

Risk Review Committee Recommendations

Thanks for your transparency on this topic. Our existing standards require that companies in such an industry / with such a practice are required to make this issue transparent to ensure that stakeholders are aware. This disclosure, however, is not intended to imply a judgment against the company and does not imply that the company is violating the standards of B Corp Certification, as you are eligible to proceed with the certification and a high percentage of B Corps are required to have a disclosure on their profile. Given the size of your company, and therefore the overall scale of the potential impact of this issue, we have a standardized disclosure on the topic to ensure transparency and consistency with other companies.

In addition to this disclosure, recognizing the potential impact of this issue, we do nonetheless provide recommendations to companies to ensure that they are thoughtfully managing these topics. To that end, we recommend that the company take into extra consideration the following suggested actions as they continue to manage their impacts if you have not done so already:

- Providing benefits and/or resources to affected employees in order to minimize potentially negative impacts of the layoff (e.g., severance pay, assistance/resources to find new employment, etc.).
- Has clear and responsible communications with the affected employees.
- Identifying legal proceedings and financial implications resulting from the layoffs.
- Implementing management practices that reduce and minimize the frequency and intensity of layoffs in the future.

While there is not an expectation of specific practices in place by the company at this time, these would be topics that would be asked should there be material complaints received through our complaints process, and may be further incorporated into our standards in the future as we continue to improve them. Please take them into consideration, and, otherwise, we will proceed with the finalization of your disclosure report.

Sincerely,
B Lab's Risk Review Committee