



## 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: TB I Holdings LTD  
 Date Submitted: 09/02/2022

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:

TB I Holdings LTD

UPDATED AS OF:

09/02/2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Litigation and Arbitration
<b>ISSUE DATE</b>	Ongoing
<b>TOPIC</b>	Litigation related to consumer-related issues and other stakeholders not directly involved with the company
<b>SUMMARY OF ISSUE</b>	<p>Consumer suits involve a range of actions filed by clients relating to, among other things, improper billing, bike accidents while using the company's services, and systems failure (on the bike racks as well as on the company's website/app).</p> <p>Other stakeholder suits involve a range of events filed by people not related to the company relating to, among others, bike rack installation that harmed the local commerce, and car accidents involving the company's car.</p>
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	Over the last 5 years, TB I Holdings had 178 closed litigation cases (125 were settled out of court and 53 ruled against the company). There are 78 debt proceedings currently pending judgment and the total projected payout of these lawsuits is R\$1,146,129.45. These litigations are mainly related to consumer and other stakeholders' issues.
<b>IMPACT ON STAKEHOLDERS</b>	The primary impact related to consumer litigation is the financial impact on clients. Additionally the customer's satisfaction is affected.
<b>RESOLUTION</b>	125 were settled out of court and 53 ruled against the company and the remainder are still pending.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>- For avoiding future issues related to workers' payment of rights and protection, TB I Holdings LTD stated the following:</p> <ul style="list-style-type: none"> <li>• At the beginning of each month, the company designs a detailed schedule for the payment of employees, which, after planning, is executed monthly by the payroll team,</li> <li>• Electronic point in all squares,</li> <li>• Point management policy with guidelines on Bank of Hours and Overtime,</li> <li>• Policy with vacation orientation.</li> </ul> <p>- For avoiding future issues related to apprentices, the company highlighted the following measures adopted:</p> <ul style="list-style-type: none"> <li>• In May 2022 the company created a program called ""Tribo de Jovens Aprendizizes"" aimed at attracting and developing young professionals,</li> <li>• TB I Holdings developed guidance material for those young professionals, where they specifically state that apprentices are not allowed to work extra hours.</li> </ul> <p>- For avoiding future issues regarding work shift control, TB I Holdings stated the following:</p> <ul style="list-style-type: none"> <li>• The working day is monitored by scoring points for all eligible employees. The company has a point management policy, applicable to all permanent employees, where is defined that the performance of overtime must be an exception and, if they occur, they are stored in bank of hours for 4 months. The human resources team is responsible for managing the point and alerts managers and employees, regarding the need to compensate or take time off according to the hours worked by the employees of each team."</li> </ul>
<b>REPORT</b>	Impact Report 2021

## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

TB I Holdings LTD

UPDATED AS OF:

09/02/2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Labor Litigation
<b>ISSUE DATE</b>	Ongoing
<b>TOPIC</b>	Labor Litigation
<b>SUMMARY OF ISSUE</b>	<p>Labor suits involve a range of actions filed by former employees relating to, among other things, overtime payment, night-shift additional pay, additional hazard pay, vacation pay, proportional 13th wage, FGTS, compensation for damages - pain and suffering.</p> <p>The company also has infractions regarding the Quota for apprentices and Work shift control.</p>
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	As of 2022, TB I Holdings LTD had 62 open labor litigation debt cases. The total projected payout of the lawsuits that are currently pending judgment is R\$ 3,660,740.31. Over the last five years, 3 labor litigation cases resulted in a verdict against the company, 50 settled with payment and 33 labor litigation cases were settled without payment.
<b>IMPACT ON STAKEHOLDERS</b>	The primary impacts related to labor litigation is financial impact on employees and third parties.
<b>RESOLUTION</b>	3 cases resulted in a verdict against the company, 86 cases were settled out of court, and the remainder are still pending.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>- For avoiding future issues related to workers' payment of rights and protection, TB I Holdings LTD stated the following:</p> <ul style="list-style-type: none"> <li>• At the beginning of each month, the company designs a detailed schedule for the payment of employees, which, after planning, is executed monthly by the payroll team,</li> <li>• Electronic point in all squares,</li> <li>• Point management policy with guidelines on Bank of Hours and Overtime,</li> <li>• Policy with vacation orientation.</li> </ul> <p>- For avoiding future issues related to apprentices, the company highlighted the following measures adopted:</p> <ul style="list-style-type: none"> <li>• In May 2022 the company created a program called ""Tribo de Jovens Aprendizizes"" aimed at attracting and developing young professionals,</li> <li>• TB I Holdings developed guidance material for those young professionals, where they specifically state that apprentices are not allowed to work extra hours.</li> </ul> <p>- For avoiding future issues regarding work shift control, TB I Holdings stated the following:</p> <ul style="list-style-type: none"> <li>• The working day is monitored by scoring points for all eligible employees. The company has a point management policy, applicable to all permanent employees, where is defined that the performance of overtime must be an exception and, if they occur, they are stored in bank of hours for 4 months. The human resources team is responsible for managing the point and alerts managers and employees, regarding the need to compensate or take time off according to the hours worked by the employees of each team.</li> </ul>
<b>REPORT</b>	Impact Report 2021