



## 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

PROVIDED BY:

PUJOL

UPDATED AS OF:

August 2020

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		✓
Other		✓

  

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		✓

  

Other Disclosures	Yes	No
		✓

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:

PUJOL

UPDATED AS OF:

August 2020

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Alcohol
<b>TOPIC</b>	Company serves alcohol products
<b>SUMMARY OF ISSUE</b>	PUJOL is a restaurant that earns a material amount of revenue from the sale of alcohol
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 30% of company revenue was earned from the sale of alcohol
<b>IMPACT ON STAKEHOLDER(S)</b>	Alcohol may have a negative impact on the health and well-being of individuals and their communities
<b>IMPLEMENTED MGT PRACTICES</b>	<p>PUJOL is in compliance with local regulation and licensed to serve alcohol at its establishment. Many of the company's alcohol suppliers provide training to PUJOL's staff about their products, ingredients and responsible consumption. The same suppliers provide a diploma to all staff that attend their trainings. These trainings are obligatory for all floor staff and are optional for kitchen staff.</p> <p>Alcohol is not served to minors (under 18 years of age) and staff have the right to ask for proof of age. The restaurant is obliged to only serve alcohol that is accompanied by a meal, this avoids the risk of inebriation. In extreme cases, where the staff observe signs of inebriation from customers, they will cut off the service of alcohol and ask the customer to leave the restaurant. The company also has a policy to not allow entrance to customers that show signs of inebriation.</p>

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Compulsory Overtime
<b>TOPIC</b>	Hourly workers required to steadily work overtime
<b>SUMMARY OF ISSUE</b>	Staff at PUJOL restaurant are contracted to work a 48 hour week but steadily work overtime with an average of 55 hours per week
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	<p>The maximum number of hours that an employee can work in one day is 11 and in one week is 60. Staff alternate overtime amongst themselves, they are paid biweekly and overtime is not compensated in pay but through extra time off.</p> <p>In the previous fiscal year, 100% of employees were subject to required overtime hours at some point during the year. Compulsory overtime was required during approximately 50 weeks in the previous fiscal year.</p>
<b>IMPACT ON STAKEHOLDER(S)</b>	The company informs potential employees during the hiring process that overtime is expected. The company claims that overtime is the norm in the Mexican hospitality industry. Employees are not penalized if they do not accept overtime, overtime is generally shared amongst all employees.

<b>IMPLEMENTED MGT PRACTICES</b>	<p>All employees are provided with a meal during their shift and allocated an extra day of rest when working a week with overtime.</p> <p>The company is planning to increase the amount of employees and changed the schedule to working 8 hours per day and six days a week in the production kitchen.</p> <p>The company hopes that this will curb the amount of overtime required.</p>
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<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Ongoing Litigation
<b>TOPIC</b>	Owner of company involved in ongoing class action lawsuit
<b>SUMMARY OF ISSUE</b>	The chef owner of Pujol is involved in an ongoing class action lawsuit with employees from a sister restaurant in New York,.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	in 2019, 15 employees from Cosme Restaurant in New York filed a class action lawsuit against chef owner Enrique Olvera and 3 other defendants over allegations of labour law violations. Enrique Olvera is also a chef owner of Pujol.
<b>IMPACT ON STAKEHOLDER(S)</b>	Due to the ongoing legal process, the impact on stakeholders is unknown at this moment in time.
<b>IMPLEMENTED MGT PRACTICES</b>	Due to the ongoing legal process, the company is unable to disclose any details regarding this matter at this moment in time.