



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: Movida Aluguel de Carros
 Date Submitted: 12/11/2019

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		
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		
		✓

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		
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: Movida Aluguel de Carros

UPDATED AS OF: 12/11/2019

DISCLOSURE QUESTIONNAIRE CATEGORY	Material litigation or arbitration against company - Labor (Employees Internal)
TOPIC	Labor lawsuits filed by Movida Aluguel de Carros employees
SUMMARY OF ISSUE	Labor suits involve a range of actions, which principally include claims for overtime, working conditions and compensation.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>Over a five year period, Movida Aluguel de Carros had 1,042 labor lawsuits with a total claim cost of US\$7.2M and a projected payout value of US\$1.5M, yielding a 20.8% expected payout rate. Case classifications are divided below:</p> <ul style="list-style-type: none"> - 803 employee lawsuits, company has 3,879 total employees. Evenly distributed across the years, employee lawsuits would be a litigation rate of 4.1% of employees per year. - 67 intermediary lawsuits - 172 contractor lawsuits <p>The employee lawsuits focused mainly on issues involving overtime, there were also other cases that were related to compensation and working conditions.</p>
IMPACT ON STAKEHOLDER(S)	Financial Impact
RESOLUTION	Of the 803 employee lawsuits, 288 were pending and 720 were settled.
IMPLEMENTED MGT PRACTICES	<p>Movida Aluguel de Carros has implemented several management practices to mitigate the risk of future labor litigation and to tackle and address some of the key causes of litigation. These include 1) the creation of dedicated team for labor litigation prevention, 2) Creation of support and a grievance mechanism for all employees, 3) Employee experience and performance evaluation, 4) Dedicated team to manage company lawsuits, 5) Implementation of process termination agreements policy, 5) Periodic evaluation of outsourced offices to ensure consistent quality of labor proceedings, 6) New hiring software that automates work schedules.</p> <p>Movida Aluguel de Carros also created an Action Plan to mitigate the risk of further litigation and improve employee working conditions and satisfaction. These cover three areas:</p> <ul style="list-style-type: none"> - Overtime - Meal and Rest Breaks - Employee Commission <p>The company created targets within each area for HR, Legal, Compliance and Regional Management that will be monitored on either a monthly or annual basis.</p>
OTHER MANAGEMENT COMMENTS	<p>The company has confirmed that there has been a drop in labor litigation over the past two years which is part due to the more robust policies and procedures that the company has implemented in relation to employees and also a change in national labor legislation in Brazil.</p> <p>Over the past five years, the company has paid only 14% of the value of the total claimed in labor litigation to date.</p>