



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: The Delphi Group
 Date Submitted: 08/01/2021

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		✓
Off-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:

Solbayres

UPDATED AS OF:

07/01/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Off-Site Fatality
ISSUE DATE	December 2018
TOPIC	A company employee was killed as a result of a traffic accident.
SUMMARY OF ISSUE	A company employee was hit by a bus while carrying out his duties in December 2018. Although transported directly to the hospital, the employee died seven days after from his injuries.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The company has only had one incident of an employee fatality in the past five years.
IMPACT ON STAKEHOLDERS	Loss of life and impact to family and loved ones of victim.
REPORT	The company worked with a third party to send out security alerts about the incident. The company modified internal procedures to assure safe working conditions related to these type of vehicles. Also, the company trained all employees about these safety measures.
OTHER MGT COMMENTS	The company hired the employee's wife as a permanent worker in 2019. She was the first woman working from the Union in an operational level.



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PROVIDED BY:

Solbayres

UPDATED AS OF:

07/01/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Penalties, Sanctions or Fines
ISSUE DATE	2017 - present
TOPIC	The company has received various sanctions from their client, the Government of Buenos Aires, in relation to their waste collection services.
SUMMARY OF ISSUE	The Government of Buenos Aires, who is a client of the company, issued fines against them for the following issues: lack of waste collection from containers after hours, delay in the maintenance of the GPS reading and ID TAGs devices of the trucks, unemptied waste paper contrainers and lack of manual sweeping.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Over the past five years, the company has received fines that amount to a total of 10% of the company's 2020 revenue.
IMPACT ON STAKEHOLDERS	Poorly delivered sanitation services can result in negative impact to the surrounding public.
RESOLUTION	As a resolution to the fines, the company ensured collection of the waste bags outside the container, installed ID TAG devices in the containers to control the emptying by reading said device with the antenna installed on the truck, implemented a 24-Hour Monitoring Center for the GPS tracking of the trucks assigned to the routes, and implemented the maintenance of the GPS equipment and the reading of TAGs of the trucks.
IMPLEMENTED MGT PRACTICES	The Operations Manager conversed with the Supervisor and employees to reduce the risk of reoccurrence. The company also performend checks on the route to ensure the quality of the service. Where the company confirms that waste was not properly collected, they request a sanction. The company trained employees in regards to the importance of completing all the services included in their client contracts.
REPORT	All reports are presented to the GCABA (Gobierno de la Ciudad de Buenos Aires) and its inspections areas.
OTHER MGT COMMENTS	Throughout the Relationship Program with the Community, we visit the neighbors affected by the lack of services. We regularly consult with the users of the services in our operating zone to receive feedback of our work and give advice for a better use of the services we provide.