



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: miscusi srl
 Date Submitted: 3/9/2021

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:

miscusi srl

UPDATED AS OF:

3/9/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Alcohol
TOPIC	Company serves alcohol products
SUMMARY OF ISSUE	miscusi srl is a restaurant chain that earn a material amount of revenue from the sale of alcohol
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, almost 9% of miscusi srl's revenue was earned from the sale of alcohol
IMPACT ON STAKEHOLDERS	Alcohol may have a negative impact on the health and well-being of individuals and their communities
IMPLEMENTED MGT PRACTICES	The company possesses the pertinent licenses to serve alcohol. The company complies with all pertinent regulations, by clearly displaying and following the instructions provided by the Italian government with regards to the prohibition of sale of alcohol to minors. The company does not serve alcohol to minors, and operationalises this by checking the ID cards of customers before serving. The company does not have any specific training procedures for employees that serve alcohol, but instead continuously monitors and self-audits their operations to check compliance with government regulations. The company's Operations Supervisors conduct monitoring and supervision internally and review that, the staff check and ensure legal age of customers before serving alcohol. The findings from such supervision are monitored and if policy failures are detected, they are reported and commented upon with the team during the daily operation meeting. Overall mistakes/errors are factored in the annual performance evaluation of the store and the staff. Further, the restaurants provide limited options for alcoholic beverages and provides water for free at all their restaurants.

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DISCLOSURE QUESTIONNAIRE CATEGORY	Facilities located in or adjacent to sensitive ecosystems
TOPIC	Company will have rental offices, R&D Kitchen, events center and training center located in Neo Rurale Hub Natural Park.
SUMMARY OF ISSUE	The ecosystem around the Neo Rurale Hub Natural Park is considered sensitive because of an ongoing project of regenerating the lands around the property, by the creation of biodiversity channels and advanced farming technology. It is a private park which has archaeological significance due to the presence old farm buildings as well as serves as a spot for migratory birds. The site does not have any classification or certification by the government.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 10% of the company's facilities will be located in the Neo Rurale Hub Natural Park.
IMPACT ON STAKEHOLDERS	The company has declared that there are no risks to the ecosystem owing to their operations in the Neo Rurale Hub Natural Park.
IMPLEMENTED MGT PRACTICES	The company complies with all local regulation pertaining to their operation in the said location. Beyond that, the company does not have any specific policies or practices for this issue.
REPORT	https://docplayer.it/202037756-Neoruralehub-un-laboratorio-naturale-per-lo-sviluppo-di-soluzioni-innovative-e-sostenibili.html