



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: BAKERY GROUP
Date Submitted: 10/06/2022

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:

BAKERY GROUP

UPDATED AS OF:

10/06/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Clients in Controversial Industries
TOPIC	Company has clients that produce and sell alcohol products
SUMMARY OF ISSUE	Bakery Group is an advertising company that earns a material amount of revenue from clients in the alcohol industry.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 5% of Bakery Group revenue was earned from clients that produce and sale alcohol
IMPACT ON STAKEHOLDERS	Alcohol may have a negative impact on the health and well-being of individuals and their communities
IMPLEMENTED MGT PRACTICES	<p>The company provides services of marketing, advertising campaigns, and events organized for brands that sell and produce alcohol.</p> <p>It is not the intention of the company to organize campaigns to clean up the name of the brand and not perform services to comply with the alcohol legislation.</p> <p>It is the director's responsibility, management, and evolution of the customer's portfolio. In this sense, the company works every day to consolidate a split of clients that ensures the viability of the company but that at the same time allows them to promote and give visibility to the type of services and products that generate a positive impact on society and therefore result in strengthening the value of the company.</p> <p>The company has in place some practices that enable due diligence of clients that they work with. For instance, the company has developed an ethical code for customers, suppliers, and workers in which the company details all the policies related to these topics. Furthermore, they promote not only a beer brand but also different musical, gastronomic, and cultural events with which the company collaborates. Furthermore, we focus on promoting the range of non-alcoholic beers as part of our work.</p>
MANAGEMENT COMMENTS	<p>The bakery Group specializes in conceptualizing and executing 360o campaigns in connection with sponsorships and assets of the beer group with which the agency has worked. In this sense, our work is carried out practically in collaboration with musical and cultural promoters and guilds or associations of hotels and merchants. Our goal is to promote local culture, live music, gastronomy, and local talent in general through brand spaces, activations, and content. The company provides services of marketing, advertising campaigns, and events organized for brands that sell and produce alcohol.</p> <p>It is not the intention of the company to organize campaigns to clean up the name of the brand and not perform services to comply with the alcohol legislation.</p> <p>It is the director's responsibility, manage and evolution of customer's portfolio. In this sense, the company works every day to consolidate a split of clients that ensures the viability of the company but that at the same time allows them to promote and give visibility to the type of services and products that generate a positive impact on society and therefore result in strengthening the value of the company.</p> <p>The company has in place some practices that enable due diligence of clients that they work with. For instance, the company has developed an ethical code for customers, suppliers, and workers in which the company details all the policies related to these topics.</p>



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DISCLOSURE QUESTIONNAIRE CATEGORY	Clients in Controversial Industries
TOPIC	Company has clients in the fossil fuels industry
SUMMARY OF ISSUE	Bakery Group is an advertising company that earns a material amount of revenue from clients in the fossil fuel industry. Their client is a company of natural gas and electrical energy.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 2% of Bakery Group's revenue was earned from clients that produce and sell natural gas.
IMPACT ON STAKEHOLDERS	Companies that provide marketing and advertising services to clients in controversial industries help to promote the activities and increase the business of these industries. Therefore, it is best practice that companies have mechanisms in place to ensure that they are not promoting the controversial aspects of these companies.
IMPLEMENTED MGT PRACTICES	As a due diligence mechanism, the company has an ethics code and environmental policy that needs to be respected by its clients. The company's relationship with the energy sector focuses on promoting energy efficiency and renewable energy. Throughout our content, we advocate for a humane and sustainable lifestyle that seeks holistic well-being and respects the environment
MANAGEMENT COMMENTS	Through company's digital content (blog and RRSS), they educate consumers about energy conservation and promote the use of renewable energy.