

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

Other Disclosures

Industries & Products	Yes	No
Please indicate if the company is involved in pro-	oduction of or tra	ide in any the
following. Select Yes for all options that apply.		
Animal Products or Services		√
Biodiversity Impacts		√
Chemicals		$\sqrt{}$
Company Explanation Of Disclosure Item Flags		√
Disclosure Alcohol		√
Disclosure Firearms Weapons		V
Disclosure Mining		V
Disclosure Pornography		√
Disclosure Tobacco		V
Energy and Emissions Intensive Industries		√
Fossil fuels		√
Gambling		V
Genetically Modified Organisms		V
Illegal Products or Subject to Phase Out		V
Industries at Risk of Human Rights Violations		V
Monoculture Agriculture		V
Nuclear Power or Hazardous Materials		V
Payday, Short Term, or High Interest Lending		V
Water Intensive Industries		V
Other		Į į
	-	<u>L</u>
Supply Chain Disclosures	Yes	No
Please indicate if any of the following statemen	ts are true regard	ding your
company's significant suppliers.		
Business in Conflict Zones		√
Child or Forced Labor		√
Negative Environmental Impact		V
Negative Social Impact		√
Other		V

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 Prease indicate if the following statements are true regarding whether or not to company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Animal Testing Company probibits freedom of association/collective bargaining Company probibits freedom of association/collective bargaining Company probibits freedom of association/collective bargaining Company workers are prisoners Condimation 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 Value of the provided to show wage calculation and deductions Sale of Data Tax Reduction Through Corporate Shells Workers and Formal Shells Workers and Formal Shells Workers Under Bond Other	Outcomes & Penalties	True	False
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 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 Practices True False Please indicate if the following statements are true regarding whether or not the statement is true, select "Yes." If false, select "No." Animal Testing Company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Onmany Explanation Of Disclosure Item Flags Company Explanation Of Disclosure Item Flags Company prohibits freedom of association/collective bargaining Company prohibits freedom of association/collective bargaining Company prohibits freedom of Association of Right to Work Does not transparently report corporate financials to government Employs Individuals on Zero-Hour Contracts Fracilities 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 Paysilips 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 and Formal Affairs Workers and Event Bond Workers and Event Bond	Please indicate if the company has had any forma	l complaint t	o a regulatory
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 Financial Reporting, Taxes, Investments, or Loans Financial Reporting, Taxes, Investments, or Loans Alexardous 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 Recails Significant Layoffs Violation of Indigenous Peoples Rights Other Practices Practices True False Please indicate if the following statements are true regarding whether or not to 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/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age) Company prohibits freedom of association/collective bargaining Company prohibits freedom of association/collective bargaining Company prohibits freedom of association/collective bargaining Company workers are prisoners 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 paid below minimum wage Workers for the Under Bond	agency or been assessed any fine or sanction in the	he past five	years for any of
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 prohibits freedom of association/collective bargaining Company prohibits freedom of association of Collective bargaining	the following practices or policies. Check all that a	pply.	T
Bribery, Fraud, or Corruption Company Explanation Of Disclosure Item Flags Company has filed for bankruptcy Consumer Protection Financial Reporting, Taxes, Investments, or Loans Flazardous 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 to company engages in the following practices. Check all that apply. If the statement is true, select "No." Animal Testing Company Explanation of Disclosure Item Flags Company prohibits freedom of association/collective bargaining and pragraming and promotes 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 No 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 paid below minimum wage Verviewed Data and Adminimum wage Workers Under Bond	•		<u> </u>
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 Penalities 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 to company engages in the following practices. Check all that apply. If the statement is true, select "No." Animal Testing Company Suppliers Employ Under Age 15 (Or Other ILLO Minimum Age) Company prohibits freedom of association/collective bargaining Company workers are prisoners Conduct Business in Conflict Zones Conduct Business in Conflict Zones 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 paid below minimum wage Workers Punder Bond			N,
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 to 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/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age) 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 Payesips not provided to show wage calculation and deductions Sale of Data Tax Reduction Through Corporate Shells Workers and Eleva Site during non-working hours Workers paid below minimum wage Workers Duder Bond			√, , , , , , , , , , , , , , , , , , ,
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 to company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If faise, select "No." Animal Testing Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age) Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age) 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 Hourty 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 and Provided Clean Drinking Water or Toliets Workers Under Bond			N,
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 to 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 ILLO Minimum Age) Company prohibits freedom of association/collective bargaining Company prohibits freedom of association/collective bargaining Company workers are prisoners 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 and Delow minimum wage Workers Under Bond			V
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 to 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 Explanation of Disclosure Item Flags 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 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 annot leave site during non-working hours Workers paid below minimum wage Workers Under Bond			√,
Labor Issues Large Scale Land Conversion, Acquisition, or Relocation Uitigation 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 to company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Animal Testing CompanySuppliers Employ Under Age 15 (Or Other ILO Minimum Age) Company Explanation Of Disclosure Item Flags Company Explanation Of Disclosure Item Flags 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 annot leave site during non-working hours Workers paid below minimum wage Workers Under Bond			√,
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 to 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 paid below minimum wage Workers Under Bond	Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		√
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 to 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 paid below minimum wage Workers Under Bond	Labor Issues		√
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 Explanation Of Disclosure Item Flags 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 paid below minimum wage Workers Under Bond Workers Under Bond Workers Under Bond Workers Under Bond	Large Scale Land Conversion, Acquisition, or Relocation		√
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 annot leave site during non-working hours Workers paid below minimum wage Workers Under Bond	Litigation or Arbitration	V	
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 Vib 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 and Delow minimum wage Workers Under Bond	On-Site Fatality		V
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 paid below minimum wage Workers Under Bond	Penalties Assessed For Environmental Issues		√
Significant Layoffs Violation of Indigenous Peoples Rights Other Practices Please indicate if the following statements are true regarding whether or not to 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 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 paid below minimum wage Workers Under Bond	Political Contributions or International Affairs		√
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 √ Condition 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 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 √ Worker	Recalls		V
Violation of Indigenous Peoples Rights √ Other √ Other √ 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 √ Conduct Business in Conflict Zones √ 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	Significant Layoffs		Ţ
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 √ Workers cannot leave site during non-working hours Workers paid below minimum wage √ Workers Under Bond	Violation of Indigenous Peoples Rights		Ť Ž
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 ILLO 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 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 paid below minimum wage Workers Under Bond			j
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 ILLO 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 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 paid below minimum wage Workers Under Bond		.1	<u>Y</u>
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 ILLO 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 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 paid below minimum wage Workers Under Bond			
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 paid below minimum wage Workers Under Bond	Practices	Truo	Falso
ILO Minimum Age) Company Explanation Of Disclosure Item Flags 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 paid below minimum wage √ Workers Under Bond	Please indicate if the following statements are true company engages in the following practices. Chec	regarding v	vhether or not th
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 √ Workers cannot leave site during non-working hours Workers paid below minimum wage √ Workers Under Bond	Please indicate if the following statements are true company engages in the following practices. Chec statement is true, select "Yes." If false, select "No. Animal Testing	regarding v	vhether or not th
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 paid below minimum wage √ Workers Under Bond	Please indicate if the following statements are true company engages in the following practices. Chec statement is true, select "Yes." If false, select "No. Animal Testing Company/Suppliers Employ Under Age 15 (Or Other	regarding v	whether or not the ply. If the
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 paid below minimum wage ✓ Workers Under Bond	Please indicate if the following statements are true company engages in the following practices. Chec statement is true, select "Yes." If false, select "No. Animal Testing Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	regarding v	whether or not the ply. If the
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	Please indicate if the following statements are true company engages in the following practices. Chec 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	regarding v	whether or not the ply. If the
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 paid below minimum wage ✓ Workers Under Bond	Please indicate if the following statements are true company engages in the following practices. Chec statement is true, select "Yes." If false, select "No. Animal Testing Company/Suppliers Employ Under Age 15 (Or Other IILO Minimum Age) Company Explanation Of Disclosure Item Flags Company prohibits freedom of association/collective bargaining	regarding v	whether or not the ply. If the
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 paid below minimum wage ✓ Workers Under Bond	Please indicate if the following statements are true company engages in the following practices. Chec statement is true, select "Yes." If false, select "No. Animal Testing Company/Suppliers Employ Under Age 15 (Or Other IILO Minimum Age) Company Explanation Of Disclosure Item Flags Company prohibits freedom of association/collective bargaining Company workers are prisoners	regarding v	whether or not the ply. If the
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 paid below minimum wage ✓ Workers Under Bond	Please indicate if the following statements are true company engages in the following practices. Chec statement is true, select "Yes." If false, select "No. Animal Testing Company/Suppliers Employ Under Age 15 (Or Other IILO Minimum Age) Company Explanation Of Disclosure Item Flags Company prohibits freedom of association/collective bargaining Company workers are prisoners Conduct Business in Conflict Zones	regarding v	whether or not the ply. If the
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 √	Please indicate if the following statements are true company engages in the following practices. Chec statement is true, select "Yes." If false, select "No. Animal Testing Company/Suppliers Employ Under Age 15 (Or Other IILO 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	regarding v	whether or not the ply. If the
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	Please indicate if the following statements are true company engages in the following practices. Chec statement is true, select "Yes." If false, select "No. Animal Testing Company/Suppliers Employ Under Age 15 (Or Other IILO 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	regarding v	vhether or not the ply. If the
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	Please indicate if the following statements are true company engages in the following practices. Chec statement is true, select "Yes." If false, select "No. Animal Testing Company/Suppliers Employ Under Age 15 (Or Other ILLO 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	regarding v	vhether or not the ply. If the
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	Please indicate if the following statements are true company engages in the following practices. Chec statement is true, select "Yes." If false, select "No. Animal Testing Company/Suppliers Employ Under Age 15 (Or Other ILLO 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	regarding v	vhether or not the ply. If the
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 √	Please indicate if the following statements are true company engages in the following practices. Chec 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	regarding v	whether or not the ply. If the
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 √	Please indicate if the following statements are true company engages in the following practices. Chec 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	regarding v	whether or not the ply. If the
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 √	Please indicate if the following statements are true company engages in the following practices. Chec statement is true, select "Yes." If false, select "No. Animal Testing Company/Suppliers Employ Under Age 15 (Or Other ILLO 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	regarding v	whether or not the ply. If the
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 √	Please indicate if the following statements are true company engages in the following practices. Chec statement is true, select "Yes." If false, select "No. Animal Testing Company/Suppliers Employ Under Age 15 (Or Other ILLO 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	regarding v	whether or not the ply. If the
Workers cannot leave site during non-working hours $\sqrt[3]{}$ Workers not Provided Clean Drinking Water or Toilets $\sqrt[3]{}$ Workers paid below minimum wage $\sqrt[3]{}$ Workers Under Bond $\sqrt[3]{}$	Please indicate if the following statements are true company engages in the following practices. Chec statement is true, select "Yes." If false, select "No. Animal Testing Company/Suppliers Employ Under Age 15 (Or Other IILO 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	regarding v	whether or not the ply. If the
Workers not Provided Clean Drinking Water or Toilets $\sqrt[7]{}$ Workers paid below minimum wage $\sqrt[7]{}$ Workers Under Bond $\sqrt[7]{}$	Please indicate if the following statements are true company engages in the following practices. Chec statement is true, select "Yes." If false, select "No. Animal Testing Company/Suppliers Employ Under Age 15 (Or Other ILLO 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	regarding v	whether or not the ply. If the
Workers paid below minimum wage $\sqrt{}$ Workers Under Bond $\sqrt{}$	Please indicate if the following statements are true company engages in the following practices. Chec 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	regarding v	whether or not the ply. If the
Workers Under Bond √	Please indicate if the following statements are true company engages in the following practices. Chec 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	regarding v	whether or not the ply. If the Section 1. The secti
	Please indicate if the following statements are true company engages in the following practices. Chec 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	regarding v	whether or not the ply. If the Section 1. The secti
	Please indicate if the following statements are true company engages in the following practices. Chec statement is true, select "Yes." If false, select "No. Animal Testing Company/Suppliers Employ Under Age 15 (Or Other ILLO 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	regarding v	whether or not the ply. If the Section 1. The secti
Outor 1 1	Please indicate if the following statements are true company engages in the following practices. Chec 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 paid below minimum wage	regarding v	whether or not the ply. If the Section 1. The secti



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)	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:
	 - 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
	The employee lawsuits focused mainly on issues involving overtime, there were also other cases that were related to compensation and working conditions.
IMPACT ON STAKEHOLDER(S)	Financial Impact
RESOLUTION	Of the 803 employee lawsuits, 288 were pending and 720 were settled.
IMPLEMENTED MGT PRACTICES	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.
	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:
	OvertimeMeal and Rest BreaksEmployee Commission
	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.
OTHER MANAGEMENT COMMENTS	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.
	Over the past five years, the company has paid only 14% of the value of the total claimed in labor litigation to date.