



Quitanda (Varejo e Escolas)

Disclosure Report

Date Submitted: August 18th, 2025



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 documentation provided by the company



Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	☐	☒
Biodiversity Impacts	☐	☒
Chemicals	☐	☒
Disclosure Alcohol	☐	☒
Disclosure Firearms Weapons	☐	☒
Disclosure Mining	☐	☒
Disclosure Pornography	☐	☒
Disclosure Tobacco	☐	☒
Energy and Emissions Intensive Industries	☐	☒
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	☐	☒

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	☐	☒
Breaches of Confidential Information	☐	☒
Bribery, Fraud, or Corruption	☐	☒
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

	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	☐	☒
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☒
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	☐	☒

	Yes	No
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	☒	☐

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	☐	☒



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation, Arbitration, and/or Penalties

Issue Date	2020-2024
Topic	Labor issues
Summary of Issue	In the past 5 years, the company has had 111 cases of Labor Contract Disputes related to unhealthy conditions, overtime, night shift pay, moral damages and severance pay. In addition to that, the company has received two penalties for non-labor compliance related to mandatory quotas.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	88 cases of labor contract disputes with settlement amounting to R\$307.629,00. (<1% of the company's annual revenue) The company is challenging the two penalties received. 23 cases are pending, (valued at <1% of the company's annual revenue).
Impact on Stakeholder(s)	Financial and well-being impact on former employees.
Resolution	88 cases have been closed and settled and, when due, all individuals were paid the corresponding compensation. 23 cases are still pending. The company is challenging the outcome of the two penalties for non-labor compliance related to mandatory quotas.
Implemented Management Practices	The company is implementing electronic timekeeping in all units, it has updated its management policy with guidelines on conduct, and training for recording the delivery of PPE has been updated. The company has also improved its employer branding, aiming to attract employees better suited to its core values.
Related Incidents (Yes/No)	No.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other

Topic	Volunteer placement to orphanages
Summary of Issue	As part of Raíces Group's corporate social responsibility (CSR) initiatives, Quitanda Varejo and Quitanda Escolas collaborate with local and regional NGOs to engage in volunteer activities. Since 2022, they have organized several events, including gift deliveries, Santa Claus activities, storytelling sessions, and interactive engagements like games, singing, and guitar playing for children and teenagers in vulnerable situations at shelters. Their volunteer efforts also extend to supporting food security, as they donate food biweekly and lead employability programs for young adults (ages 18 and older) in transitional housing.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In 2024, volunteer activities at orphanages represented less than 0.1% of the combined revenue of Quitanda Escolas and Quitanda Loja. Among the employees of Quitanda Escolas and Quitanda Loja, 1.2% participated in these volunteer efforts. Between 2022 and 2024, there were a total of five visits to the orphanages, with each visit lasting between 2 to 4 hours.
Impact on Stakeholder(s)	Volunteer programs at orphanages, if not managed appropriately, could potentially pose risks to children, such as disruption of development due to short term connections with caregivers, as well as, risks to children's safety and well-being. For more information please see B Lab's position statement on Orphanage-Based Volunteer Programs.
Implemented Management Practices	The Raíces Group has a Donations, Sponsorships, and Volunteering policy applicable to all its areas and companies. This policy provides guidelines for working with childcare institutions while adhering to the child protection principles outlined in the United Nations Guidelines on Alternative Care for Children. Key points include: - Prevention of voluntourism: The group does not support short-term experiences that may disrupt the lives of vulnerable children. - Structural support focus: Initiatives should enhance institutional management, training, and logistical support without direct contact with children. - Qualified professionals: Direct contact with children is only

	permitted with trained professionals (e.g., educators and social workers) and requires background checks. - Privacy protection: Recording or disseminating children's images without proper authorisation is prohibited. - Responsible partnerships: Priority is given to institutions with child protection policies committed to the reintegration of children. - Volunteer alignment: Volunteer efforts must avoid creating dependency and contribute to lasting solutions. The policy also outlines selection criteria that include - Eligible projects must be conducted by registered non-profit entities, ideally OSCIPs. - Donations require due diligence to ensure beneficiaries are not linked to public officials. - Funds should go to reputable charities and not create dependency. - The recipient organisation must clearly define the use of funds and provide accountability. - Donations must be transferred to an account in the recipient's name. Upon the adoption of this policy, all employees that take part in the childcare institutions volunteer program undergo background checks. All volunteers receive training on their roles before participating in activities. This training covers the target audience, necessary precautions, and appropriate conduct, and is verified by the institution. Staff members, including social workers or tutors, are always present with volunteers during activities. The policies, including the Donations, Sponsorships, and Volunteering Policy and the Code of Conduct, are shared annually with employees through training sessions, livestreams, and intranet communications. The Ethics Committee and Ombudsman monitor compliance. Raíces prioritizes partner organizations that have child protection policies and ethical practices, as well as those devoted to the family or community reintegration of children. The Sustainability and HR departments closely manage and monitor all volunteer activities. From the perspective of partner NGOs, Grupo Raíces applies continuous monitoring and accountability mechanisms for partner institutions, especially those receiving donations or volunteer support. These mechanisms include: - On-site visits by the Sustainability and HR teams.

