



## 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: **Helpsy**

Date Submitted: 03/12/2018

Disclosure Industries	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.		
Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements		✓
Alcohol (excluding beer and wine)		✓
Commercial loggings and logging equipment		✓
Firearms, weapons or munitions		✓
Genetically modified organisms		✓
Fossil fuel-based oil or coal utility		✓
Ozone depleting substances subject to international phase out		✓
Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production		✓
Pesticides/herbicides subject to international phase out or bans		✓
Pharmaceuticals subject to international phase-outs or bans		✓
Payday lending		✓
Pornography		✓
Radioactive materials		✓
Tobacco		✓
Unbonded asbestos		✓
Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)		✓

  

Disclosure 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.		
Diversity and equal opportunity		✓
Employee safety or workplace conditions		✓
Environmental issues		✓
Financial reporting		✓
Geographic operations or international affairs		✓
Investments or Loans		✓
Labor issues (internal and supply chain)		✓
Marketing		✓
Political contributions		✓
Taxes		✓
Animal Welfare		✓
Bribery, Fraud or corruption		✓

Disclosure 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 "True." If false, select "False."		
Company is not formally registered in accordance with domestic regulations		✓
Company has reduced or minimized taxes through the use of corporate shells or structural means		✓
Company facilities are located adjacent to or in sensitive ecosystems		✓
Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each		✓
Overtime work for hourly workers is compulsory		✓
Company uses workers who are prisoners		✓
Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment		✓
Animal testing is conducted		✓
Company exploitatively operates in conflict zones		✓
Company employs individuals on zero-hour contracts		✓

  

Disclosure Outcomes	True	False
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "True." If false, select "False."		
Company has had an operational or on-the-job fatality	✓	
Company sites have experienced accidental discharges to air, land or water of hazardous substances		✓
Construction or operation of company facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility		✓
Material recalls due to quality control issues		
Material litigation or arbitration against company	✓	
Company has filed for bankruptcy		✓
Company has had material breaches of individual's confidential information		✓

  

Supplier Disclosure	Yes	No	Don't Know
Please indicate if any of the following statements are true regarding your company's significant suppliers.			
Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)		✓	
Significant Suppliers use any workers who are prisoners		✓	
Significant Suppliers have had an operational or on-the-job fatality		✓	
Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances		✓	
Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility		✓	
Construction or operation of Significant Suppliers involved large scale land acquisition		✓	
Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation		✓	
Construction or operation of Significant Suppliers involved the construction or refurbishment of dams		✓	
Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in DQ4.1		✓	

## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **Helpsy**

UPDATED AS OF: **03/12/2018**

DISCLOSURE QUESTIONNAIRE CATEGORY	Disclosure Outcomes
ISSUE DATE	9/25/2017
TOPIC	On-Site Fatality
SUMMARY OF ISSUE	One of AD&D Partners' employees, a passenger in the delivery driver's truck, was killed in a car accident when another driver ran a stop sign and pushed AD&D's truck into on-coming traffic. This fatality occurred off-site from AD&D Partners' headquarters. The employee-driver had a spotless driving record and the collision was ruled by investigators as not caused by any fault on the part of AD&D Partners' driver.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	This vehicular accident occurred one time in AD&D Partners' operating history and involved one fatality.
IMPACT ON STAKEHOLDER(S)	The accident resulted in loss of life and injury for the passenger and driver of the vehicle. Following the accident, AD&D's team, particularly its drivers, experienced grief around losing a colleague in such an unexpected manner.
RESOLUTION	Compensation was handled through Workers Comp insurance. AD&D Partners' matched funds raised by staff for deceased's family. AD&D added grief counseling services through its EAP program, which is available to all employees. In order to help minimize risks of future accidents from occurring, AD&D Partners' drivers now participate in defensive driving and safe driving classes. AD&D now purchases life insurance policies for all of its employees at no-cost to the employees.
IMPLEMENTED MGT PRACTICES	Continuation of safe driving training; purchased life insurance on behalf of every employee.
REPORT	None
OTHER MANAGEMENT COMMENTS	No
RELATED INCIDENTS (YES/NO)	No

## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Helpsy

UPDATED AS OF:

03/12/2018

DISCLOSURE QUESTIONNAIRE CATEGORY	Sensitive Industry
ISSUE DATE	10/29/2015
TOPIC	Former Lawsuit
SUMMARY OF ISSUE	Prior to AD&D Partners LLC's forming of Thrift Land Acquisition LLC, the company Thrift Land USA of Yonkers, Inc. was subject to a lawsuit brought by the Attorney General of NY for advertising which caused confusion over the company's charitable status. The company was not a charitable organization, but it used logos from charitable partners to solicit donations, and then sold the donations for a profit.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	This incident occurred prior to AD&D Partners LLC's formation of Thrift Land Acquisition LLC or its ownership of any assets of Thrift Land USA of Yonkers Inc.
IMPACT ON STAKEHOLDER(S)	N/A
RESOLUTION	In 2015, Thrift Land USA of Yonkers Inc. paid \$700,000 as a result of the case - \$50,000 in penalties and a payment of \$650,000 to two not-for-profit organizations to fulfill the charitable intent of the customers' donations. In 2016, AD&D Partners LLC bought some of the assets of Thrift Land USA of Yonkers Inc. and Thrift Land USA of Yonkers Inc. ceased doing business. AD&D Partners LLC complies with the following mandates, which were the result of Thrift Land of Yonkers Inc's settlement: the company must clearly disclose the for-profit nature of its donation bins, including the company's name and telephone number. It must obtain written signature from the property owners on which the clothing bins sit and it must comply with all applicable zoning and or permitting requirements, including state, local and municipality requirements.
IMPLEMENTED MGT PRACTICES	This incident occurred prior to AD&D Partners LLC's formation of Thrift Land Acquisition LLC or its ownership of any assets of Thrift Land USA of Yonkers Inc.
REPORT	<a href="https://ag.ny.gov/press-release/ag-schneiderman-announces-700k-settlement-operator-clothing-donation-bin-charity-scam">https://ag.ny.gov/press-release/ag-schneiderman-announces-700k-settlement-operator-clothing-donation-bin-charity-scam</a>
OTHER MANAGEMENT COMMENTS	No
RELATED INCIDENTS (YES/NO)	No