



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: CplusC Architectural Workshop
 Date Submitted: 04/03/2021

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:

CplusC Architectural Workshop

UPDATED AS OF:

04/03/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Significant layoffs of >20% of workforce
ISSUE DATE	December 2019
TOPIC	Significant layoffs due to cancellation of projects by client.
SUMMARY OF ISSUE	<p>As a company with a small construction team, they often rely on less than a handful of current construction jobs at any one time to sustain work for all construction staff.</p> <p>In 2019, a large project of the company's was cancelled only a couple of months before it was due to start on site, before a construction contract was formally signed. This resulted in laying off construction-based employees related to the project. The project was cancelled due to an 11th hour condition imposed by the local government authority which added \$150,000 to the cost to build the project. The construction became unfeasible to the client.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	7 employees were laid off, representing ~33% of the company's employees at that time.
IMPACT ON STAKEHOLDERS	The primary stakeholder impact was loss of employment and salaries for seven company employees. Each employee was paid full redundancy and assistance was provided to them by the company to find alternative work with peers.
IMPLEMENTED MGT PRACTICES	<p>Affected employees were kept on as paid employees as long as financially possible in the hope that new work could be secured in a short time-frame, but ultimately had to be made redundant. Benefits and resources were provided to the affected employees such as redundancy pay, reference letters and phone calls as required, and recommendations to recruiters in the construction industry.</p> <p>Every effort is made to find work for the employees as soon as possible but if there is an extended gap between construction jobs, then redundancy may need to be made.</p>
OTHER MANAGEMENT COMMENTS	Losing staff that have not only been specifically trained within the company but have become a part of the company's working family is very difficult and very costly for the team, not just on a performance basis but on a personal basis. Whilst the company endeavours to avoid these circumstances in every way possible, they cannot control the actions of statutory authorities or the personal finances of their clients. There are many benefits to the company and to their clients and their projects by remaining a small, highly skilled dedicated team, but one of the risks of keeping the company at this scale is the impact of decisions on their projects that are out of their hands. This has only occurred twice in the company's 16 year history so they are confident these impacts will be few and far between moving forward.
RELATED INCIDENTS (YES/NO)	Yes, in January 2017 a client terminated a contract in the middle of construction due to their personal and business insolvencies. This resulted in one staff layoff with full redundancy paid and assistance provided for them to find work. At the same time, the company managed to deploy three affected staff to other projects.