



Hipocampus Centros de Aprendizaje

Disclosure Report

Date Submitted: May 28th, 2025



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: Operations and Suppliers in Conflict Zones

Topic	The company operates learning centers in areas affected by armed conflict in Mexico
Summary of Issue	Hipocampus Centros de Aprendizaje is a Mexican social enterprise that provides high-quality early childcare and education services. In order to support working parents, they partner with large employers to develop and operate community-driven Learning Centers. Some of its Centers are located in regions of Mexico affected by armed conflicts related to drug trafficking. The company works with community suppliers local to these learning centers for products and services such as building services/maintenance, food preparation, furnishings, and cleaning supplies.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Three of the nine learning centers are in conflict-affected areas and represent ~30% of the company's revenues. Local suppliers are utilized at each of these locations, accounting for approximately <10% of overall expenses.
Impact on Stakeholders	Conflict-affected areas are often characterized by an increased risk of human rights abuses and/or violations of national or international law, as well as presenting a safety risk to local stakeholders.
Implemented Management Practices	To ensure the correct development and implementation of protocols, Hipocampus works under the guidance of a team of experts and has appointed a Compliance Officer who has been in charge of evaluating, drafting, and subsequently ensuring implementation. Based on a risk assessment conducted by the company, Hipocampus has established the following formal protocols and policies to address potential risks: • Protocol of attention, prevention, and reaction to sexual violence in the work environment. • Protocol of attention, prevention, and reaction to acts of discrimination in the work environment. • Safe Environment Protocol • Domain extinction prevention protocol. • Contracting protocol

	• Anti-corruption and anti-bribery protocol. • Personal data management protocol. • Review and improvement of privacy notices • Establishment of the complaints channel • Establishment of the ethics committee
	DESCRIPTION OF SAFETY PRACTICES 1. This protocol is complemented by the Prevention Subprogram, Brigade Subprogram, Exercises and Drills Subprogram, Assistance Subprogram, Alert Plan, Emergency Plan, Damage Assessment Plan, Return to Normal Plan, Manual of establishment of centers, administrative manual, manual for parents, and any other applicable norm. 2. It is HIPOCAMPUS' commitment to keep the standards described above constantly updated. 3. It is the commitment of HIPOCAMPUS to continuously train its workers regarding this protocol and the standards described in section 1. 4. It is the obligation of HIPOCAMPUS to evaluate the degree of knowledge of its population regarding the standards described, at least once a year. 5. Parents or guardians must promptly notify about the health condition, allergies, and consumption of medications of the children who attend the centers. 6. The personnel of the work centers must comply with the Inspection and Risk Analysis Programs, the Drills Program, and the Safety Plan. 7. It is the obligation of HIPOCAMPUS to keep the Accident and Use of Insurance Protocol updated. 8. HIPOCAMPUS and its staff are committed to maintaining permanent contact with parents or guardians who are part of the community. 9. HIPOCAMPUS must determine civil protection brigades in each center, which must be in the process of permanent training. 10. In addition, the company has an ethics code that all suppliers must sign, which includes topics related to anti-corruption and auditing.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: On-Site Fatality

Hipocampus has had one on-site fatality in the last five years. The company is responsible for ensuring they have enough practices and policies in place to prevent similar incidents from happening again. Certified B Corps are required to make transparent when such incidents have occurred.