



Home Grown Hotels Limited T/A The PIG Hotels

Disclosure Report

Date Submitted: May 14th, 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	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Biodiversity Impacts	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input 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: Facilities located in sensitive ecosystems

Topic	Home Grown Hotels Limited owns hotels within and near areas classified as sensitive ecosystems.
Summary of Issue	<p>Home Grown Hotels have 4 facilities located in areas considered as sensitive ecosystems.</p> <ul style="list-style-type: none"> • THE PIG Hotel in Brockenhurst and Head Office are located in the New Forest, is a Special Site of Scientific Interest (SSSI), a Special Protection Area (SPA) for Birds, a Special Area of Conservation (SAC), and a Ramsar site (land listed as a Wetland of International Importance). • THE PIG on the beach is located adjacent to Studland Bay, a Marine Conservation Zone (MCZ) on the south coast of Dorset in the eastern English Channel. • THE PIG in the South Downs located in South Downs, is located within or straddling the boundaries of the National Park with 166 Conservation Areas.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>45.5% of the company's operations are located in sensitive ecosystems.</p> <ul style="list-style-type: none"> • PIG Hotel Brockenhurst 17.19% of the company's total revenue. • PIG on the beach 14.43% of the company's total revenue. • PIG in the South Downs 13.87% of the company's total revenue <p>PIG (Brockenhurst in the New Forest) + PIG on the beach (Studland) + PIG in the South Downs + Clayhill (our Head Office located in the New Forest) = 34% of facilities.</p> <p>This means 34% of facilities by area are located in (/adjacent to - when looking at PIG on the beach adjacent to Studland Bay) sensitive ecosystems.</p> <p>The company currently owns 57.59 hectares in total. The entire structure of rooms, restaurant, reception, service areas, office and access occupies the following in each of the 3 locations:</p> <ul style="list-style-type: none"> • PIG Hotel Brockenhurst = 2.61 hectares • PIG on the beach = 7.44 hectares • PIG in the South Downs = 8.56 hectares • Head Office = 0.91 hectares

Impact on Stakeholders	<p>Having facilities near protected/sensitive ecosystems can potentially 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).</p>
Implemented Management Practices	<p>For the past 11 years, the Hotels have been created to work in harmony with the local communities; creating jobs, buying local, supporting charity work, the hospitality industry and looking after the environment; limiting negative impacts and enhancing positive impacts.</p> <p>Rather than building new properties, the company restores old properties (including Grade Listed). When restoring properties, the company adheres to all necessary planning permissions, including environmental rules and regulations. This includes submitting Landscape Management Plans and Ecology Surveys as part of planning submission.</p> <p>The company plants local wildflower meadows and habitat creation. The Kitchen Gardens are organically managed, to mitigate chemical risk to the local environment. To mitigate the risk of overuse of water, the hotels use flow restrictors in all the showers.</p> <p>The hotel at South Downs installed special downlighting to ensure that it is not contributing to light pollution in the area.</p> <p>The company also partners with local charities. At New Forest, the company partners with New Forest Trust, a charity working to preserve, sustain and enhance the unique beauty and conservation value of the New Forest for future generations. The hotel at Studland Bay partners with The Studland Bay Marine Partnership, a collaboration of conservation groups, boating organizations, academics, community groups and local businesses. Together, they strive to protect Studland Bay's rare seagrass beds and diverse marine life, including the resident spiny seahorse population (mitigating habitat loss and the pressure on endangered species). The Hotel at South Downs partners with the South Downs National Park Trust.</p>
Report	<p>'The New Forest https://www.forestryengland.uk/article/the-new-forest-special-place</p>

	<p>Studland Bay is adjacent to The Jurassic Coast, a UNESCO World Heritage Site (https://www.jurassiccoast.org)</p> <p>South Downs National Park (https://www.southdowns.gov.uk/national-park-authority/our-communities/south-downs-trust)</p>
Management Comments	<p>The company made cash donations and are also fundraising for their Bee Lines appeal. “Bees, butterflies, beetles, bats and birds are vital in the maintenance of our ecosystems and, in recent years, those species have been suffering. The iconic chalk grassland of the South Downs attracts a multitude of pollinators with its array of stunning wildflowers. However, with a continuing deterioration in chalk grassland these key pollinating species are in decline and need our help more than ever. Bee Lines will link species-rich chalk grassland sites across parts of the South Downs National Park by working with farmers and landowners to plant native, locally-sourced flowering plant seeds in strategic locations.” More information here: https://www.southdowns.gov.uk/custodians/trust/bee-lines/</p>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Others - Disclosure Industries

Topic	Clients in Controversial Industries
Summary of Issue	Home Grown Hotels Limited T/A The PIG Hotels is a group of hotels based in the United Kingdom that has derived some of its revenue from the sale of premium cigars. The company has made a commitment to cease the sale of tobacco products from its hotels.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	From the FY2022, revenue from the sale of Tobacco represented 0.043%.
Impact on Stakeholders	<p>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.</p> <p>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.</p>
Implemented Management Practices	The PIG Hotels has made a commitment to sell the remainder of their stock of tobacco by June 2024; afterwhich the company will no longer purchase nor sell tobacco products in its hotels.
Report	https://www.thepighotel.com/media/61964/the-pig-impact-report-2022.pdf



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Animal Products and Services

Home Grown Hotels Limited T/A THE PIG Hotels 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. Based on the size of the company, these impacts may be limited. Certified B Corps are required to make transparent their involvement in such industries.

Any party aware of specific company practices that have had a negative impact related to their involvement in the sensitive industry, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).

For more information about the company's practices regarding this topic, please visit the company's webpage/ sustainability report, accessible [here](#).



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Biodiversity and/or Monoculture

Home Grown Hotels Limited T/A THE PIG Hotels is involved in activities that could affect local biodiversity, meaning that they are more likely to have significant impacts on the environment given its interference with the balance of local fauna and flora. Certified B Corps are required to make transparent their involvement in such practices.

Any party aware of specific company practices that have had a negative impact related to their involvement in the sensitive industry, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).

For more information about the company's practices regarding this topic, please visit the company's webpage/ sustainability report, accessible [here](#).



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Alcohol

Home Grown Hotels Limited T/A THE PIG Hotels is involved in the production or sale of alcohol, which has risks of potential negative impact on the health and well-being of individuals and their communities. Based on the size of the company, these impacts may be limited. Certified B Corps are required to make transparent their involvement in such industries.

Any party aware of specific company practices related to their marketing or other topics that could contribute to the negative impacts of alcohol, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Energy and Emissions Intensive Industry

Home Grown Hotels Limited T/A THE PIG Hotels is involved in the production/sale of products, or is part of an industry that can potentially be classified as energy and emission-intensive, meaning that they are more likely to have significant impacts on the environment based on their carbon emissions associated with their operations and their contribution to climate change. Certified B Corps are required to make transparent their involvement in such activities or industries.

Any party aware of specific company practices that have had a negative impact related to their involvement in the sensitive industry, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).

For more information about the company's practices, please visit the company's webpage/sustainability report, accessible [here](#).



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Water Intensive Industry

Home Grown Hotels Limited T/A THE PIG Hotels is involved in the production/sale of products, or is part of an industry that can potentially be classified as water intensive, meaning that they are more likely to have significant impacts on the environment, such as water stress or depletion of local water sources if water use is not appropriately managed. Certified B Corps are required to make transparent their involvement in such activities or industries.

Any party aware of specific company practices that have had a negative impact related to its involvement in these or other controversial industries, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).

For more information about the company's practices regarding this topic, please visit the company's webpage/ sustainability report, accessible [here](#).