



# Neighbourhood Group of Companies

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Disclosure Report

Date Submitted: September 1st, 2023



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## 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 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"/>
<a href="#">Disclosure Alcohol</a>	<input checked="" type="checkbox"/>	<input 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"/>
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"/>
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 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"/>
<a href="#">Significant Layoffs</a>	<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"/>
<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: Alcohol

<b>Topic</b>	Company serves and sells alcohol products.
<b>Summary of Issue</b>	Neighborhood Group of Companies operates four restaurants that earn a material amount of revenue from the sale of alcohol.
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	In the previous fiscal year, 25% of Neighborhood Group of Companies' revenue was earned from the sale of alcohol.
<b>Impact on Stakeholders</b>	Alcohol may have a negative impact on the health and well-being of individuals and their communities.
<b>Implemented Management Practices</b>	<p>Neighborhood Group of Companies complies with all regulations and laws related to the sale of alcohol.</p> <p>All of the company's employees undergo training on responsible service of alcohol, and only senior members of the team are permitted to bartend.</p> <p>All employees take SmartServe training for the responsible service of alcohol, which is a government requirement.</p> <p>The company also mitigates the risk of selling to minors by checking identification of patrons.</p>
<b>Management Comments</b>	



# Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Significant layoffs of >20% of workforce

<b>Issue Date</b>	March 2020
<b>Topic</b>	Significant layoffs due to Covid-19 pandemic.
<b>Summary of Issue</b>	Government mandated business closure during the pandemic resulted in the company needing to layoff a majority of their workforce.
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	136 employees were laid off, representing 90% of the company's employees at that time.
<b>Impact on Stakeholders</b>	Primary impact was loss of employment for affected employees.
<b>Implemented Management Practices</b>	At the onset of the layoffs, Neighborhood Group of Companies continued all employees health benefit programs. The company also raised over \$50,000 through online gift card sales that went directly to the staff. Other assistance included the implementation of a grant program for funding to help pay staff's rent, groceries, childcare, utilities, school supplies, etc. Neighborhood Group of Companies also provided meals to employees and other resources ranging from mental health assistance to physical exercise working groups.
<b>Resolution</b>	
<b>Report</b>	
<b>Management Comments</b>	
<b>Related Incidents (Yes/No)</b>	No



# Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other Disclosure Industries

<b>Issue Date</b>	2019
<b>Topic</b>	Prison Labor
<b>Summary of Issue</b>	Neighborhood Group of Companies is a restaurant operator that was part of a work-release-program for three months in 2019. Neighborhood Group worked with the Grand Valley Women's Correctional Institution to find a suitable role for individuals who would have undergone food service training in prison. The Neighborhood Group would help them develop more skills to facilitate reintegration back into the community.
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	In 2019, the company employed/trained people as part of the work-release program. The program ended in 2020 due to the Covid-19 Pandemic. The company has no intentions of entering into a similar program at any point in the future.
<b>Impact on Stakeholders</b>	While some stakeholders have indicated that prison labor is inherently unjust or coerced, others have highlighted the potential benefits of such programs, such as the potential to assist people who are incarcerated to reintegrate into society. Among the risks and issues involved in prison labor arrangements highlighted by ILO are coercion, wages, work conditions, health and safety and post-release benefits.
<b>Implemented Management Practices</b>	<p>The purpose of the program was to assist incarcerated individuals nearing the end of their time to gain meaningful workplace experience, earn a living/fair wage, and help streamline their reintegration/rehabilitation into society following their incarceration.</p> <p>The Neighborhood Group shared that people that were part of the work-release program were on payroll, received the same wages as other employees for the same position type, were covered for accident and health, were able to withdraw their consent at any time and were able to develop new professional skills. In addition to that, wages were paid directly to the worker with a full breakdown of their hours and their daily working hours were in accordance with the law.</p>