



## 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: Opy Health  
Date Submitted: 06/02/2023

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:

Opy Health

UPDATED AS OF:

06/06/2023

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Facilities located in sensitive ecosystems
<b>TOPIC</b>	Company's hospital facilities are located in protected areas
<b>SUMMARY OF ISSUE</b>	One of the company's hospitals, representing 50% of its operations, is located in an urban area of Manaus, capital city of Amazonas, one of a few Brazilian States covered by the Amazon Forest. The hospital, managed by Opy Health, occupies a significant state-owned land. Within it, adjacent to the hospital, is found a sensitive ecosystem, namely "Floresta Ombrófila Aberta Aluvial", a native vegetation occupying 0,77 acre of land. Even though Opy Health is not directly responsible for protecting said area, the company support the state government.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	Opy Health's site in Manaus, which is equal to 50% of the facilities of the company's operations, is located in a sensitive ecosystem.
<b>IMPACT ON STAKEHOLDERS</b>	The facilities are located adjacent protected/sensitive ecosystems which could 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 company's operations).
<b>IMPLEMENTED MGT PRACTICES</b>	<p>The company has an environmental management system and the ISO 14001 attests for correct and responsible environmental practices.</p> <p>Opy Health carries out the disposal and treatment of waste, as well as the management of effluents, as required by law since the sector in which we operate is a highly regulated sector.</p> <p>They have a risk matrix with all the risks of each of the operations mapped, including environmental ones, and their teams monitor this matrix and create action plans to mitigate risks when necessary. On pg. 24 and 25 of the 2021 Annual Report, there are more details on the environmental dimension of the organization, and the strategy for maximizing positive impacts and mitigating negative effects on the environment.</p>
<b>REPORT</b>	<a href="https://opyhealth.com.br/wp-content/uploads/2022/05/RA_Opy_2021.pdf">https://opyhealth.com.br/wp-content/uploads/2022/05/RA_Opy_2021.pdf</a>
<b>OTHER MANAGEMENT COMMENTS</b>	Manaus is home to indigenous people and official government information can be found in <a href="https://www.manaus.am.gov.br/">https://www.manaus.am.gov.br/</a> .



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PROVIDED BY: Opy Health UPDATED AS OF: 06/06/2023

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Other disclosures
<b>ISSUE DATE</b>	December 2022
<b>TOPIC</b>	Administrative proceeding
<b>SUMMARY OF ISSUE</b>	<p>Administrative representation filed by the Brazilian authority in charge of overseeing public expenditures (namely Ministério Público de Contas) to have the audit court for the Amazonas state (namely tribunal de Contas do Estado) to determine the legality, enforceability and economy of the bidding procedure held by the State of Amazonas.</p> <p>In this Administrative Representation, neither Opy Health nor its subsidiary - referred to as Opy Delphina - are parties to the procedure, whose purpose is to determine the legality, enforceability and economy of the bidding procedure held by the State of Amazonas. Opy Health and Opy Delphina monitor the Administrative Representation as interested parties and provide the audit court with information, clarifications and documents it may request.</p> <p>Based on a primary evaluation and founding of the Technical Control Auditor of the Department of Audit in Privatizations, Concessions and Public Prices of the TCE that no procedural irregularities or legal defects were found in the bidding process, therefore remote likelihood to loose. However, an on-site inspection is planned so that gaps in relevant information and documents in the hiring process can be more rigorously evaluated</p>
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	<p>This process was inherited from the previous management and it is still pending.</p> <p>Based on a primary evaluation and founding of the Technical Control Auditor of the Department of Audit in Privatizations, Concessions and Public Prices of the TCE that no procedural irregularities or legal defects were found in the bidding process, therefore remote likelihood to loose. However, an on-site inspection is planned so that gaps in relevant information and documents in the hiring process can be more rigorously evaluated.</p>
<b>IMPACT ON STAKEHOLDERS</b>	Impact of case is on the tax paying citizens of the municipality that use the public hospital
<b>RESOLUTION</b>	The case is open and has not been resolved.
<b>IMPLEMENTED MGT PRACTICES</b>	The proceeding is monitored internally by Opy Health's legal department, additionally supported by external counsel.

## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Opy Health UPDATED AS OF: 06/01/2023

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Labor Litigation
<b>ISSUE DATE</b>	2018 - current year
<b>TOPIC</b>	Litigation, Arbitration and penalties
<b>SUMMARY OF ISSUE</b>	Labor litigation involve a range of actions filed by former employees and third parties relating to, among other things, non-compliance with labor legislation and occupational diseases.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	<p>As of 2023, Opy Health had 8 open labor litigation cases. The total projected payout of the lawsuits that are currently pending, closed with verdict and settled cases is 0.3% of the company's revenue.</p> <p>Opy Health started its operation in 2020 - the majority of labor lawsuits were inherited from previous management</p> <p>Over the last five years, 28 labor litigation cases resulted in a verdict against the company (all were inherited from the previous management and 27 were indirect with subsidiary liability), and 53 labor litigation cases were settled out of court (51 were inherited from the previous management and 37 were indirect with subsidiary liability).</p> <p>4 open labor litigation cases were inherited from the previous management and 4 are indirect with subsidiary liability.</p>
<b>IMPACT ON STAKEHOLDERS</b>	The primary impact related to labor litigation is financial impact on employees and third parties.
<b>RESOLUTION</b>	<p>Of all labor litigations inherited by previous management, and thus part of the price paid by Opy Health for the deal:</p> <ul style="list-style-type: none"> <li>• 16 were settled;</li> <li>• 1 was sentenced by the court;</li> <li>• 4 are still ongoing (risk of loss: 3 are remote and 1 is probable), and Plaintiffs' evaluation amount to a total of R\$724.280,00.</li> </ul> <p>Of labor litigations involving Opy Health under the rule of subsidiary responsibility, of which to none Opy Health disbursed ay funds, and were all paid for by the subcontracted company - either by former shareholder or by Opy Health since 2020 - as main defendant:</p> <ul style="list-style-type: none"> <li>• 37 were settled;</li> <li>• 27 were sentenced by the court;</li> <li>• 4 are still ongoing (remote risk of loss, and minimum risk to Opy Health because it is not the main defendant), and Plaintiffs' evaluation amount to a total of R\$133.670,44.</li> </ul>
<b>IMPLEMENTED MGT PRACTICES</b>	<p>Opy Health has implemented the following practices:</p> <ul style="list-style-type: none"> <li>• Non-compliance with labor legislation (indirect and inherited processes from previous management): (1) Opy Health transfers to the subcontracted company the funds set forth in their contract, but as part of its supplier management, Opy Health requires evidence supporting suppliers' compliance with contractual, labor and social security obligations. (2) more assertive working hours control, imposing new rules to mitigate the practice of overtime</li> <li>• Functional equivalence (inherited process from previous management): equating the role of material checker with the role of operations assistant</li> </ul>



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	<ul style="list-style-type: none"><li>• Profit Sharing Plan (inherited process from previous management): implementation of a more careful Profit Sharing Plan, containing express rules on established targets, payment dates, proportional payment, among other information.</li><li>• Occupational diseases (inherited process from previous management): new ergonomic practices and provides employees with a health professional to assist and carry out physiotherapy sessions on site occupational diseases</li></ul>
<b>OTHER MANAGEMENT COMMENTS</b>	All parties subcontracted by former shareholder that were sued by their employees had their contract terminated after Opy Health acquired the rights to manage the Concession Contract. Only one lawsuit refers to a current subcontracted party, which is monitored by Opy Health.