



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: Casitas Tenorio B&B
Date Submitted: 10/12/2022

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:

Casitas Tenorio B&B

UPDATED AS OF:

10/12/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Significant layoffs of >20% of workforce
ISSUE DATE	March 2020
TOPIC	Significant layoffs due to COVID-19.
SUMMARY OF ISSUE	Casitas Tenorio B&B had to close the hotel due to the COVID-19 pandemic and associated mandatory lock-downs. The company was unable to pay for their entire payroll, which resulted in layoffs.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	8 employees were laid off, representing 100% of the company's employees at that time.
IMPACT ON STAKEHOLDERS	Primary impact was loss of employment for affected employees.
IMPLEMENTED MGT PRACTICES	<p>Casitas Tenorio B&B paid all the corresponding employment benefits and looked for donations to support their laid off employees' families who in majority are low-income. All employees were rehired in 2021 after the business situation improved.</p> <p>No legal proceedings.</p>
OTHER MANAGEMENT COMMENTS	We were heavily impacted by COVID as all the borders shut and we lost all of our guests and income. We had to close and it was terrible. But we have been able to recover and now all people have been reemployed. It was very hard.



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **Casitas Tenorio B&B** UPDATED AS OF: **10/12/2022**

DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Products and Services
TOPIC	Casitas Tenorio B&B is a family project of rural agrotourism that operates an animal farm and has direct control over the treatment of animals in its care. The primary income of the project is accomadation but there is small farm.
SUMMARY OF ISSUE	Casitas Tenorio B&B has cows, sheep , chickens, rabbits and gineua pigs on the farm, with 30 different grass based paddocks which the company rotates the cows.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	At this moment, the company has 3 milking cows and 3 calves.
IMPACT ON STAKEHOLDERS	<p>Casitas Tenorio B&B monitors animal welfare through the Ministry of Agriculture where the company is registered. The Ministry and the National Institute of Tourism conduct regular inspections to check how the company houses, feeds and treats their farm animals.</p> <p>As for the animal welfare concerns related to industrial farming, at this moment the company does not have any particular practice to address these topics, but confirms that all animals are in good conditions, the pasture is improved for them, and the company's workers are trained by the Ministry to monitor animal behavior and the company keeps records of it.</p> <p>Casitas Tenorio B&B treats wildlife with respect and is part of the 'no animal selfies' campaign included in its policy about animal treatment.</p>
IMPLEMENTED MGT PRACTICES	<p>The company uses organic and permaculture methods for its farm, and grows local plants in the gardens to actively protect habitats for animals. Casitas Tenorio B&B also has a reforestation project on its property and periodically plants trees in the local biological corridor. The company uses recycled and salvaged materials in the construction of buildings and furniture. Its organic kitchen waste is either composted or fed to the chickens.</p> <p>As for the KPI on animal welfare, the company affirmed that they use the app that traces the procedures and policies of animal treatment. Finally, Casitas tenorio B&B publicly reports on their progress through Bandera Azul Ecologica reports (third party assessment).</p>
MANAGEMENT COMMENTS	We take pride to ensure that all animals are treated well and we follow best practices outlined by the Ministry of Agriculture.



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Casitas Tenorio B&B

UPDATED AS OF:

10/12/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Biodiversity Impact/Monoculture
SUMMARY OF ISSUE	As a company that manages its own animal farm, Casitas Tenorio B&B operates in an industry in which biodiversity impact is a material environmental issue.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Less than 1% of Casitas Tenorio B&B's revenue comes directly from operating animal farms.
IMPACT ON STAKEHOLDERS	Animal agriculture poses a risk to local ecosystems of flora and fauna as well as the potential degradation of farmed land.
MANAGEMENT COMMENTS	We protect the local flora and fauna to mitigate possible risks, and are involved in wildlife conservation efforts, we have forest areas that we are reforesting and we minimise impact on the local environment. We plant pastures and rotate cattle to ensure the impact is minimal. We use permaculture methods and no chemicals, we use organic farming methods and use grey water and rainwater on our vegetable gardens.



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Casitas Tenorio B&B

UPDATED AS OF:

08/01/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a company that manages its own animal farm, Casitas Tenorio B&B operates in an industry that is water intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Less than 1% of Casitas Tenorio B&B's revenue comes directly from operating animal farms.
IMPACT ON STAKEHOLDERS	As a water intensive industry, animal agriculture poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.
IMPLEMENTED MGT PRACTICES	<p>Casitas Tenorio B&B monitors the water used for the hotel and the farm and is engaged in many water saving practices and techniques.</p> <p>The company has an internal program for the efficient use and protection of water resources. Part of the company's routine maintenance includes checking for water leaks to ensure no water is wasted. The staff are trained in using "green" practices and hotel's guests are encouraged not to use excessive amounts of water by posting signs in each room. Casitas Tenorio B&B collects and uses rainwater in its dairy operation and gardens and lawns use rainwater only. The company plans to implement rainwater tanks in the near future. Finally, the company measures water consumption monthly to achieve the proposed savings goals.</p>
MANAGEMENT COMMENTS	We are a small scale farm and our farming methods are not water intensive at all. We have rainwater tanks set up on all our sheds and we use grey water and rainwater. Any risk is managed.



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Casitas Tenorio B&B

UPDATED AS OF:

08/01/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	As a company that manages its own animal farm, Casitas Tenorio B&B operates in an industry in which energy and carbon emissions is a material environmental issue.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Less than 1% of Casitas Tenorio B&B's revenue comes directly from operating animal farms.
IMPACT ON STAKEHOLDERS	Animal agriculture is a major contributor to global carbon emissions.
IMPLEMENTED MGT PRACTICES	<p>Animal/protein production at Casitas Tenorio B&B is small scale. Carbon used to transport is minimal as protein goes to the hotel. The company is working with the Ministry of Agriculture to develop a carbon neutral farming program.</p> <p>The company measures and manages the energy use through following practices:</p> <ul style="list-style-type: none"> - The company opts for a solar drying area to reduce the amount of electricity used for laundry. - Set its hotel cottages in the landscape in order to reduce the energy used to cool them. - The company uses energy-efficient light bulbs and, where possible, automatic lighting controls. - The water heaters are instant water heaters which use less energy than heaters which keep water warm all the time. - Finally, the company tracks its energy use on a regular basis to see if there are problems that need to be addressed. <p>Casitas Tenorio B&B promotes sustainable tourism and is currently engaged in the Certificate for Sustainable Tourism (CST) and the Blue Flag (Bandera Azul) program</p>
MANAGEMENT COMMENTS	The company has been involved in a Carbon Neutral program with the Ministry of Agriculture and they have been certified as being carbon neutral.