



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: Meow Wolf
 Date Submitted: March 30, 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:

Meow Wolf

UPDATED AS OF:

March 30, 2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Freedom of association and collective bargaining
ISSUE DATE	September 2021
TOPIC	Meow Wolf's stance on unionization
SUMMARY OF ISSUE	This disclosure statement is being prepared following media reports alleging Meow Wolf's resistance towards employees' efforts to unionize, and a job advertisement published by the company that contained language on implementing effective union avoidance campaigns in union-free parts of the organization.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The company currently has 940 employees. The union, Meow Wolf Worker's Collective/Communications Workers of America (MWWC/CWA) currently represents 157 employees constituting 16% of the company's workforce
IMPACT ON STAKEHOLDERS	<p>Union avoidance efforts could potentially interfere with the ability of non-union employees of Meow Wolf to unionize as well as the union's ability to garner more members and/or bargaining power.</p> <p>The right for employees to unionize is enshrined in United States law and is a globally recognized human right. In the United States, it is illegal for a company to interfere with efforts by a workforce to unionize. Beyond those practices that are deemed illegal, there are certain activities that a company may engage in that, while not necessarily illegal in all jurisdictions, may interfere with an objective process for employees to determine what is best for them when it comes to unionizing."</p>
RESOLUTION	The phrase on union avoidance included in the job description was not authorized by the Office of the CEO and not intended to be included in the job description. The job description was subsequently withdrawn, corrected and re-posted before the company determined to remove it in its entirety as it reconsidered its need for this particular position. The company identified the root cause of the original language in the job posting, removed it immediately, and reminded divisional leadership that new language in job postings must be approved by the appropriate channels.
IMPLEMENTED MGT PRACTICES	Meow Wolf supports employees' rights to join and form a union and complies with all regulations and laws related to unions in the jurisdictions where it operates. Meow Wolf demonstrated its support for employees' rights to unionize by voluntarily recognizing the Meow Wolf Worker's Collective/Communications Workers of America ("MWWC/CWA") on October 19, 2020 as the representative of approximately 157 employees at its Santa Fe location. Meow Wolf and the MWWC/CWA are in the process of negotiating a first collective-bargaining agreement and Meow Wolf hopes to reach a mutually-beneficial agreement with the MWWC/CWA promptly.
REPORT	<p>https://newmexiconewsport.com/meow-wolf-workers-meet-resistance-to-unionization-effort/</p> <p>https://www.sfreporter.com/news/2021/09/09/state-of-the-union/</p>
RELATED INCIDENTS (YES/NO)	Yes, Meow Wolf was involved in litigation that alleged violations of employee rights/labor issues, i.e., gender discrimination. The cases were settled confidentially out of court to avoid the cost of litigation, and in each case Meow Wolf's payment was not an admission of liability.

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PROVIDED BY:

Meow Wolf

UPDATED AS OF:

March 30, 2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Significant layoffs of >20% of workforce
ISSUE DATE	April 2020
TOPIC	Significant layoffs due to business impact of COVID-19. Meow Wolf had to shut down our Santa Fe location for one year due to COVID-19 and lost all revenue generation.
SUMMARY OF ISSUE	Due to COVID-19, Meow Wolf's Santa Fe exhibition had to be closed for an extended period of time. This loss of revenue forced the company to make the hard decision to layoff a portion of the company's staff.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The company currently has 940 employees. The union, Meow Wolf Worker's Collective/Communications Workers of America (MWWC/CWA) currently represents 157 employees constituting 16% of the company's workforce
IMPACT ON STAKEHOLDERS	Primary impact was loss of employment for affected employees.
IMPLEMENTED MGT PRACTICES	<p>"The pandemic was an unforeseen challenge to Meow Wolf's business model. The company quickly implemented various covid safety protocols including mask requirements, covid testing, and capacity restrictions, but its shutdown was government mandated.</p> <p>To minimize potentially negative impacts, Meow Wolf provided the list of benefits/resources below to affected employees:</p> <ul style="list-style-type: none"> - Severance payments with additional lump sum amount - Outplacement consulting services (up to 5 hours) - Behavioral health support (up to 8 telehealth hours) - 2 additional months of paid health insurance"
RELATED INCIDENTS (YES/NO)	No



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Meow Wolf

UPDATED AS OF:

March 30, 2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation and arbitration
ISSUE DATE	2019-2020
TOPIC	Two lawsuits alleging claims of discrimination
SUMMARY OF ISSUE	In the past 5 years, Meow Wolf was involved in two lawsuits brought by employees/former employees of the company alleging claims of gender discrimination.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The lawsuits named four total Meow Wolf employees as plaintiffs
IMPACT ON STAKEHOLDERS	The lawsuits alleged that women and non-binary employees faced unequal employment terms and/or conditions.
RESOLUTION	Both lawsuits were settled confidentially out of court to avoid the cost of litigation, and in each case Meow Wolf's payment was not an admission of liability.
IMPLEMENTED MGT PRACTICES	<p>"Meow Wolf takes all allegations of discrimination seriously and is committed to complying with all applicable federal, state and local laws regarding non-discrimination. The company maintains a hotline for anonymous employee complaints. Meow Wolf offers a gender inclusive parental leave policy and also conducts employment practices and communication training that is mandatory for all managers and other required trainings for employees. These include:</p> <ul style="list-style-type: none">- Hosting regular all staff meetings- Hosting regular workshops and trainings for employees including Trans 101, Navigating Conflict, LGBTQ Affirming Practices, White Supremacy and more- Engaging a third party firm to perform a wage equity audit- Engaging several Diversity, Equity and Inclusion and Accessibility consultants to help assess the organization and make recommendations for ways to continue to learn and improve
NO) RELATED INCIDENTS (YES/	No