



Room & Board

Disclosure Report

Date Submitted: September 22th, 2023



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 that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of 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 practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check 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

Industries and Products

	Yes	No
Please indicate if the company is involved in production or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Outcomes & Penalties

	Yes	No
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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input checked="" type="checkbox"/>	<input type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Significant Layoffs	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Practices

	Yes	No
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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Recalls

Issue Date	Between 8/15/2022 and 6/9/2023
Topic	Recalls due to product safety
Summary of Issue	The U.S. Consumer Product Safety Commission (CPSC) is warning customers to immediately stop using two Restwell crib mattresses: Natural Organic Latex Crib Mattress and Natural Organic Latex & Spring Crib Mattress, due to these products' failure to comply with multiple provisions of the Federal Safety Standard for Crib Mattresses, including the firmness test and missing warnings and labels. The products pose a suffocation hazard to infants. The manufacturer, Restwell, and the seller, Room & Board, are cooperating with the CPSC in this voluntary recall. These mattresses were sold exclusively at Room & Board stores nationwide and online between 8/15/2022 and 6/9/2023. The company was made aware of the recalls on August 10th, 2023.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	57 Room & Board customers are affected by this recall, which represents 58 products valued at less than 0.1% of total revenues. Room & Board has received 0 reports of incidents and no injuries have been reported.
Impact on Stakeholders	The recalled crib mattresses fail to comply with multiple provisions of the Federal Safety Standard for Crib Mattresses, including the firmness test and missing warnings and labels. The product poses a suffocation hazard to infants.
Resolution	Room & Board has reached out to the 57 customers who purchased these mattresses to schedule a mattress pick up for a full refund.
Implemented Management Practices	Room & Board has partnered with Restwell to revise their testing plan including frequency of product testing and communication.
Report	Room & Board recall notice: https://www.roomandboard.com/images/pdf/2023_CPSC_Crib_Mattress_Recall_Notice.pdf



	CPSC website: https://www.cpsc.gov/Recalls/2023/Restwell-Mattress-Recalls-Room-Board-Crib-Mattresses-Due-to-Suffocation-Hazard-for-Infants-Failure-to-Comply-with-Federal-Safety-Standard-for-Crib-Mattresses-Sold-Exclusively-at-Room-Board-Recall-Alert
Related Incidents	0 related incidents.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Significant layoffs of >20% of workforce

Issue Date	April/June 2020
Topic	Significant layoffs due to government-issued shutdowns associated with COVID-19 pandemic.
Summary of Issue	After Room & Board's stores and delivery centers were closed due to the government-issued shutdowns associated with the COVID-19 pandemic, some employees were laid off.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	From April to June 2020 23% of Room & Board's employees were laid off.
Impact on Stakeholders	Primary impact was loss of employment for affected employees.
Implemented Management Practices	After government closure guidelines were lifted and the stores and delivery centers re-opened, some of the laid-off employees were re-hired into their previous roles.
Resolution	Laid-off employees received severance, were fully vested in 401k, and received free access to a financial advisor.
Report	N/A
Management Comments	N/A
Related Incidents (Yes/No)	2 layoffs occurred in the last 5 years: April 2020 and June 2020.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation, Arbitration, and/or Penalties

Issue Date	2021-2023
Topic	Litigation, Arbitration, and/or Penalties
Summary of Issue	<p>1. Class Action -- We are in the process of settling one class action that was filed against the company by a former employee in California. It is an alleged wage and hour action, with primary focus on alleged meal and rest period claims and information stated employee paystubs. (The settlement will be pending court approval).</p> <p>2. Two Department of Labor Claims – Topics included paid sick leave and job posting language.</p> <p>3. Workers Compensation Claim -- Topics included FMLA/CFRA time.</p> <p>4. Three EEOC Claims alleging wrongful termination.</p> <p>5. Accessibility Claim – This claim was related to website accessibility.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>1. Class Members</p> <p>2 – 5. The cases listed above were settled for a total amount less than \$250k.</p>
Impact on Stakeholders	<p>1. The alleged claim would have an impact on the company's current and former staff members between Sep 2018 and Sep 2023 based in California.</p> <p>2 – 5. The cases listed above affected current and former staff members and individuals that identify as having a disability.</p>
Resolution	<p>1. Class Action – The settlement will be pending court approval.</p> <p>2. Department of Labor -- Settled out of court for undisclosed amounts.</p> <p>3. Workers Compensation – Settled out of court for an undisclosed amount.</p> <p>4. Wrongful Termination Claims – One claim was settled out of court and without payment. The other two claims are pending.</p> <p>5. Accessibility Claim – This claim was settled out of court and without payment.</p>
Management Practices	<p>1. Class Action: case is pending</p> <p>2. Department of Labor: Room & Board updated job posting</p>



	language and shared additional communication to staff members and leaders. 3. Workers Compensation: no improvement opportunities identified 4. Wrongful Termination: no improvement opportunities identified 5. Accessibility Claim: no improvement opportunities identified
Related Incidents (Yes/No)	0 other related incidents