

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: Amazonas Explorer
 Date Submitted: 03/14/2022

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:

Amazonas Explorer

UPDATED AS OF:

03/14/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Significant layoffs of >20% of workforce
ISSUE DATE	May 2020
TOPIC	Significant layoffs due to the economic impacts of COVID-19
SUMMARY OF ISSUE	Due to COVID 8 employees of Amazonas Explorer were laid off.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	8 workers were laid off, representing close to 50% of Amazonas Explorer's employees at that time.
IMPACT ON STAKEHOLDERS	Primary impact was loss of employment for affected employees.
IMPLEMENTED MGT PRACTICES	<p>In each case the company negotiated what both parties believed was a fair settlement. It also did not request any of them return the company computers that had been distributed so they could continue to use the computers for personal use and for their childrens education. The company kept in touch with all of them throughout the pandemic. Most have gone on to get new jobs. Management helped some get jobs in the businesses of the company's business partners. The company has now successfully brought 8 employee back to full time and we have employed 2 more operational staff.</p> <p>Whilst many companies simply closed their doors in April 2020 due to the economic impacts of COVID-19, Amazonas Explorer ensured that laid off employees all got paid through to May 2020 and then were laid off with full severance agreement.</p> <p>At all times, the company strived to provide a fair and just lay off and to help the most in need where possible. In theory it should have laid off many more staff but instead, management negotiated with each employee to ensure the very least they got was a the minimum wage and thus access to health benefits. The company provided them with monthly food parcels and in the case of the company cook, management provided her with a flat to live in for free for her and her 2 children.</p> <p>The company also bent over backwards to help staff wok from home where possible, to work whatever hours worked for them and to find alternative jobs whilst doing, what little work it had at whatever time suited them.</p> <p>This has meant that management was able to keep a core staff of 8 engaged throughout the pandemic. As work starts to increase, management is putting salaries back up and increasing hours slowly but carefully.</p> <p>Management did not take any salary for 12 -15 Months whilst continuing to work to try and keep the company alive. Management is currently on 1/3rd pay, going up to 50% salary in December as the company slowly reactivates.</p> <p>The company has also supported over 100 Freelance workers throughout the pandemic.</p> <p>Since June 2020, it has provided a monthly food parcel for now 92 Families of its porters, cooks, muleteers and some office staff who had no work. In all through Gofundme and Just giving the company raised nearly \$50,000 to fund this project.</p> <p>For its freelance guides it lauched 13 gofundme to generate seed funds to help them start their own alternative business, everything from delivering eggs on a bike to baking bread, growing chickens to composting services. In total the company raised over \$25,000 for its guides.</p> <p>Finally as part of its committment to 1% for the planet, as 1% of nothing is nothing, the company was unable to give much to the planet last year so instead it organised another gofundme and managed to raise over \$2000 and plant over 3000 trees in the high Andes. The company has now successfully brought 8 employee back to full time and we have employed 2 more operational staff.</p>
RELATED INCIDENTS (YES/ NO)	No