



# Cucinare

Disclosure Report  
Date Submitted: August 4th, 2025



## 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 that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of 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 practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check 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.

### B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

**This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.**



# Disclosure Questionnaire

## Industries and Products

	Yes	No
Please indicate if the company is involved in production or trade in any of the following. Select Yes for all options that apply.		
<a href="#">Animal Products or Services</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Energy and Emissions Intensive Industries</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Water Intensive Industries</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Outcomes & Penalties

	Yes	No
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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Litigation or Arbitration</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



## Practices

	Yes	No
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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Other</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

## 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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



# Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation, Arbitration, and/or Penalties

Issue Date	2020-2024
Topic	Labor issues
Summary of Issue	<p>In the past 5 years, the company has had 222 cases of Labor Contract Disputes related to claims for hazardous duty pay, overtime, night shift differential, moral damages, and severance pay.</p> <p>The company has also had a penalty imposed by the Public Prosecutor's Office for non-compliance with the Conduct Adjustment Agreement with the Public Prosecutor's Office that prohibits work for more than 10 hours. The terms of the agreement stipulate that the company must refrain from extending the normal working day beyond the legal limit of two (2) hours per day, in compliance with the provisions of articles 59 and 61 of the <a href="#">Consolidated Labor Laws (CLT)</a>. The company failed to comply with the provisions, in some cases, regarding overtime exceeding the maximum limit</p> <p>In addition to that, the company has received two other penalties from the Regional Superintendence of Labor for non-labor compliance related to mandatory quotas for Apprentices (i.e., "Jovem Aprendiz" in Brazil) and People with Disabilities (PWD). The company is appealing these two penalties.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>144 cases of labor contract disputes with a settlement amounting to less than 1% of the company's annual revenue. 78 cases related to labor contract disputes are pending, and the estimated financial value of those cases is 1-5% of the company's annual revenue.</p> <p>The penalty paid by the company for the issue related to non-compliance with the Conduct Adjustment Agreement is less than 1% of the company's annual revenue.</p> <p>As the company is appealing the other two penalties, the financial value of the cases is yet to be determined.</p>
Impact on Stakeholders	The primary impact related to the cases is on the financial and well-being of former employees.

<b>Resolution</b>	144 cases have been closed and settled, and when due, individuals were paid the corresponding compensation. 78 cases are still pending. The company has paid the fine related to non-compliance with the Conduct Adjustment Agreement, and the company is challenging the outcome of the two penalties for non-labor compliance related to mandatory quotas.
<b>Management Practices</b>	<p>As part of the company's remediation plans involving its non-compliance with the Conduct Adjustment Agreement, the company is continuing with the plan to implement a timekeeping tool (electronic time clocks) at all units. The company's main commitment is to maintain a sufficient staffing level to reduce the need for overtime. This is done by continually improving their selection process through SLAs for filling vacancies, benefits compatible with the market for the same sector to attract and retain professionals, and the use of temporary workers to fill temporary absences. The company has also extended its internal training programs, implemented attendance-based awards, and expanded its management structure to support day-to-day operations (management, coordination, and supervision). All of these measures are aimed at eliminating the need for extended working hours beyond the legal limit and promoting a work-life balance for its employees.</p> <p>Besides implementing electronic timekeeping in all units, it has updated its management policy with guidelines on conduct, and training for recording the delivery of PPE has been updated. The company has also improved its employer branding, aiming to attract employees better suited to its core values. For the quota cases, the company is hiring apprentices and monitoring the quota, as well as seeking partners to help source PWD labor and monitoring of the quota.</p>



# Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other - Disclosure Industries

<b>Topic</b>	Volunteer placement in orphanages
<b>Summary of Issue</b>	<p>As part of Raíces Group's corporate social responsibility (CSR) initiatives, Cucinare collaborates with local and regional NGOs to engage in volunteer activities. Since 2022, they have organized several events, including gift deliveries, Santa Claus activities, storytelling sessions, and interactive engagements like games, singing, and guitar playing for children and teenagers in vulnerable situations at shelters.</p> <p>Their volunteer efforts also extend to supporting food security, as they donate food biweekly and lead employability programs for young adults (ages 18 and older) in transitional housing.</p>
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	<p>In 2024, volunteer activities at orphanages represented less than 0.1% of the combined revenue of Cucinare. Among the employees of Cucinare, 0.9% participated in these volunteer efforts. Between 2022 and 2024, there were a total of five visits to the orphanages, with each visit lasting between 2 to 4 hours.</p>
<b>Impact on Stakeholders</b>	<p>Volunteer programs at orphanages, if not managed appropriately, could potentially pose risks to children, such as disruption of development due to short-term connections with caregivers, as well as, risks to children's safety and well-being.</p> <p>For more information, please see B Lab's position statement on <a href="#">Orphanage-Based Volunteer Programs</a>.</p>
<b>Implemented Management Practices</b>	<p>The Raíces Group has a Donations, Sponsorships, and Volunteering policy applicable to all its areas and companies. This policy provides guidelines for working with childcare institutions while adhering to the child protection principles outlined in the United Nations Guidelines on Alternative Care for Children. Key points include:</p> <ul style="list-style-type: none"><li>• Prevention of voluntourism: The group does not support short-term experiences that may disrupt the lives of vulnerable children.</li><li>• Structural support focus: Initiatives should enhance institutional management, training, and logistical support without direct contact with children.</li></ul>

	<ul style="list-style-type: none"> <li>• Qualified professionals: Direct contact with children is only permitted with trained professionals (e.g., educators and social workers) and requires background checks.</li> <li>• Privacy protection: Recording or disseminating children's images without proper authorisation is prohibited.</li> <li>• Responsible partnerships: Priority is given to institutions with child protection policies committed to the reintegration of children.</li> <li>• Volunteer alignment: Volunteer efforts must avoid creating dependency and contribute to lasting solutions.</li> </ul> <p>The policy also outlines selection criteria that include</p> <ul style="list-style-type: none"> <li>• Eligible projects must be conducted by registered non-profit entities, ideally OSCIPs.</li> <li>• Donations require due diligence to ensure beneficiaries are not linked to public officials.</li> <li>• Funds should go to reputable charities and not create dependency.</li> <li>• The recipient organisation must clearly define the use of funds and provide accountability.</li> <li>• Donations must be transferred to an account in the recipient's name.</li> </ul> <p>Upon the adoption of this policy, all employees who take part in the childcare institutions volunteer program undergo background checks. All volunteers receive training on their roles before participating in activities. This training covers the target audience, necessary precautions, and appropriate conduct, and is verified by the institution. Staff members, including social workers or tutors, are always present with volunteers during activities.</p> <p>The policies, including the Donations, Sponsorships, and Volunteering Policy and the Code of Conduct, are shared annually with employees through training sessions, livestreams, and intranet communications. The Ethics Committee and Ombudsman monitor compliance.</p> <p>Grupo Raíces prioritizes partner organizations that have child protection policies and ethical practices, as well as those devoted to the family or community reintegration of children.</p>



	<p>The Sustainability and HR departments closely manage and monitor all volunteer activities. From the perspective of partner NGOs, Grupo Raíces applies continuous monitoring and accountability mechanisms for partner institutions, especially those receiving donations or volunteer support. These mechanisms include:</p> <ul style="list-style-type: none"><li>● On-site visits by the Sustainability and HR teams.</li><li>● Alignment and follow-up meetings throughout the duration of the partnership.</li><li>● A formal commitment to reporting on the use of donated resources, as mandated by our Donations, Sponsorships, and Volunteering Policy.</li></ul>
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# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Animal Products and Services

**Cucinare** is involved in the production or sale of animal products and services, meaning that they are more likely to have significant impacts on the environment and animal welfare. Certified B Corps are required to make transparent their involvement in such industries.



# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Energy and Emissions Intensive Industry

**Cucinare** is involved in the production/sale of products, or is part of an industry that can potentially be classified as energy and emission-intensive, meaning that they are more likely to have significant impacts on the environment based on their carbon emissions associated with their operations and their contribution to climate change. Certified B Corps are required to make transparent their involvement in such activities or industries.

For more information about the company's practices regarding this topic, please visit the company's webpage/sustainability report, accessible [here](#).



# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Water Intensive Industry

**Cucinare** is involved in the production/sale of products, or is part of an industry that can potentially be classified as water-intensive, meaning that they are more likely to have significant impacts on the environment, such as water stress or depletion of local water sources if water use is not appropriately managed. Certified B Corps are required to make transparent their involvement in such activities or industries.

For more information about the company's practices regarding this topic, please visit the company's webpage/sustainability report, accessible [here](#).