



## **B Lab Statement on Rice & Company LLC B Corp Certification**

B Lab's independent Standards Advisory Council has rendered the following decision and guidance regarding eligibility for B Corp Certification for companies providing tax advisory services:

*"Companies in the tax advisory industry are eligible for B Corp Certification if they are able to confirm that their tax philosophy, used to provide services and recommendations to clients, aligns with the company specific principles listed in B Lab's framework, specifically, 1) the tax advice provided appropriately reflects the actual amount of income generated by the client over time; and, 2) the tax advice provided to a client for a jurisdiction appropriately reflects the actual operations of the client in that jurisdiction."*

Rice & Company LLC is required to disclose a summary of how it complies with the above requirements as a part of its B Corp Certification. For more information on the review process, please refer to B Lab's position statement on Companies that Provide Tax Advisory Services and B Corp Certification [here](#).

### **Summary of Company**

Rice & Company LLP is an accounting and consulting firm based in Canada with 15 employees. Rice&CO's tax department, which constitutes approximately 20% of their annual revenue, provides broad tax-related services, including regulatory services related to preparation of federal and provincial tax returns, as well as tax consulting services. Their clients include, but are not limited to, individuals, non-profit organizations, and small-midsize businesses. In terms of fees, Rice&CO charges flat fees from their clients, which means that they do not work on a success fee or take a percentage of any tax saved.

### **Rice & Company LLC's Policies and Practices**

In alignment with the requirements and principles stated in B Lab's position statement for companies that provide tax advisory services, Rice & Company LLC has a philosophy statement for the tax advice that they provide to their clients and their own engagement with governments and tax regulators, which has been shared with all their employees. The philosophy statement reads as follows:

*"Rice & Company LLP is proud of our status as a Certified B Corp. As part of that commitment and in recognition of the role that taxes play in contributing to a healthy society, we use our professional judgment to provide advice regarding tax positions with multiple potential interpretations that accurately reflects the income and operations of the client in each jurisdiction for which the client seeks our advice based on the details of the client's income and operations provided to us, and do not advise clients to take a position unless we believe it has*



*at least a reasonable basis for being sustained by applicable tax authorities. If a client takes a tax position despite our advice to the contrary, we reserve the right to stop work for and terminate such client. In accordance with this tax philosophy, we engage with government and tax authorities on a collaborative basis and limit our advocacy activities with such authorities to (a) work for specific clients in need of regulatory compliance assistance, (b) membership with CPA Canada, which advocates for the interests of the accounting industry as a whole (which may sometimes include limited tax advocacy), and (c) membership with the Canadian Tax Foundation, an independent, non-partisan, non-profit tax research organization under the joint sponsorship of the CPA Canada and the Canadian Bar Association. We maintain compliance with this policy through regular training of our employees and partners, internal policies on conduct, engagement documentation with our clients, and client retention reviews.”*

Rice&Co prohibits any company employee from engaging in unlawful activities and in accordance with CPA Canada’s Rules of Professional Conduct, has a duty to withdraw from an engagement if they detect that their client is engaged in an unlawful or fraudulent activity. This duty is outlined in all client engagement letters.

Rice&Co complies with all CPA Canada and government standards and follows the [Rules Professional Conduct](#). They are certified by the CPA Institute in each jurisdiction in which they provide services, presently Alberta and British Columbia, and claim to comply with all of the applicable professional standards.

The firm has a conflict of interest policy in accordance with the CPA Canada rules to check for conflicts of interest and independence related to client relations. Further, the firm has its own Code of Conduct, included in the employee handbook, that applies to all persons performing the functions of or services of the firm, including Partners, employees, independent contractors or any agents engaged by the firm. The Code of Conduct is intended to promote honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships; compliance with applicable laws and governmental rules and regulations; prompt internal reporting of violations of the Code; and accountability for adherence to the Code. The firm has engaged the services of an external HR firm that provides an avenue for Rice&CO personnel to anonymously report conduct that may be unethical, illegal, in violation of professional standards, or otherwise inconsistent with the Code of Conduct.

The firm performs an annual compliance check through an annual compliance questionnaire that must be completed and signed by all employees.