



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: Armada Hotel
 Date Submitted: 05/04/2023

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:

Armada Hotel

UPDATED AS OF:

05/04/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Alcohol
TOPIC	Company serves and sells alcohol products
SUMMARY OF ISSUE	Armada Hotel is a business that provides hospitality services that earns a material amount of revenue from the sale of alcohol
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 24.7% of Armada Hotel's revenue was earned from the sale of alcohol
IMPACT ON STAKEHOLDERS	Alcohol may have a negative impact on the health and well-being of individuals and their communities
IMPLEMENTED MGT PRACTICES	<p>The Armada Hotel complies with all regulations and laws related to alcohol sales in Ireland. The Company also has the following practices:</p> <ol style="list-style-type: none"> 1. Price of alcoholic drinks is set above the minimum unit price to comply with the law. 2. The public Dancing license is up for renewal on an annual basis each sept. 3. Debutants ball has not been hosted since 2010 due to difficulty in preventing underage drinking 4. Age limit of 23 is enforced during the annual Irish music festival event, for being on premises after 10pm, to eliminate the potential for underage drinking 5. Hotel refrains from offering discounts or promotions on alcoholic drinks during specific hours or days 6. Loyalty cards or incentives that encourage excessive drinking are not offered 7. Bouncers are hired to monitor alcohol consumption and prevent over-intoxication and disorderly conduct 8. The company adheres to these regulations by ensuring that all employees who serve alcohol are properly trained on their online training platform Dualann which covers & examines key rules & procedures regarding the serving of alcohol. the team is obliged to read and sign Responsible Alcohol Policy. 9. The hotel maintains the right to request, from all customers, who wish to purchase alcohol to show a valid form of identification to confirm their age. If an employee is unsure in any way of the person's age they are obliged to ask for an ID. 10. Restrict alcohol sales: The hotel limits the hours during which alcohol is sold and/or restricts the number of drinks an individual can purchase in a given time period. In addition to this Children under 15 must be supervised at all times while in the hotel. Children under 15 can only be on the premises between the hours of 10:30 am and 9:00 pm (10:00 pm from May to September) and Children aged 15 and over, who are accompanied by their parent or guardian, can stay on the premises after 9:00 (10:00 pm from May to September) if they are attending a private function where a substantial meal is being served.



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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	March 6, 2023
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	As a Hotel, the company is in the Service with a 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 consumption and the use of washrooms/bathrooms.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Armada Hotel is energy intensive due to various factors: The hotel needs energy for heating rooms and water, Cooking, and food preparation, laundry, and lighting is also significant contributors to energy usage, the company does track energy intensity or carbon intensity per unit, Energy consumption & costs are simply an expense to the hotel that facilitates other elements of the business. Armada Hotel have an estimated combined energy usage of 1,505,000 Kwh, which would equal 430 tonnes of CO2 (2019 estimated)
IMPACT ON STAKEHOLDERS	Energy-intensive services, such as hospitality services, pose an environmental risk due to the emissions produced by such energy use. The extent of environmental impact is dependent on the energy sources utilized and management practices in place to manage energy use.
IMPLEMENTED MGT PRACTICES	<p>The Hotel has taken steps to reduce this by installing LED lighting throughout the hotel, which is more energy-efficient than traditional lighting. Their Aileens Restaurant is a fully electric kitchen, They have added a new heat pump (air-to-water system) in their external office block. The Hotel is planning to install two more air-to-water systems in their older wings in January 2024, alongside a 200KW solar panel installation. The hotel is aware of the energy and emissions-intensive nature of its industry and they have taken several steps to manage its energy use and carbon emissions. The Hotel is planning to install two new air-to-water systems in their older wings in January 2024. Alongside this, they are exploring the installation of a wind-generating system, externally insulating walls & attic spaces, and putting in new windows and doors in events spaces all to reduce the amount of energy. Armada Hotel is in the process of applying for over €300K in grant funding to complete this work in January 2024 with the Sustainable Energy Agency of Ireland.</p> <p>The Hotel has a linen policy in their rooms where towels that are hanging up will not be washed for multi-night guests, reducing water and energy usage. They have also installed low-flow faucets in bathroom sinks, showers, and toilets. In terms of electricity usage, they have installed low-energy lighting throughout the hotel, which includes motion sensors in certain areas. The hotel has also invested in a 200KW solar panel system, which will generate electricity on-site. The installation of these solar panels is set to take place in the near future. Their kitchens use a combination of gas and electricity for cooking and food preparation. To reduce their carbon emissions, they have implemented training and standard operating procedures for their staff in the restaurants and kitchens. The Armada Hotel has recently developed an ESG (Environmental, Social, and Governance) Framework, which includes a target to achieve a 20% reduction in energy usage by 2026.</p>



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- Their staff undergo regular training to promote energy conservation
- They have established partnerships with local suppliers to source sustainable and locally produced products, reducing transportation-related carbon emissions.
- They engage with their guests to encourage sustainable practices such as turning off lights and air conditioning when not in use, not using as much linen, etc
- They continuously evaluate new technologies and best practices to identify opportunities for further energy and carbon reductions.
- They are upgrading their building envelope to reduce consumption
- They are installing renewable systems to reduce dependency on the grid & to produce clean energy.



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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	March 6, 2023
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a Hotel, the company is in the Service with a 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 consumption and the use of washrooms/bathrooms.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>The Hotel is water intensive since they have a high water consumption</p> <ul style="list-style-type: none"> • Guest rooms: Each guest room requires water for various purposes such as showers, baths, toilets, and cleaning. Showers and baths, in particular, are one of the largest water consumers in hotels and can use up to 15-20 gallons per use. The Hotel has identified other aspects that are water-intensive, However currently those aspects they do not track in gallons or metric cubics. • Laundry: Hotels have to hire laundry companies to wash linens, towels, and other fabrics used by guests. The process of washing, rinsing, and drying these items requires significant amounts of water. • Food and beverage services: Restaurants and kitchens in hotels require water for cooking, cleaning, and washing dishes, utensils, and kitchen equipment. • Heating and cooling: Hotels require water for heating and cooling systems, including boilers, chillers, and air conditioning units. Water is used to regulate temperature and humidity levels in common areas. • Maintenance and cleaning: Hotels require regular cleaning and maintenance, which involves using water for various tasks, such as washing floors, walls, and windows, and cleaning carpets and upholstery. Their payment bills are the way how they track their intensity, this is due given that how the county council has established, 2020 the overall annual fee was €29080, and in 2021: €11857 representing 0.0023% of their annual revenue for 2021
IMPACT ON STAKEHOLDERS	Water-intensive services, such as hospitality services, pose an environmental risk due to water consumption. The extent of environmental impact is dependent on the water sources utilized and management practices in place to manage water use.
IMPLEMENTED MGT PRACTICES	<p>The Armada Hotel receives its water use from the main public system.</p> <ul style="list-style-type: none"> • The hotel has taken proactive measures to install water meters to measure their own usage and help them measure & meet their reduction targets. By monitoring their water usage, they can identify areas where we can improve their water efficiency and reduce wastage • The hotel has made a significant investment in its wastewater treatment plant to ensure that its impact on the local environment is zero. This investment reflects their commitment to sustainability and our desire to operate in an environmentally responsible manner. Overall, while the Hotel may not require flow meters at present, they remain committed to responsible water management and reducing our environmental impact.



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- The hotel has implemented the use of eco-dishwashers that filter and reuse water, which helps to reduce our water usage in the kitchen.
- The company has also installed wash-up stations that require kitchen porters to be present for water to flow,
- The Hotel has a linen policy that states that towels that are hung up will not be washed for multi-night guests, which further reduces their water consumption. Additionally, they have installed low-flow faucets in bathroom sinks, showers, and toilets to reduce the amount of water used by guests. Regarding water reduction targets, they have recently developed an ESG (Environmental, Social, and Governance) Framework, which includes a target to achieve a 20% reduction in water usage by 2026. This target reflects their commitment to sustainability and their desire to operate in an environmentally responsible manner.
- The Hotel has implemented a range of measures to achieve this target, including the installation of water-efficient fixtures, ongoing monitoring of their water usage, and regular staff training on water-saving practices. they believe that these measures will help us to achieve their water reduction targets while maintaining the high level of service that their guests expect from them. their commitment to sustainable water management practices, The Hotel is committed to responsible water management practices and is continually looking for ways to reduce its water usage while maintaining high levels of service for their guests



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DISCLOSURE QUESTIONNAIRE CATEGORY	Facilities located in sensitive ecosystems
TOPIC	The Company has hotel operations located in Carrowmore Dunes which is a Special Area of Conservation for reeds, sand dunes, plant and animal species.
SUMMARY OF ISSUE	The company operates a hotel in the Special Area of Conservation which is located in Carrowmore Point to Spanish Point. This area has SPA status due to protection of the coast line including reeds, embryonic shifting dunes, shifting dunes along the shoreline with <i>Ammophila arenaria</i> (white dunes) and fixed coastal dunes with herbaceous vegetation (grey dunes). There is also animal species protection in this area for narrow-mouthed whorl snails.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	100% of facilities are based next to the special area of conservation
IMPACT ON STAKEHOLDERS	The facilities are located inside/adjacent protected/sensitive ecosystems which could potentially impact the flora, fauna and quality of the ecosystem (e.g. noise & light pollution from the facilities, spills, air / soil / water pollution owing to company's operations).
IMPLEMENTED MGT PRACTICES	<ul style="list-style-type: none"> In terms of Water Quality, the company has invested in a wastewater treatment system that aims to impact the water quality in the region as little as possible, Regarding Waste Management, Armada Hotel reported being plastic-free in rooms. They have invested heavily in fully compostable packaging in its outdoor outlets. This ensures that whatever is disposed incorrectly / left behind (and blown away before our grounds team gets to it) by guests outside will naturally break down. In addition, the company has bins surrounding the property to ensure ease of access for visitors to use a bin (as opposed to throwing away). All of the company's public bins have been designed to accommodate the segregation of waste. The company has recycling, compost, and landfill bins with signage that explains what goes in each. The litter picking is conducted each morning in the hotel's yard / outdoor areas.