



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: Mambo
Date Submitted: 07/27/2023

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:

Mambo

UPDATED AS OF:

07/27/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Clients in controversial industries
TOPIC	Clients in the mining, pharmaceutical and fossil fuel industry
SUMMARY OF ISSUE	<p>Mambo is a Peruvian business consultancy whose service involves helping its customers in matters related in culture, talent and leadership, strategy and business model design and strategic planning, brand and experience. The type of service and pricing methodology is applicable for both companies in controversial industries as well as non-controversial industries. The company does not currently have clients in controversial industries, but has had 3-10 projects on an annual basis over the last 5 years with clients from controversial industries, energy and fuel, mining and pharmaceutical companies.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>In the 2022 fiscal year, 17.02% of the company's revenue was derived from clients in controversial industries.</p> <ul style="list-style-type: none"> - 8.44% from clients operating in the Pharmaceutical industry, - 1.67% from clients operating in the Mining industry, - 6.33% from clients operating in the Fossil Fuel industry, - 0.58% from clients operating for Cannabis-related products verified to be for medical purposes. <p>In the 2021 fiscal year, 28.56% of the company's revenues were derived from clients operating in controversial industries</p> <ul style="list-style-type: none"> - 27.65% from clients in the Pharmaceutical industry, - 3.91% from the Mining Industry, <p>In the 2020 fiscal year, 8,19% of the company's revenues were derived from clients operating in the Pharmaceutical industry.</p>
IMPACT ON STAKEHOLDERS	<p>Companies serving clients in controversial industries have the potential to further the negative social and / or environmental impacts of the controversial industry.</p> <p>B Lab has flagged the involvement of companies with clients in controversial industries as a material issue and new standards will be created to address possible risks related to this matter.</p>
IMPLEMENTED MGT PRACTICES	<ul style="list-style-type: none"> - At Mambo, as part of its purpose, the company reserves the right to accept or reject certain types of clients or projects that the company does not believe contribute to a common good, - The company does not work with casinos and tobacco companies (Mambo is currently developing a client selection process following the B Lab Risk Committee recommendations), - Mambo's directory is very emphatic in prohibiting any relationship that could damage the company's reputation or a client that does not share the same purpose as Mambo. This includes the political issue, mambo does not get involved in politics, - The company does not have a formal process to carry out due diligence with controversial clients, - When asked about the practices to reduce greenwashing risks, the company reported the following: Within the conscious brand ecosystem methodology used by Mambo, the company has impact actions as part of its communication strategy, which seeks consistency between what is said and what is done. The company has and an Ethical Marketing Policy, applicable to the company itself and its clients.