



## 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: Much Better Adventures  
Date Submitted: 07/11/2022

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:

Much Better Adventures

UPDATED AS OF:

07/11/2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Significant layoffs of >20% of workforce
<b>ISSUE DATE</b>	2018 - 2020
<b>TOPIC</b>	Significant layoffs due to - 1. July 2018 [redundancies resulting from pursue of a specific growth strategy ] 2. Oct 2020 - [redundancies due to Covid 19]
<b>SUMMARY OF ISSUE</b>	<p>1. July 2018 - Total 17 employees laid off 6 due to redundancies - 35%. In late 2017 employed additional employees in order to pursue a specific growth strategy but by 2018 company needed a different approach to achieve goals for a new vision. Company made a significant change to its growth strategy resulting in some roles were no longer required.</p> <p>2. Oct 2020 - Total 18 employees laid off 4 due to redundancies - 22%</p> <p>Due to Covid-19 company's sales dropped to zero within a week, with all departures canceled and did not qualify for any Government schemes or loans. Majority of the UK team on full-time furlough and company topped up the pay of all employees, all employees received 80% of their usual salary. End of July 2020, the Government announced that the furlough scheme would be winding down by the end of October.</p> <p>With no sales or revenue coming in, company reduced roles.</p>
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	In late 2017 employed additional employees in order to pursue a specific growth strategy but by 2018 company needed a different approach to achieve goals for a new vision. Company made a significant change to its growth strategy resulting in some roles were no longer required
<b>IMPLEMENTED MGT PRACTICES</b>	<p>1. July 2018. All layoffs were conducted with a proper legal separation agreement. Employees laid off were provided with one month's paid notice without requiring to work and were supported by the company founders in finding new roles elsewhere. No legal proceedings took place.</p> <p>2. Oct 2020. Company paid 3 months severance pay was paid for all employees made redundant and laid off. All 4 laid off had been with the company for less than a year at the point Covid hit. Significant efforts were made to connect and introduce all those affected to secure employment. Eg. CEO set up an interview for one of our customer service team at another company he had connections with, and was hired by them immediately. With company's support, the 3 UK-based employees found alternative employment before their paid notice. No legal proceedings took place as a result of this redundancy round.</p>
<b>IMPLEMENTED MGT PRACTICES CONT.</b>	<p>All layoffs we conducted in Employees laid off were provided with one month's paid notice without requiring to work and were supported by the company founders in finding new roles elsewhere. No legal proceedings took place.]</p> <p>[Oct 2020 - Total 18 employees laid off 4 due to redundancies - 22%</p> <p>Due to Covid-19 company's sales dropped to zero within a week, with all departures canceled and did not qualify for any Government schemes or loans. Majority of the UK team on full-time furlough and company topped up the pay of all employees, all employees received 80% of their usual salary. End of July 2020, the Government announced that the furlough scheme would be winding down by the end of October.</p> <p>With no sales or revenue coming in, company reduced roles.</p> <p>Support Provided</p> <p>Company paid 3 months severance pay was paid for all employees made redundant and laid off. All 4 laid off had been with the company for less than a year at the point Covid hit.</p> <p>Significant efforts were made to connect and introduce all those affected to secure employment. Eg. CEO set up an interview for one of our customer service team at another company he had connections with, and was hired by them immediately. With company's support, the 3 UK-based employees found alternative employment before their paid notice. No legal proceedings took place as a result of this redundancy round.]</p>