one case of grievance dissatisfaction related to alleged bullying and stress, one claim in respect of payment for on-call breaks, and one refusal of re-employment. Additional claims involve personal injury incidents as well as a travel-related illness claim.</p>
Size/Scope of Issue (e.g. \$ financial implications, # of individuals affected)	Closed client litigation accounted for less than 1% of the company's annual revenue. The projected payout related to pending cases also represents less than 1%.
Impact on Stakeholders	The primary impacts on clients and employees are financial losses and health-related harm.
Resolution	At the time of this disclosure, there were six closed consumer litigation cases and twelve pending cases. Additionally, fifteen labor lawsuits had been closed, with two cases still pending.
Management Practices	<p>For the consumer-related lawsuits, the company shared the following practices:</p> <ul style="list-style-type: none">• The organization reviewed its risk assessments and implemented corrective measures to mitigate risks across all locations. The incidents were reported to the Health & Safety Board, a remedial action plan was developed, and communications were shared with colleagues. The Operating Board formally approved the corrective approach to ensure consistent implementation.



	<p>Regarding labor lawsuits, PGL Beyond shared the following measures:</p> <ul style="list-style-type: none">• Most cases were reviewed by the People and Culture team (including senior review where appropriate), with several requiring no further action, while others prompted follow-up with line managers, policy reviews, training development, and improvements to support neurodivergent colleagues. One case identified lessons learned around risk assessments and reporting processes. Health and safety incidents were escalated to the H&S Board, where remedial action plans were developed, communicated to colleagues, and formally approved by the Operating Board for implementation.
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Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other - Penalties

Issue Date	December 2018
Topic	Minimum Wage Penalties
Summary of Issue	Penalties for breach of minimum wage regulations
Size/Scope of Issue (e.g. \$ financial implications, # of individuals affected)	1 case of breach of minimum wage regulations, with a gross payment of £2,432,904.25 (<1% of revenue) assessed
Impact on Stakeholders	Financial and well-being impact on employees
Resolution	The case was closed without a fine, and payments were settled with impacted colleagues.
Management Practices	The processes changed in 2019 to be fully compliant. There is no longer a deduction from pay at source for colleague meals, which was in breach of minimum wage regulations.
Related Incidents (Yes/No)	No



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Compulsory Overtime

Issue Date	Ongoing
Topic	Hourly workers are required to work overtime due to seasonal demand.
Summary of Issue	The company has variable operational requirements, with some periods of the year when the business is quiet and other periods when it is busy. During busy or peak periods, it is anticipated that AIGLs and core hospitality colleagues will be required to work some 6-day weeks to cover operational needs, where in most cases, the 6th day will be treated as paid overtime. On these occasions where the 6th day is treated as paid overtime, the 6th day will not therefore be added to the working hours total and later given as time off.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 169 employees were subject to required overtime hours at some point during the year, which represents 8.5% of the total workforce. Compulsory overtime was required during approximately 11 weeks in the previous fiscal year.
Impact on Stakeholders	Employees who work compulsory overtime can experience increased stress and have less time to spend on activities outside of the workplace, such as spending time at home. At PGL Beyond, if an employee is unable to meet the overtime requirement or refuses to work overtime, the company would look to understand the reasons that overtime has been refused and try to re-allocate this wherever possible.
Implemented Management Practices	<p>The company has an Overtime policy in place, limiting the frequency of overtime work. Overall working hours are monitored, with steps taken to schedule 'time off in lieu' where required. Holiday is also monitored and discussed with colleagues where the actual is high, encouraging individuals to book and use.</p> <p>The numbers ('establishment') for roles on our activity centres are set based on a set ratio of a delivery requirement to customer volumes. The establishments are reviewed monthly, being updated if there are any guest volume changes. These</p>

	<p>changes are reviewed for three months ahead, allowing time to action the changes (e.g., recruit more colleagues). Compulsory overtime is only modelled and factored into the establishment where there is a one-off short-term (e.g., 3 days) spike expected in customer volume, and overtime is the best method of covering this spike.</p> <p>The frequency of overtime work in the previous fiscal year does not differ from a typical year.</p>
Related Incidents (Yes/No)	No, there has never been a health or safety incident associated with overtime.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Animal Products and Services

PGL Beyond is involved in the production or sale of animal products and services, meaning that they are more likely to have significant impacts on the environment and animal welfare. Certified B Corps are required to make transparent their involvement in such industries.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Alcohol

PGL Beyond 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: Significant Layoffs of >20% of the Workforce

PGL Beyond experienced significant layoffs of more than 20% of the workforce within the last five years. Certified B Corps are required to make transparent when such practices have occurred.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Facilities located in sensitive ecosystems

PGL Beyond reported having PGL activity centres [located in/ adjacent to] sensitive ecosystems in the past five years. Certified B Corps must make this transparent under their B Corp Profile.

Having PGL activity centres [located in sensitive ecosystems can impact the flora, fauna, and quality of the ecosystem (e.g., noise & light pollution from the facilities, spills, air/soil/water pollution owing to the company's operations). In addition to the environmental risks, there is a risk of negatively impacting the local communities.