



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: PLEIA
Date Submitted: 12/21/2022

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:

PLEIA

UPDATED AS OF:

12/21/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Operates in conflict zones
ISSUE DATE	December 2022
TOPIC	Company operates in dangerous neighborhoods
SUMMARY OF ISSUE	Company operates in neighborhoods controlled by armed ilegal groups, 10% of sales comes from services provided in these areas
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>Being a service company, the end customer is the one who requests the service in the coverage areas that the company has. Mainly PLEIA serves the metropolitan area of the city of Bogotá and the metropolitan area of the city of Medellín and for both it provides services in neighboring municipalities no more than 2 hours away from the urban area.</p> <p>In the aforementioned coverage areas, there are areas of armed conflict, drug sales and other illegal activities. The service It consists of going to the area and providing the service requested by the client. Approximately 10% of sales come from areas of armed conflict by criminal gangs. However, it is unknown whether or not the client has influence or relationship to the conflict.</p>
IMPACT ON STAKEHOLDER(S)	As it is a service, the frequency is linked to the demand, normally the company enters conflict zones at least 2 or 3 times a week
RELATED INCIDENTS (YES/ NO)	<p>"A couple of years ago, the company had an experience where one of the workers was affected by conflict. Illegaly armed groups retained, threatened and intimidated the worker, extorting and requesting ransom money, using a fake service. Thanks to collaboration with police and the army the situation was controlled and PLEIA managed to remove both the vehicle and the worker from the area. Based on this experience, the company made 2 decisions:</p> <ol style="list-style-type: none">1. Life insurance and protection for all drivers exposed to these areas. PLEIA pays 100% of the insurance and the coverage it offers.2. Mitigation protocols for ghost services were established, where the company asks the user interested in the service to provide identification, pay in advance and send an exact location of where the pet will be picked up. On the other hand, if it is in a rural area, the company requests that the body be transferred to an urban area of the city and the service is carried out there."
REPORT	
MANAGEMENT COMMENTS	