



JoJo Maman Bébé

Disclosure Report

Date Submitted: April 29th, 2024



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.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

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 type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input 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	June 1, 2022
Topic	Recalls due to safety, quality & chemical issues
Summary of Issue	<p>The company is a retail store for maternity and baby products. operates in the UK.</p> <p>The company has had 14 recalls in the last five years due to safety, quality, and chemical issues. All recalls were initiated by our 3rd party branded suppliers and not JoJo's label. These products were available in other retailers. Among the 14 recalls, there are 3 materials recalls, in 2021 & 2022. These recalls were for the 3rd party brands instead of the company's owned brands, which are sold by the company's retailers and the recalls are universal across all their customers.</p> <ul style="list-style-type: none">• In July 2021, the product recall was prompted by the supplier due to a chemical issue as the presence of DEHP (a phthalate that may harm the health of the children) was detected on the bag. 100% of the products, which is 186 units, were recalled. There is no complaint lodged by the customers.• In February 2022, a product was recalled as there was a small part of the accessories that could have posed a choking hazard to young children. 100% of the units, which is a total of 1008 units, were recalled. There is no complaint against the products. It was a voluntary recall according to the U.S. Consumer Product Safety Commission (CPSC), Health Canada, and PROFECO standards.• In June 2022, the company's supplier prompted a recall of a toy due to the potential harm of small parts on the loose. 24 out of 51 units, which represents 47% of the products were recalled. <p>The recalls were precautionary to prevent the risk of harm to their customers and in each case the company responded</p>

	<p>quickly, working with the supplier to ensure the message was communicated onward to our customers.</p> <p>No complaints received from our customers in relation to these issues.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the FY 2021/2022, out of 5,491,104 units sold, 1,245 of units were recalled, which represented 0.02% of the units and <1% of revenue.
Impact on Stakeholders	The company, suppliers & the retail stores that is affected
Resolution	The company issued a notice of recall to all their merchandise stores.
Implemented Management Practices	For the products that are in the stores for sale, the company communicated to the stores via email to remove the products from the shelves for recall, and notify the warehouse to keep the products to send back to the suppliers.
Related Incidents	No



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Company used to have workers who were prisoners

Issue Date	June 2023
Topic	Company had worker placements through Her Majesty's Prison Prescoed resettlement program
Summary of Issue	In May 2019, JoJo Maman Bebe participated in a resettlement program through Her Majesty's Prison Prescoed that allowed inmates to work for the company in the role of Warehouse Operatives. The company reported that, since June 23, 2023, it no longer offers employment to residents during the remainder of their prison sentence.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The prisoners represented 0.5% of the total workforce.
Impact on Stakeholders	Companies must demonstrate that employing individuals who are incarcerated or in detention is done for the positive benefit of the individuals involved (in the form of reduced recidivism, high post-release employment rates, etc) and not for cost benefits of the company. This is demonstrated by complying with the following requirements, which are aligned with and elaborated from guidance provided by the International Labor Organization (ILO), in order to ensure that such labor preserves the rights of workers, is in their best interests, and not exploitative.
Resolution	In December 2021, B Lab's Standards Advisory Council met and made a decision regarding the eligibility for B Corp Certification of companies supplying to prisons/detention centers. According to the new standards (available in the Report section of this document), Certified B Corps supplying to prisons/detention centers and/or utilizing prison/detention center labor will have a grace period of one recertification cycle (i.e., greater than or equal to 3 years) to implement the additional requirements outlined on the updated standards. Jojo Maman Bebe was already a Certified B Corp when those standards were updated, but, because it no longer has prison labor, the risk requirements for the prison industry were not applicable to them.
Implemented Management Practices	The company no longer offers employment to residents during the remainder of their prison sentence.



Report	Companies Operating in or Selling to the Prison Industry (including Labor) Updated as of September 2022