



## 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: Trufflepig Travel Inc  
Date Submitted: 07/07/2022

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:

Trufflepig Travel Inc

UPDATED AS OF:

07/07/2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Significant layoffs of >20% of workforce
<b>ISSUE DATE</b>	May-20
<b>TOPIC</b>	Significant layoffs due to COVID-19
<b>SUMMARY OF ISSUE</b>	Significant layoffs due to loss of income for COVID-19 Pandemic. From March 15th, 2020 onwards, The company went from full operations to a situation of zero revenue and significant operational losses. Salary makes up 80-90% of their operational cost, maintaining pay-roll represented an untenable financial loss for the company. The layoffs occurred when revenue forecast for the rest of the 2020 year would be around 3%, and for 2021 around 25% of expected revenue. The company made this decision to avoid bankruptcy
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	9 employees were laid off, representing 35% of the company's employees at that time.
<b>IMPACT ON STAKEHOLDERS</b>	Primary impact was loss of employment for affected employees.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>All laid off employees were paid a minimum of 5 weeks of notice pay and 10 days of vacation pay (irregardless if they had taken vacation from January 1, 2020 to May 15, 2020). This notice pay is 5 weeks over above the Employment Standards Act/Labour Law Requirement.</p> <p>At the laid off date of May 14, 2020 the laid off employees were receiving 75% of their normal pay. Trufflepig raised their pay back to 100% for the notice pay period. This was not a labour law requirement. This increased pay meant that Trufflepig would be paying over and above government subsidies at the time.</p> <p>Medical Benefits for the employees were kept valid until August 1, 2020 (not a labour law requirement).</p> <p>All laid off employees were given the choice to work during the notice period or not, and given direct permission to take time to look for other employment as needed.</p> <p>All laid off employees received a significant bonus in April 2020 prior to the lay off to help with known future cashflow constraints. (This bonus was promised in December 2019 and the promise was kept for payment timing).</p> <p>All laid off employees received a recommendation letter within 3 weeks of the layoff</p> <p>Trufflepig's managing directors were able to secure employment for 4 of the laid off employees. For the period between the employees' lay off and outside employment or reemployment with Trufflepig the employees received Employment Insurance benefits and Covid support benefits. (Trufflepig ensured that all were eligible for all benefits and helped some with access if requested).</p> <p>Trufflepig began rehiring laid off employees in July 2021, 5 of the 9 laid off employees were rehired. Re-employment was offered to all but 2 of the laid off employees but all were engaged with in some way to inquire if they had received meaningful employment.</p>