



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: Nawiri Group Ltd

Date Submitted: 24 Jan 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:

Nawiri Group Ltd

UPDATED AS OF:

24 Jan 2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Facilities located in sensitive ecosystems
TOPIC	Company carries out safari tours and provides lodges that are located in protected land in Tanzania, Kenya, and across Southern Africa.
SUMMARY OF ISSUE	<p>Nawiri Group, via Asilia Africa and Go2africa offers luxury tours and travel accommodations in protected land conservancies in several locations, the majority of which are in Tanzania and Kenya. Some of the areas in which they operate are the Serengeti, Greater Masai Mara, Ol Pejeta, etc (https://www.asiliaafrica.com/destinations/).</p> <p>Go2africa additionally offers safaris in some protected areas across Southern Africa, such as the Kruger and Chobe National Parks in South Africa and Botswana, respectively (https://www.go2africa.com/destinations/). The company helps fund the land conservancies in the areas where they operate. In Tanzania, the areas where they operate are gazetted by Government as National Park, in Kenya, the conservancies are purely protected by virtue of agreement of the landowners (mostly local Masai with the tourism Management companies who represent the tourism companies).</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	88% of the company operations are carried out in these locations except for the support offices. All of the company camps are permanent, bar two that move between two different locations within the same areas.
IMPACT ON STAKEHOLDER(S)	The wildlife and natural habitat of these areas are often under threat and the park organizations have strict regulations for the company operations on how to run your camp and operations to avoid or minimize negative impact on the environment; yearly audits take place to verify these operations. There are various risks associated with the company's operations such as camp hazards (fuel, water system, waste, pollution), however the company considers it a central part of their mission to help to protect the wildlife and natural habitat of the area, and in some cases even improve or restore it.

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IMPLEMENTED MGT PRACTICES	<p>Unavoidable emissions from fossil fuel consumption are offset through their internal and external reforestation and conservation programs in or adjacent to the areas in which Asilia has a presence. Control water usage and plastics, as well have strict procedures on fuel and other hazards; this is covered in early parts of the assessment. They do regular checks and 3rd party certification (RTTZ and Eco Kenya) to make sure all is monitored and certified. They also provide guidance and management training on how not to disturb wildlife or surroundings (roads, sounds, lights).</p> <p>The company has implemented the following practices in order to mitigate the environmental risks identified previously, which are outlined in their Impact & Sustainability policy:</p> <ul style="list-style-type: none"> • To ensure that compliance with sustainability commitments and standards form an integral part of all its management assessments, decision-making, action plans and monitoring & review processes. • To ensure every unit records and monitors all use of water, electricity, fossil fuels and consumables within the unit. Through these records and in combination with the annual assessment of the energy/water/waste footprint, opportunities are to be identified and implemented to continuously reduce the footprint. • To measure and monitor the carbon footprint of their line of operations and to use these measures, in combination with the annual assessment of the energy footprint, to continuously seek ways to reduce emissions as technology becomes economically available. • To ensure that unavoidable emissions from fossil fuel consumption are off-set through our internal and external reforestation and conservation programs in or adjacent to the areas in which Asilia has a presence. • To ensure with their managers that all units work towards rainwater harvesting wherever possible and that other forms of water recycling opportunities are explored and implemented wherever possible.
REPORT	<p>[optional]</p>
MANAGEMENT COMMENTS	<p>[optional]</p>