



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: KAZARÓ
Date Submitted: 03/30/2023

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:

KAZARÓ

UPDATED AS OF:

03/30/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation and Penalties due Labor issues
ISSUE DATE	2017 - 2022
TOPIC	Litigation, Arbitration, and/or Penalties related to Labor issues
SUMMARY OF ISSUE	Kazaró has experienced labor litigation cases all related to Regulation and Integrity Issues (eg. Job Abandonment, Disciplinary Issues, Theft), Health & Safety and Contract related issues.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Between 08/2017 and 08/2022, Kazaró had 23 cases representing a total of 2.49% of the company's 2021 revenue; 2.18% corresponding to pending cases (15 cases) and 0.38% corresponding to closed cases (8 cases). The sum of claims represented by each litigation type based on the company's 2021 revenue was: <ul style="list-style-type: none">• 1.48%, Regulation and Integrity Cases (12 cases)• 0.65% Health & Safety Cases (6 cases)• 0.33% Contract Cases- 5 cases
IMPACT ON STAKEHOLDERS	The primary impacts related to labor litigation is financial impact on employees and third parties.
RESOLUTION	In 6 of the cases, an agreement was reached between the parties out of scope, resulting in settlement charges against the company.
MANAGEMENT PRACTICES	Kazaró has implemented a comprehensive treatment and follow-up of conflicting cases with legal advisors. The company has paid the amounts due. Also, they have implemented the following new practices: change of the legal advisor, implementation of a Code of Ethics, comprehensive treatment of problems with all parties involved, measurement and review of cases on a monthly basis.
MANAGEMENT COMMENTS	On a Monthly based, all cases are reviewed and discussed with company's Directory since this information is part of the monthly report indicators. Actions are defined and documented in meeting minutes.
RELATED INCIDENTS (YES/NO)	Yes



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **KAZARÓ** UPDATED AS OF: **03/30/2023**

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Biodiversity Impact
SUMMARY OF ISSUE	Kazaró is a professional cleaning company based in Cordoba, Argentina whose services include urban pest control and extermination (insect, bat and rat control). Carrying out this service requires the use of pesticides and insecticides.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The company's pest control service represented 2.49% of the company's revenue in 2021.
IMPACT ON STAKEHOLDERS	Pesticides and insecticides in urban areas can have an impact on biodiversity, water sources and affect air quality and human health.
IMPLEMENTED MGT PRACTICES	<p>The company has government approval to produce household-safe products and to use Class 2, 3 and 4 chemicals ; provided the correct dosage is respected. All products must be approved and registered by ANMAT. The company has the legal obligation to hire an Agricultural Engineer to act as Technical Representative in charge of pest control, responsible for training the staff with regards to procedures and safety issues.</p> <p>Kazaró carries out an environmental impact analysis of its operation from the offices, to maintenance and storage through to the aspects related to the service itself. The analysis includes actual and potential risks, as well as emergencies, with their corresponding impact on air, water, soil, community, natural resources and energy. Operative control measures have been established for mitigation and prevention. Implemented measures in relation to manipulating chemical products, include:</p> <ul style="list-style-type: none"> • Keeping a register of the product technical sheets and producer certificates. • Analysis of biodegradability of products and search for alternatives. • Personal protection products are disposed of as hazardous waste. • The waste generated from the packaging of supplies and tools is treated according to the waste guide and corresponding segregation. • Water used for cleaning drums holding chemicals is reused • Three-step washing technique is used in order to release empty containers for appropriate disposal.