Certified
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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.

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DISCLOSURE QUESTIONNAIRE

Company Name: Rip Curl
Date Submitted: 12/8/2022

Industries & Products

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

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

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	√	**More Details >>**
On-Site Fatality		√
Penalties Assessed For Environmental Issues		√
Political Contributions or International Affairs		√
Recalls		√
Significant Layoffs		√
Violation of Indigenous Peoples Rights		√
Other		√

Practices

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		√

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B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Rip Curl UPDATED AS OF: 12/8/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation, Arbitration, and/or Penalties
ISSUE DATE	Pending cases as of 31 July 2022
TOPIC	The Company and its subsidiaries (including: Rip Curl Europe, Rip Curl International, Rip Curl Brazil, Rip Curl Pty Ltd, Rip Curl Indonesia, Ozmosis Pty Ltd) has actual or threatened litigation in: Peru, Brazil, USA, China, France, Indonesia and Australia.
SUMMARY OF ISSUE	The Company (including the entities listed above), as a global business, has been involved in variety of civil claims (mostly involving trademark infringement, contractual disputes or claims covered by our insurance in connection with allegations of injury arising from in-store incidents) and regulatory proceedings (questions around tax treatment in various jurisdictions such as Brazil, France and Indonesia).
SIZE/SCOPE OF ISSUE (e.g. $ financial implication, # of individuals affected)	Open litigation, claims and tax proceedings (including damages, the value of insurance deductibles and tax assessments) accounts to approximately 1.5% of annual revenue of the Company. As at July 2022, open actual or threatened claims or proceedings involving the Company (including entities listed above) included: * Civil claims: 6 actual, 1 threatened * Labour claims: 1 actual * Tax proceedings: 7 current proceedings, 1 closed proceeding
IMPACT ON STAKEHOLDERS	Of the 6 actual civil claims, 3 relate to minor damages associated with in-store injuries, 1 relates to alleged IP infringement, 1 relates to a dispute with a former licensee and 1 involves a trademark dispute in China. The threatened litigation relates to an allegation of discrimination in connection with an alleged refusal of entry into a store, which is denied and has not resulted in further proceedings. The single labour claim relates to long term illness. The tax matters in the French and Indonesian markets relate to tax audits, in the Brazilian market the tax matters relate to IPI tax and ICMS tax.
RESOLUTION	Matters have been or will be resolved either on commercial terms (in the case of civil proceedings) or through concluding litigation in the relevant jurisdiction and receiving judgment from a Court or Tribunal.
IMPLEMENTED MGT PRACTICES	The company has in place internal audit function and initial audits completed in relation to regional accounting systems. Additional training around copyright and IP has been implemented. Internal audit reviews carried out on tax processes. Given the global nature of the Rip Curl business, regional compliance with local laws has largely been handled within region. Now, as Rip Curl is part of the wider KMD Brands group, compliance is considered more centrally.