



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: Aires de Campo
 Date Submitted: 09/29/2022

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:

Aires de Campo

UPDATED AS OF:

09/29/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Products and Services
TOPIC	Aires de Campo is a company in the wholesale/retail industry and is retailer of organic food products. The company sources >50% of their supplier expenses from animal farms
SUMMARY OF ISSUE	The company sources from local farms. Specifically, they purchase from 3 pasture farms and 3 meat farms. The farms are certified organic, so the production follows the Mexican organic standards, which includes free grazing.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The company sources from one egg farm in Morelos, with a capacity 30 thousand hens per farm plus its recreation area. The company sources meat from chicken farms, two located in Morelos and one in Veracruz, with an average capacity of 39 though chickens per farm plus recreating area.
IMPACT ON STAKEHOLDERS	"Aires de Campo complies with the national regulations in Mexico on animal welfare and are in the process of obtaining the Certified Humane standard for animal welfare. the international standard of animal welfare. The company complies with organic standards, as the have the Mexico Organic Certification (Ley de Produccion Organica) for all of their products, and thus are complying with more than 60% of the animal welfare certification, since some animal welfare standards are built into organic. The hens and chickens are kept free of cages, there are some characteristics for the correct development of the animals, such as hangers to encourage the flight and mobility of their wings, they have grazing areas to exercise and to peck/pastorate in green areas, and they must have at least 8 hours of rest. All of the company's farms have organic certification where confinement in cages is prohibited, and other indicators several indicators of animal welfare are also taken into account such as: hangers, requirement of free grazing and recreational areas with grass and shade, bed with rice husks, etc... All farms are in the process of implementing the global animal welfare standard, set by the Humane Society, which is being sought by 2023. They have two farm inspectors who monitor this program (veterinarian and animal production engineer).
IMPLEMENTED MGT PRACTICES	They have set the target for obtaining the Certified Humane animal welfare certification for all farms in 2023. They also work with the Humane Society International and the Mexican Secretary of Agriculture, which also regulate animal welfare issues through standards of good livestock practices and biosecurity.



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Aires de Campo

UPDATED AS OF:

09/29/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Biodiversity Impact
SUMMARY OF ISSUE	As a a retailer of organic foods and a company who purchases direct from animal farms, Aires de Campo operates in an industry in which biodiversity impact is a material environmental issue.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 63% supplier expenses come directly from animal farms.
IMPACT ON STAKEHOLDERS	Animal agriculture poses a risk to local ecosystems of flora and fauna as well as the potential degradation of farmed land.
IMPLEMENTED MGT PRACTICES	"The company has the organic certification for their products, and it has been proven that organic production helps preserve biodiversity starting with pollinators. For example, in the production of their organic honey, there can be no contamination from gas stations or agrochemical fertilizers or pesticides at least 6 km in diameter around the world because the #1 cause of bee death is agrochemicals. The use of pesticides, fertilizers, sewage, burning of waste or soil, and all other substances that are marked by the Organic Production Act LPO, is prohibited, and Aires de Campo only works with certified organic producers. At this time, the company does not have specific targets related to the conservation of biodiversity on farms. They have an agricultural supervisor who trains and determines sustainable best practices (aligned to organic production) that poultry feed producers will use. They do not have specific training programs or support for biodiversity management of the farms. "



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Aires de Campo UPDATED AS OF: 09/29/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a retailer of organic foods and a company who purchases direct from animal farms, Aires de Campo operates in an industry that is water intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 63% supplier expenses come directly from animal farms.
IMPACT ON STAKEHOLDERS	As a water intensive industry, animal agriculture poses risks such as water stress or depletion of local water sources if water use is not appropriately managed. The company's suppliers primarily use spring water, depend on surrounding communities. They do not operate in water stressed regions.
IMPLEMENTED MGT PRACTICES	Currently, on farms the water consumption was 6.7 liters per chicken. To date, the company has not implemented practices to minimize water consumption and do not have specific objectives for reducing water consumption on the farms they source from. 89% of chicken feed is produced using rainwater and other natural sources, while only 11% is irrigated. In 2023, the company has plans to better track water usage on the farm and to identify services or processes to be able to make plans to reduce consumption.



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Aires de Campo

UPDATED AS OF:

09/29/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	As a a retailer of organic foods and a company who purchases direct from animal farms, Aires de Campo operates in an industry in which energy and carbon emissions is a material environmental issue.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 63% supplier expenses come directly from animal farms.
IMPACT ON STAKEHOLDERS	Animal agriculture is a major contributor to global carbon emissions.
IMPLEMENTED MGT PRACTICES	The company is tracking total energy usage at the farms. The annual kWh data from both chicken and egg farms is 73,200, for a monthly average of 6,100 kWh. The gas consumption is only tracked at chicken farms, as the egg farms do not use gas, and the annual usage is 202,800, which is an average monthly consumption of 16,900. At this time, they do not have established reduction targets related to energy usage and emissions for the farms that they source from.