



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: Inhabit Hotels

Date Submitted: 11/16/2022

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: **Inhabit Hotels** UPDATED AS OF: **11/16/2022**

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a Hotel, the company is in the Service with Significant Environmental Footprint sector and operates in an industry that is water intensive. Aspects of the industry that make it water intensive include cleaning of the facility and water supply for guests rooms for the consumption of drinking and the use of washroom/bathroom.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Inhabit Hotels has not determined specific water intensity as the consumption is based on the occupancy of the guest rooms at their facility.
IMPACT ON STAKEHOLDERS	As a water intensive industry, the accomodation industry poses risks such as water stress or depletion of local water sources if water use is not appropriately managed. Inhabit Hotel's main water supply comes from Thames Water who source 70% of the water from rivers in the region and 30% from aquifer. As most of the water supply comes from rivers, the environmental and navigational needs of other stakeholder are impacted. Thames water monopolises water supply in the region so there are no other viable alternatives. Inhabit Hotel's operations are not located in a water stressed region.
IMPLEMENTED MGT PRACTICES	Inhabit Hotel has limited the facilities' bathtub to 5 nos and the balance 83 rooms are fitted with showers. The taps installed are with 6 litres per minute water flow restrictors and showers have a 9 litres per minute. Each floor in the hotel facility is fitted with filtered water stations to cater to guest drinking water requirement as when they require. No additional plastic bottled water is placed in the guest rooms. Water softeners are installed to soften the water and reduce consumption. Routine maintenance check is carried out by Maintenance team to detect leaks in the flow. Inhabit Hotel works with Con-Serve to monitor the consumption of water in terms of room occupancy. Con-Serve conduct assessment of hotel's usage and provide them with the benchmark report in comparison with the typical and good practice in the region.



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **Inhabit Hotels** UPDATED AS OF: **11/16/2022**

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	As a Hotel, the company is in the Service with Significant Environmental Footprint sector and , company operates in an industry that is energy intensive. Aspects of the industry that make it energy intensive mainly includes water boilers and electricity for the room heating and cooling.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Company does not track energy intensity or carbon intensity per unit.
IMPACT ON STAKEHOLDERS	Industries with energy and emission intensive productions can contribute to GHG production which contributes to environmental harm.
IMPLEMENTED MGT PRACTICES	<p>For the use use of gas, Inhabit Hotel uses 100% green gas.</p> <p>For electricity, Inhabit Hotel uses 3% Coal, 39% natural gas, 5% Nuclear, 50% Renewable & 3 % other source of electricity supplied by their local electricity supplier.</p> <p>The hotel facility has an energy control key card system which controls the usage of electricity in the rooms.</p> <p>They have also LED bulbs installed in all the guest rooms and public spaces, sensor lights installed in the external area of the building.</p> <p>Facility has limited number of power switches and limited number of guest amenities are placed in the rooms.</p> <p>Inhabit Hotel works with Con-Serve to monitor their consumption of energy in terms of room occupancy. Con-Serve conducts assessment on their usage and provide them with the benchmark report in comparison with the typical and good practice in UK</p>