



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: Bombas
 Date Submitted: 02/16/2021

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	✓	
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:

Bombas

UPDATED AS OF:

02/16/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation; Regulatory Inquiries
ISSUE DATE	(1) The Late 2014 - Early 2015 Incident and (2) The Late 2016 - Early 2017 Incident
TOPIC	Regulatory inquiries and class action lawsuit resulting from potential data breaches
SUMMARY OF ISSUE	<p>"The Late 2014 - Early 2015 Incident: In 2018, Bombas discovered that malware, which provided access to certain consumer information, was present in the code of its third party e-commerce platform (which was developed and managed by an outside vendor) from January 15, 2015 until it was removed on February 9, 2015. The data accessed may have included personal information such as names, addresses, and credit card information. This incident was disclosed to potentially impacted consumers and government authorities in 2018. Certain state Attorneys General instituted claims against Bombas alleging that Bombas did not notify individuals or state officials in a timely manner.</p> <p>The Late 2016 - Early 2017 Incident: Separately in 2019, as part of a review of data security, Bombas discovered that malicious code designed to scrape credit card numbers and other personal information may have been present on its site, which is powered by Shopify, as early as November 11, 2016. Bombas launched an investigation to determine whether personal information of our customers was potentially exposed, and on May 20, 2020, Bombas received an investigative report, which could not rule out the possibility that the malicious code could have successfully scraped customer information. The report also confirmed that a new security feature, which was added to the e-commerce platform on February 16, 2017, prevented the malicious code from functioning after that date. The data accessed may have included personal information such as names, addresses, and credit card information. This incident was disclosed to potentially impacted consumers and government authorities in June 2020.</p> <p>In 2020, a class action lawsuit stemming from the 2016 data security incident was filed in the Northern District of California."</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>"Approximately 122,000 total customers in the aggregate may have been impacted by the data security incidents.</p> <p>Civil penalties have been assessed by some state regulators, and a settlement has been reached in the class action lawsuit. In sum, the aggregate amount of civil penalties and settlement funds related to both data security incidents accounted for less than 0.2% of the company's annual net revenue for the fiscal year ended June 30, 2021."</p>
IMPACT ON STAKEHOLDERS	Potentially affected customers may have had personal and credit card data exposed. Limited reports of misuse (fewer than 50) were recorded during the time of the incidents. No further misuse related to these incidents has been reported.
IMPLEMENTED MGT PRACTICES	Following the data security incidents, Bombas has implemented various policies regarding privacy and data security, implemented all regulatory recommendations and continues to implement and work towards best practices related to privacy and data security.
RELATED INCIDENTS (YES/NO)	All related incidents described above
RESOLUTION	Bombas has settled and/or responded to all regulatory inquiries in connection with both data security incidents. Bombas has also entered into a settlement in connection with the class action lawsuit filed in the Northern District of California.