



Positive Experience LTD

Disclosure Report

Date Submitted: December 6th, 2024



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 or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	☐	☒
Biodiversity Impacts	☐	☒
Chemicals	☐	☒
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	☐	☒

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	☐	☒
Breaches of Confidential Information	☐	☒
Bribery, Fraud, or Corruption	☐	☒
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

	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	☐	☒
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☒
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	☐	☒

	Yes	No
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	☒	☐

Supply Chain Disclosures

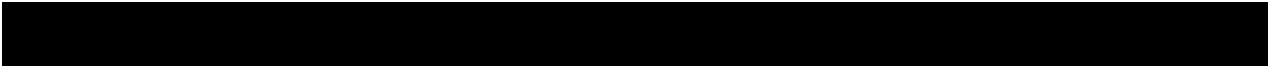
	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	☐	☒
Child or Forced Labor	☐	☒
Negative Environmental Impact	☐	☒
Negative Social Impact	☐	☒
Other	☐	☒



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Others - Disclosure Industries

Topic	Clients in Controversial Industries
Summary of Issue	Positive Experience LTD is an events management company that has had clients in the alcohol industry over the last 5 years. The nature of the company's services with clients in these industries has been related to design, building sets and creating installations for events, all services that can be sold to both controversial as well as non-controversial industries.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The revenue from clients in the alcohol industry represented 5.92% of the company's total revenue in FY 22-23.
Impact on Stakeholders	Companies that work with clients in controversial industries can indirectly increase the harmful impact to stakeholders by enabling business growth. Therefore, companies that work with clients in these industries should have practices in place to ensure that their impact is aimed at decreasing the negative impacts of the industry. B Lab has flagged the involvement of companies with clients in controversial industries as a material issue and new standards will be created to address possible risks related to this matter.
Implemented Management Practices	Positive Experience LTD will not work with any other clients in controversial industries (apart from a few alcohol brands). When the company works with alcohol brands, they make sure that the clients have a commitment to sustainability. When Positive Experience receives enquiries from a client, the event producer is tasked with finding out what their ESGs are, as well as any information they can get around the brand and product and its environmental/social impact. It is important for the company that they are only aligning with brands that share their values on Sustainability and the environment. The company would refuse to work with any clients whose product is of harm to people and the environment. The company makes sure that suppliers/clients have been sent the code of conduct before working with them to ensure they



Date	Time	Location	Weather	Temperature	Humidity	Wind
2023-10-27	08:00	Forest	Clear	15°C	65%	10 km/h
2023-10-27	12:00	Forest	Clear	22°C	70%	12 km/h
2023-10-27	16:00	Forest	Clear	18°C	75%	8 km/h
2023-10-28	06:00	Forest	Clear	12°C	70%	5 km/h
2023-10-28	10:00	Forest	Clear	20°C	75%	15 km/h
2023-10-28	14:00	Forest	Clear	25°C	80%	18 km/h
2023-10-28	18:00	Forest	Clear	20°C	85%	10 km/h
2023-10-29	07:00	Forest	Clear	14°C	70%	8 km/h
2023-10-29	11:00	Forest	Clear	21°C	75%	12 km/h
2023-10-29	15:00	Forest	Clear	24°C	80%	15 km/h
2023-10-29	19:00	Forest	Clear	19°C	85%	10 km/h
2023-10-30	05:00	Forest	Clear	11°C	70%	5 km/h
2023-10-30	09:00	Forest	Clear	19°C	75%	12 km/h
2023-10-30	13:00	Forest	Clear	23°C	80%	15 km/h
2023-10-30	17:00	Forest	Clear	20°C	85%	10 km/h
2023-10-31	06:00	Forest	Clear	13°C	70%	8 km/h
2023-10-31	10:00	Forest	Clear	21°C	75%	12 km/h
2023-10-31	14:00	Forest	Clear	24°C	80%	15 km/h
2023-10-31	18:00	Forest	Clear	20°C	85%	10 km/h
2023-11-01	07:00	Forest</				

- Compliance with the law
- Child Labor
- Forced Labor
- Harassment & Abuse
- Discrimination
- Freedom of Association and Collective Bargaining
- Employment Relationship
- Wages and Benefits
- Overtime Wages
- Hours of Work
- Health Safety
- Environment
- Community
- Subcontracting
- Animal Welfare
- Traceability