



Wild Frontiers

Disclosure Report

Date Submitted: September 6th, 2024



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.

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 of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" 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"/>
Energy and Emissions Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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"/>
Water Intensive Industries	<input type="checkbox"/>	<input checked="" 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"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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"/>
Other	<input type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input 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: On-Site Fatality

Wild Frontiers has had one on-site fatality in the last five years. The company is responsible for ensuring they have enough practices and policies in place to prevent similar incidents from happening again. Certified B Corps are required to make transparent when such incidents have occurred.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Significant Layoffs of >20% of the Workforce

Wild Frontiers experienced significant layoffs of more than 20% of the workforce within the last five years. Certified B Corps are required to make transparent when such practices have occurred.

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Operations located in Conflict Zones

Topic	Company has organized tours in Conflict Zones
Summary of Issue	<p>Wild Frontiers is a Tour Operator specialized in organizing group tours through ground-handling agents providing and/or sourcing accommodation, transportation, vehicles, staff, tour leaders and other such ground arrangements.</p> <p>In the last five years, the company has organized group tours in Afghanistan, Myanmar, Democratic Republic of Congo, Ethiopia, Sudan, Palestinian Territories - Westbank, Eritrea, Kosovo, Lebanon, Papua New Guinea and Zimbabwe, regions where conflict is ongoing and/or institutional and social fragility is present as identified by the World Bank. The nature of conflict in these countries range from war, civil war or civil unrest, political upheaval, human rights issues, economic and political instability.</p> <p>The intent of the company in organizing tours to conflict affected regions is to allow clients to explore and gain experiences and a better understanding on places and cultures that may typically seem inaccessible and remote.</p> <p>Wild Frontiers also does organize tours to regions that are not affected by conflict.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the fiscal year end of 2023, 1.5% of total revenue was generated through the tours organized in the Palestinian territories. The company has ceased all tour operations in the regions since October 2023. The company had not generated any income from the other regions as listed where conflict was ongoing for the year of 2023.</p>
Impact on Stakeholders	<p>Business activities located in conflict zones are considered high-risk as they are more likely to cause or contribute to the conflict and/or sociopolitical instability.</p> <p>Countries classified as conflict zones are more likely to have a weak rule-of-law or a corrupt judicial system, which could undermine the effectiveness of operational grievance mechanisms for these businesses and their suppliers. In addition, the safety of the company's workers and other potential human rights violations are at risk.</p>
Implemented	<p>The company has temporarily halted its tours to Afghanistan,</p>

Management Practices	
	<p>Myanmar, Lebanon and Palestinian Territories and intends to resume once the destinations become viable again. Wild Frontiers have indefinitely ceased operations in Sudan, Eritrea and Zimbabwe. The company follows the guidelines provided by the Foreign, Commonwealth and Development Office (FCDO) when organizing tours to Kosovo and Papua New Guinea.</p> <p>When organising tours to Democratic Republic of Congo and Ethiopia the company may sometimes contravene FCDO advice. When this is the case, this is clearly stated on client documentation and clients are required to read and sign a disclaimer confirming that they have read and are aware of the FCDO advice, have adequate insurance in place and are still happy to travel, having made their own personal evaluation of the risk. The company very closely monitors the situation on the ground in these destinations in conjunction with their partners as well as via independent third party security updates from Crisis 24 and will reroute or cancel a tour without hesitation if necessary to ensure the safety and security of its clients and local crew.</p> <p>As Wild Frontiers organizes the tours through third-party agents, these agents are regarded as the company's suppliers.</p> <p>Wild Frontier has a Ground Supplier Agreement which outlines the responsibilities of the agents in terms of the tour arrangements & duties, ensuring the safety of the clients enrolled for the tour and compliance with all applicable laws, rules & regulations.</p> <p>The agents would also be obliged to conform to all applicable planning, licensing and other requirements as may be imposed on them by national, local or other laws, regulations, guidelines, rules and codes of practice of the country(s) in which the tour arrangement is made for. Through the agreement, Wild Frontier requires that the ground agents comply with the Modern Slavery Act 2015 and the Bribery Act 2010. The Supplier shall not (directly or indirectly) pay, offer, give or promise to pay or authorise the payment of, any portion of the compensation or reimbursements received hereunder or any other monies or other things of value to an officer or employee of a government or any department, agency, or instrumentality or public international organisation; any political party or official thereof; any candidate for political office; any subcontractor or supplier, or any other person at the suggestion, request or direction or for the benefit of any of the above described persons and entities for purposes of influencing official actions or decisions or securing any improper advantage in order to obtain or retain</p>

	<p>business, or engage in acts or transactions otherwise in violation of any applicable anti-bribery legislation including but not limited to the Bribery Act 2010 and similar multilateral anti bribery agreements. The agents would also be responsible to ensure each of its subcontractors and suppliers comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes.</p> <p>Among the requirements set by Wild Frontier, the tour group would have to be led by a Tour Leader (TL) provided by the ground agents. The ground agents shall provide a fully stocked first aid kit, that is readily available at all times during the tour and at least one first aider to every group per tour/expedition.</p> <p>The TL is responsible for the overall general safety and welfare of the group. The TLs must, so far as they are able to, minimise any risks and be familiar with the necessary first aid and emergency procedures. The TL must speak good English so that they are able to communicate effectively with the group. The TLs should assist the clients with hotel check-ins and check-outs in case of any problems and should advise the clients to familiarise themselves with the emergency exits to be used to exit both their hotel room and the hotel itself, in the event of emergency. Where seatbelts are required to be installed in vehicles as per local laws and regulations, TLs should inform the clients to wear their seat belt when they're traveling in a moving vehicle.</p> <p>The ground agent should provide and maintain a 24 hour Emergency Contact telephone number. The Emergency Contact telephone number must be manned by the agent 24 hours a day and 365 days of the year, so that Wild Frontiers and/or any tour client may immediately reach the agent for assistance, in the event of an emergency. The agent should also ensure that all staff act in a safe manner at all times so as not to endanger themselves or others, use equipment provided to them in accordance with instructions and applicable training and co-operate with Wild Frontiers and the agent on all health and safety matters that may arise.</p> <p>Agents must ensure that all staff are familiar with the procedure for handling and reporting accidents, illnesses, injuries and catastrophic events. Within 24 hours of any incidents, the TL or other staff member must complete an incident report form giving a full account of the incident and actions taken and send it to Wild Frontiers. Wild Frontiers must be informed immediately in the case of serious incidents.</p>

