

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 statement provided by the company



B Corp Certification - Disclosure Questionnaire category: Significant Layoffs of >20% of the Workforce. Updated as of: 09/22/2025

YHA LTD experienced significant layoffs of more than 20% of the workforce within the last five years. Certified B Corps are required to make transparent when such practices have occurred.

YHA Australia acknowledges that our workforce was reduced by more than 20% during the five-year period under review for B Corp certification. This reduction was a direct consequence of the COVID-19 pandemic's unprecedented impact on Australian tourism and hospitality. The International border closures and domestic travel restrictions from 2020 to 2021 led to extended property shutdowns, significant revenue loss, and the divestment of five properties, which in turn affected the roles attached to those locations.

YHA sought to mitigate the impact by prioritising internal redeployment, supporting staff relocation where possible, and maintaining transparent communication throughout the process. Where positions could not be preserved, YHA complied fully with all legal obligations and ensured employees were treated respectfully.

Since the sector's recovery, YHA has rebuilt its workforce to levels exceeding pre-pandemic staffing, reflecting organisational stability and a renewed commitment to sustainable employment.

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B Corp Certification - Disclosure Questionnaire category: Energy and Emissions Intensive industry. Updated as of: 10/19/2025

YHA Ltd is involved in the production/sale of products, or is part of an industry that can potentially be classified as energy and emission-intensive, meaning that they are more likely to have significant impacts on the environment based on their carbon emissions associated with their operations and their contribution to climate change. Certified B Corps are required to make transparent their involvement in such activities or industries.

YHA acknowledges that accommodation is an energy intensive industry and that tourism is a significant contributor to global carbon emissions. We acknowledge this impact and have committed to a decarbonisation plan that transitions our operations away from fossil fuels, including upgrading plant and equipment to be more energy-efficient, while maintaining them to perform at their best.

A core part of our model is also shared accommodation. Currently, 64 per cent of rooms across YHA Australia's network are shared, and this significantly reduces energy use per guest when compared to traditional hotels. Independent research by Bureau Veritas (in partnership with Hostelworld) shows that hostels are now approximately 82 per cent less carbon intensive per bed than hotels. This is driven by efficiencies in shared lighting, heating, cooling, hot water, and building space.

When combined with our ongoing decarbonisation efforts, these factors reflect YHA's commitment to lowering energy emissions across all of our operations.



B Corp Certification - Disclosure Questionnaire category: Water-Intensive industry
Updated as of: 10/19/2025

YHA acknowledges that accommodation is a water intensive industry, and that tourism is a significant contributor to global water stress, particularly in regions that are already facing water scarcity.

We acknowledge this impact and have established baseline water-efficiency measures across all properties, including low-flow taps and showerheads, dual-flush cisterns, and network-wide monitoring of water use, supported by seasonal recommendations to property managers.

Additional efficiency is achieved through bulk linen washing at larger sites and the use of vetted external laundries operating high-efficiency tunnel washers. This significantly reduces water use per sheet compared with standard machines. In water-stressed locations, including YHA Grampians Eco, YHA Brisbane City, YHA Sydney Harbour and YHA Cairns Central, site-specific measures like rainwater tanks have been installed to reduce reliance on mains supply and harvested rainwater is used to in toilets.

Guest awareness and education initiatives, including in-room signage and door hangers with displays on actionable ways to make them sustain more sustainable encourages water conservation and supports responsible water during guest stays.