



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: ME to WE
Date Submitted: 06/15/2022

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:

ME to WE

UPDATED AS OF:

07/15/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Other
ISSUE DATE	March - November 2021
TOPIC	Media reports alleging misuse of donor funds by to ME to WE's charity Partner, WE Charity
SUMMARY OF ISSUE	Media Reports beginning in November 2021 included allegations that WE Charity was misleading some of their donors about the use of their donations, including having the same projects be funded by multiple donors. Some complainants have specifically called out the removal of recognition plaques from schools built with donor funds as evidence of the allegations. Other donors have reached out in support of WE Charity and their practices. WE Charity denies any wrongdoing, and has subsequently filed a lawsuit against one of the media outlets, Canadian Broadcasting Corporation (CBC) for defamation, which is still pending. Among other things, the lawsuit alleges that the CBC misquoted documents to fabricate the basis for their claims. One complainant, Reed Cowan, demanded \$20 million in compensation for allegations related to the removal of a recognition plaque and has since been accused of extortion by the organization.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	ME to WE donates about 90% of its profits to its affiliate WE Charity. Among the facts under dispute are the number of schools that were built via their funding. WE Charity maintains that over 852 schoolrooms in Kenya were built while CBC indicated only 360. WE Charity has made publicly available photos and maps of each schoolroom and alleges in its lawsuit that the CBC's count is false.
IMPACT ON STAKEHOLDERS	<p>"Media reports allege that donors were misled by WE Charity into believing that their donations were funding specific projects when they were not.</p> <p>WE Charity maintains that it is transparent about the fact that the completion of a project often requires support from multiple supporters, and has received a statement of support from over 100 donors in the wake of these public reports stating that they understood and support this development model.</p> <p>The organization is aware of and acknowledges one error, cited in public reports, in the case of one donor's name being removed from a school, which was subsequently remedied. The organization notes that it is only aware of one such instance in 25 years of operations."</p>
IMPLEMENTED MGT PRACTICES	<p>WE Charity's financials are audited annually and have always received unqualified audit results. Audited financial statements are available publicly on the organization's website. In addition, an independent forensic audit was conducted following these public reports, which has concluded that there has been no improper use of funds.</p> <p>The organization provides periodic reports to donors about the use of their donations, and conducts proactive outreach to seek feedback from donors and the beneficiaries of its programs.</p> <p>WE Charity has been reviewed by Charity Navigator, an independent organization that evaluates non-profits, and received a 4/4 ""Exceptional"" rating.</p>



B Corp Certification - Disclosure Questionnaire Documentation

DISCLOSURE QUESTIONNAIRE CATEGORY	Other Cont.
ISSUE DATE	March - November 2021
TOPIC	Media reports alleging misuse of donor funds by to ME to WE's charity Partner, WE Charity Cont.
REPORT	https://www.cbc.ca/news/canada/we-charity-misled-donors-records-show-1.6251985 https://www.cbc.ca/news/editorsblog/editors-blog-we-charity-investigation-behind-the-scenes-1.6256936 https://www.bloomberg.com/news/features/2021-03-05/we-charity-s-actions-leave-a-trail-of-enraged-grieving-donors https://www.prnewswire.com/news-releases/we-charity-sues-the-canadian-broadcasting-corporation-for-defamation-in-lawsuit-citing-mountain-of-evidence-301478644.html https://www.washingtonpost.com/opinions/2021/04/02/sinclair-broadcast-group-reed-cowan-we-charity/ https://www.reviewjournal.com/entertainment/tv/las-vegas-news-anchor-demands-20m-amid-fraud-allegations-2324392/
MANAGEMENT COMMENTS	WE Charity continues to focus on making children's lives better and looks forward to proving in court that the CBC's allegations are false. Tens of thousands of WE Charity donors have visited its works abroad and know firsthand the impact the charity has on communities around the world.



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

ME to WE

UPDATED AS OF:

07/15/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Significant layoffs of >20% of workforce
ISSUE DATE	March-April 2020
TOPIC	Significant layoffs due to business impact of COVID-19
SUMMARY OF ISSUE	The organization experienced layoffs as a result of COVID-19. Its main areas of operation are 1) international immersion trips to remote communities globally and 2) non-essential retail, including wholesale, events and brick and mortar. The severe economic toll of COVID-19 pandemic on the travel and non-essential retail industries worldwide was immediate, and the recovery of international travel has been slow due to the ongoing emergence of COVID-19 variants.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	127 full-time and part-time employees were impacted by the layoffs engendered by COVID-19 and its impact on its main areas of operation in international travel and non-essential retail.
IMPACT ON STAKEHOLDERS	Primary impact was loss of employment for affected employees. The organization implemented a thorough series of measures in order to mitigate the impact as much as possible, detailed below.
IMPLEMENTED MGT PRACTICES	<p>The following management practices and measures were put into practice:</p> <ul style="list-style-type: none"> - Each employee was personally called and notified by a member of the leadership team. - Employees were carefully provided with transition packages that met employment standards and guidelines. - In order to additionally ensure staff were supported as much as possible during their transition, the organization increased availability of outplacement support, training and professional development resources offered through companies such as LinkedIn Learning and the Canadian Centre for Diversity and Inclusion. - The Employee Assistance Program and counselling services through LifeWorks also remained available to transitioning employees, and additional support through the counselling service provider, Inkblot, was offered for up to 6 months following the employee's departure. - Care packages comprised of food and PPE were made available to assist employees during the pandemic. - Leadership maintains an open line of communication with former employees in order to remain as helpful as possible.
OTHER MANAGEMENT COMMENTS	ME to WE sought to put the needs to its people, first while seeking to manage the devastating impact of COVID-19 on its hospitality and non-essential retail services. ME to WE is committed to people and its mission of global impact. It is committed to building back stronger and better. The company is in the process of building the foundation stones for scalable, and impactful, growth.