



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: Camper
Date Submitted: 07/18/2022

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: Camper

UPDATED AS OF: 07/18/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Operations in Conflict Zones
ISSUE DATE	February 2022 - Ongoing
TOPIC	Application of Moratorium on Companies Operating in Russia and Belarus
SUMMARY OF ISSUE	On March 15th 2022, Camper's CEO communicated to Russian teams and the rest of the organization, worldwide, the decision to temporarily cease operations in Russia, while at the same time keep complying with the commitments to their employees, store owners and other stakeholders. Consequently, it was decided to close stores and the online platform and to paralyze shipments of new product to the physical stores, online channels and multibrand customers.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Camper employs around 40 employees in Russia, and the company has 4 retail stores, 1 office and a warehouse managed by a third party. Revenues in Russia represent roughly 1,5% of total Camper Group revenues. There are no business activities in Belarus.
IMPACT ON STAKEHOLDERS	N/A
IMPLEMENTED MGT PRACTICES	The company maintains commitments with its Russian employees (in terms of salary, they still guarantee maximum coverage of wage payment) and with its store owners (in terms of agreed rent). In order to protect these employees the company is progressing with negotiations with a local distributor to take over the market.
RESOLUTION	<p>On March 25, B Lab publicly announced a moratorium on new certifications of companies operating in Russia and Belarus. Companies seeking certification are ""required to suspend their operations while also avoiding the negative potential impacts of their decision by maintaining their support for their key, non-complicit stakeholders in Russia or Belarus (at the expense of the company), by for example continuing to financially support their employees and not terminating their contracts."</p> <p>Camper's actions meet the criteria required of companies to proceed with certification. As a result, Camper is eligible for B Corp Certification.</p>
REPORT	<p>B Lab Moratorium Announcement</p> <p>Camper's Russian website</p> <p>Article explaining Camper's position</p>

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UPDATED AS OF: 07/18/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Operations in Conflict Zones Cont.
ISSUE DATE	February 2022 - Ongoing
TOPIC	Application of Moratorium on Companies Operating in Russia and Belarus Cont.
OTHER MANAGEMENT COMMENTS	<p>"We have been monitoring the situation since the beginning of the Russian invasion and engaged in several actions for the different stakeholders affected.</p> <p>In order to do so, we set up a Crisis Committee to assess and manage all the associated risks relating Russia / Ukraine conflict and manage the impacts. The Crisis Committee is composed by our CEO, Deputy CEO, CFO, CCO, COO, Regional Director and Russia Country Manager. In practical terms, the crisis committee was focused on the following topics:</p> <ul style="list-style-type: none"> • Manage and protect cash at local banks. • Understand the situation of our employees, customers, suppliers and rest of stakeholders. • Help and support our employees. • Understand and evaluate sanctions as they were announced. • Assess the possibility / impact of continuing vs close operations in Russia. <p>At-a-glance: what we've done</p> <ul style="list-style-type: none"> - Operations: On March 15th 2022, our CEO communicated to Russian teams and the rest of the organization, worldwide, the decision to temporarily cease our operations in Russia - Third party distributors in Ukraine: Our efforts were at the beginning focused particularly on supporting our local partner in Ukraine, where we operate through a local 3rd party distributor. We have clearly stated our full support, our condemnation of Russian military actions and confirming flexibilization of terms and conditions (basically payment terms and shipment of new product). We are having active conversations with our distributor in Ukraine in order to try to recover the business activity as soon as possible. In this sense, Camper is supporting our partner by financing the commercial debt and making our credit risk rules more flexible. - Ukrainian citizens: We made a financial contribution of 50.000€ to the Spanish Red Cross that they committed to allocate within their partner entities in the region that are able to provide direct help to people in the conflict area. - Partnership: We joined a program, leaded by Ethikos, a BCORP company that collaborates with us for the outplacement process, to try to find occupation to Ukrainian refugees. - Distribution in Russian market: In order to protect the interest of our stakeholders in Russia (employees, clients and customers, suppliers, landlords, management and our BoD) we have decided to leave the country and to negotiate a distribution agreement with a local partner, that would take over the Russian entity, its employees and the stores we currently operate."