



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 be transparent about the disclosure issues identified on the company's public B Impact Report.

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.

Certified



Corporation

B Corp Certification - Disclosure Questionnaire Documentation

Disclosure Questionnaire category: Significant Layoffs of >20% of workforce

Updated as of: 07/07/2023

CauseLabs 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.

Any party aware of specific company practices of this company related to their layoffs that were inappropriate, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).

Risk Review Committee Recommendations

Thanks for your transparency on this topic. Our existing standards require that companies in such an industry / with such a practice are required to make this issue transparent to ensure that stakeholders are aware. This disclosure, however, is not intended to imply a judgment against the company and does not imply that the company is violating the standards of B Corp Certification, as you are eligible to proceed with the certification and a high percentage of B Corps are required to have a disclosure on their profile. Given the size of your company, and therefore the overall scale of the potential impact of this issue, we have a standardized disclosure on the topic to ensure transparency and consistency with other companies.

In addition to this disclosure, recognizing the potential impact of this issue, we do nonetheless provide recommendations to companies to ensure that they are thoughtfully managing these topics. To that end, we recommend that the company take into extra consideration the following suggested actions as they continue to manage their impacts if you have not done so already:

- Providing benefits and/or resources to affected employees in order to minimize potentially negative impacts of the layoff (e.g., severance pay, assistance/resources to find new employment, etc.).
- Has clear and responsible communications with the affected employees.
- Identifying legal proceedings and financial implications resulting from the layoffs.
- Implementing management practices that reduce and minimize the frequency and intensity of layoffs in the future.

While there is not an expectation of specific practices in place by the company at this time, these would be topics that would be asked should there be material complaints received through our complaints process, and may be further incorporated into our standards in the future as we continue to improve them. Please take them into consideration, and, otherwise, we will proceed with the finalization of your disclosure report.

Sincerely,
B Lab's Risk Review Committee