



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: ASBZ Advogados
 Date Submitted: 6th January 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: ASBZ Advogados

UPDATED AS OF: 6th January 2023

| | |
|--|---|
| DISCLOSURE QUESTIONNAIRE CATEGORY | Disclosure Industries |
| ISSUE DATE | Volunteer Placement to Orphanages |
| SUMMARY OF ISSUE | <p>Volunteering in institutional care facilities (orphanages) is part of the company's corporate social responsibility efforts, which focus on supporting children and adolescents in situations of social vulnerability. They support the Devolver Institute, a non-profit association on behalf of underprivileged children and adolescents, whose business model is to act as an intermediary between agents in society private and institutional reception services and after-school social projects. The objective of the visits is to provide socialization, assistance, culture and/or leisure experiences for children and young people in vulnerable situations, such as: a tour of the São Paulo Aquarium, Indoor Soccer Championship, Revitalization (Painting, Cleaning and Decoration) of the Rooms of the Institutional Reception Houses etc.</p> |
| SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected) | <p>The company is committed to carrying out at least four corporate social volunteer actions per year. Generally, they evaluate the possibility of carrying out an action within the 60 institutions accredited by the Devolver Institute, according to the analysis of the needs and opportunities of each case.</p> |
| IMPACT ON STAKEHOLDERS | <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 Orphanage-Based Volunteer Programs.</p> |



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6th January 2023

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| DISCLOSURE QUESTIONNAIRE CATEGORY | Disclosure Industries |
| ISSUE DATE | Volunteer Placement to Orphanages |
| IMPLEMENTED MGT PRACTICES | <p>The company screens the institutions it works with by the alignment with the institution's focus of action and its suitability. They assist, on a pro bono basis, Instituto Devolver, a non-profit association (institutodevolver.org.br), in the process of assessing the legal status and suitability of the social projects and shelters served, which involves:</p> <ul style="list-style-type: none"> (i) the general analysis of the institution's documents; (ii) carrying out a general internet search to check whether there is any irregularity or public fact that we should pay attention to; (iii) carrying out searches on the Court of Justice's website of lawsuits involving the institution and/or its members, as well as analyzing any actions located to confirm whether there is a patrimonial or reputational risk involved; and (iv) obtaining certificates for the distribution of civil, labor and criminal proceedings on behalf of the institution. <p>All of the company employees who volunteer have the appropriate legal and reputational status to carry out volunteer activities, and adhere to the norms of the /asbz Code of Conduct and Ethics. As most /asbz volunteers are lawyers, background checks are carried out by the Brazilian Bar Association. In accordance with art. 8, item VI of Law 8.906/94, only those who meet the requirement of moral suitability can practice law. In addition, it is a mandatory document for registration with the OAB to present the negative certificate of criminal record, as stated on the institution's website, as an example: https://www.oabsp.org.br/informacoesuteis/duvidasfrequentes/inscricao/inscricao-de-lawyer-registration-definitive. The company is also planning to implement a term of responsibility from now on, through which volunteers also declare the absence of a criminal record.</p> <p>Their work with orphanages and shelters is organized and carried out jointly with Instituto Devolver which is an entity with notable experience and training in the practice of these activities, and who works with qualified professionals (eg psychologist, educators, etc.). In addition, there is a protocol of conduct that is organized in a planning meeting prior to social actions to mitigate any potential risks. The action planning is then reported to those responsible for the shelter or social project for approval. Actions involving the displacement of children (eg cultural tours) are subject to the signing of individual authorization by each legal guardian.</p> |
| REPORT | optional |
| MANAGEMENT COMMENTS | optional |