



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: Femme - Laboratório da Mulher
 Date Submitted: 10/14/2022

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: **Femme - Laboratório da Mulher** UPDATED AS OF: **10/14/2022**

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation, Arbitration and Penalties
ISSUE DATE	Ongoing
TOPIC	Labor litigation and Penalties
SUMMARY OF ISSUE	Labor suits involve a range of actions filed by former employees, autonomous workers and the Public Ministry of Labor relating, among other things, to severance pay, additional wages, overtime, amounts due to subsidiary liability, restriction to use the bathroom and lack of eating and resting space for workers.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the last 5 years, Femme had 69 labor lawsuits filed against the company. The total amount claimed in said proceedings is approximately BRL 3.7MM.
IMPACT ON STAKEHOLDERS	The primary impacts related to labor litigation is a financial and wellbeing impact on employees and other third party contractors.
RESOLUTION	<p>(i) Pending cases: 18 cases. The total amount claimed is BRL 1.1MM.</p> <p>(ii) Closed cases: 51 cases. From these, 23 were settled with payment, 9 were discontinued or archived, 6 were ruled in favor of the company and 13 were ruled against the company. From this last group, the company is appealing the decision in 7 cases. The total amount claimed in those cases is BRL 2.6MM and the payout rate of 17%.</p> <p>The cases ruled against the company relates to severance pay, additional wages, overtime and amounts due to subsidiary liability. In 2019, the company was investigated by the Public Ministry of Labor regarding overtime involving interns and minors. The company was required to sign a Conduct Adjustment Agreement (TAC in Portuguese) agreeing to take measures to mitigate long work journeys involving interns and minors.</p>
IMPLEMENTED MGT PRACTICES	<p>To avoid future occurrences of overtime involving minors and interns, the company adopted a more restrict control over employees work journeys. Managers are also informed about the work interns are allowed to do and their expected working hours. In addition to that, the TAC signed by the company also establishes a fine of BRL 5,000 for each intern working overtime. The company is currently seeking new software features to prevent inadvertent extensions of intern work journeys.</p> <p>Regarding the pending cases related to restriction to use bathrooms, the company declares that these claims do not reflect the reality. The company asks for employees working in communications to inform in the system when they need a bathroom break to redirect the calls they may receive while away from their desks. Femme claims that there are no restrictions to the use of bathroom in any circumstances.</p> <p>Concerning the allegations of lack of eating and resting spaces for workers, Femme claims to have remodeled its facilities, increasing the space designed for workers to eat and rest during breaks. In addition to that, the company also established scheduled breaks for all employees to be able to make sure they can use all available facilities. Femme also started offering on-site massage and labor gymnastics.</p> <p>Femme also claims to have reviewed all job descriptions and updated payments according to the recognition of the dangers and possible unhealthy conditions to which workers would be exposed to while executing their functions.</p>



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Femme - Laboratório da Mulher

UPDATED AS OF:

10/10/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation and Arbitration
ISSUE DATE	Ongoing
TOPIC	Litigation related to services offered
SUMMARY OF ISSUE	Lawsuits involve a range of actions filed by clients/consumers relating, among other things, mistaken diagnosis and medical exams not correctly conducted.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the last 5 years, Femme had 29 civil lawsuits filled against the company. The total amount claimed in said proceedings is approximately BRL 1MM.
IMPACT ON STAKEHOLDERS	The primary impacts related to civil litigation is a financial and wellbeing impact on consumers.
RESOLUTION	<p>(i) Pending cases: 9 cases. The total amount claimed is BRL 0.6MM.</p> <p>(ii) Closed cases: 20 cases. From these, 3 were archived or discontinued, 10 were ruled in favor of the company, 3 were settled with payment, and 4 ruled against the company. The total amount claimed in those cases is BRL 0.4MM and the payout rate of 17%.</p> <p>The cases ruled against the company relates to delivering exam results to the wrong person and denying service in reason of issues with patients' healthcare insurance.</p>
IMPLEMENTED MGT PRACTICES	<p>"To mitigate the risk involved in the medical services offered to their clients, Femme implemented a monthly review of each service areas to address complaints or customers' requests. After the review, the company classifies the risks identified into different severity/ relevance. Based on these classifications, Femme establishes action plans to solve the issue and mitigate possible recurrences.</p> <p>The company also clarifies that most investigated cases result in no further action because no errors or risks are identified."</p>



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DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation, Arbitration and Penalties
ISSUE DATE	2016, 2017 and 2018
TOPIC	Tax Litigation
SUMMARY OF ISSUE	The company is being executed for not paying municipality taxes in 2016, 2017 and 2018.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the last 5 years, Femme had 3 tax litigation cases filed against the company. The total amount claimed in said proceedings is approximately BRL 40,000.00.
IMPACT ON STAKEHOLDERS	Errors on financial reporting or tax payments can have negative impacts for the company, employees and surrounding communities.
IMPLEMENTED MGT PRACTICES	The company declares that they only became aware of this debt in 2021 and that 30% of the total owed to the government has already been paid. The company is currently discussing with local authorities the circumstances for paying the remaining value.
RESOLUTION	The company is being required to pay in full the taxes due to the Municipality of São Paulo.