



## 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: Armanino LLP  
 Date Submitted: 22/02/2021

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	✓	
Hemp-Related Products		

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:

Armanino LLP

UPDATED AS OF:

22/02/2021

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Disclosure Fossil-fuel-based oil, natural gas, or coal extraction, distribution, sale, etc., Disclosure Cannabis
<b>TOPIC</b>	Company serves clients in the oil & gas industry and the cannabis industry (including medicinal and recreational cannabis companies).
<b>SUMMARY OF ISSUE</b>	Company provides services such as tax, audit, outsourced accounting, human resources consulting and software sales services to clients in the cannabis and oil & gas industries.
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	Company derives less than 2% of their annual revenue from clients in the cannabis and oil & gas industry and 75% of revenue from the cannabis industry is from recreational cannabis companies.
<b>IMPACT ON STAKEHOLDER(S)</b>	<p><b>Cannabis:</b> Cannabis and cannabis related products are subject to controversy both because of their current and historic legal status around the world, as well as concerns about the potential harm that the products may cause. Current regulations governing the legality of marijuana-related products are complex in the United States due to different layers of federal, state, and local laws.</p> <p>While the risk of criminal prosecution may be low or negligible in some states, B Lab encourages consumers, retailers, and manufacturers to conduct their own research based on individual circumstances to determine the legality of certain marijuana-related products in one's jurisdiction.</p> <p><b>Oil &amp; Gas:</b> The oil &amp; gas industry, could pose numerous social and environmental risks such as greenhouse gas emissions &amp; climate change, deterioration of coastal and marine ecology, displacement of peoples and health and safety concerns for employees as well as communities of operation. (Source: <a href="#">UNEPLI</a>)</p>
<b>IMPLEMENTED MGT PRACTICES</b>	<p><b>Clients in the Cannabis Industry:</b> Prior to providing services to clients in the cannabis industry, Armanino consulted with an ethicist and received guidance that their role as accountants and consultants to the cannabis industry is legitimate to help regulate the newly legalized industry. Armanino has heightened standards of client review and acceptance that includes background checks on key executives of such companies. The company also subjects cannabis clients to annual reviews and ongoing determinations about whether relationship with each such client should be continued. Armanino does not work with cannabis clients that are not in full compliance with the laws of every US state in which they operate. Further, the AICPA has accepted the cannabis industry as a legitimate form of business and provides guidance to CPA firms like Armanino for working in the industry.</p> <p><b>Clients in the Oil &amp; Gas Industry:</b> While Armanino provides services to clients in the oil and gas industry, it is not an area of expertise, focus or growth for the firm at this time. Armanino does not have physical locations in any of the places where oil and gas experts generally congregate. Armanino does not have heightened requirements for onboarding clients from the oil &amp; gas industry, but the firm's engagement with any publicly traded oil and gas companies triggers special onboarding procedures similar to those utilized for their cannabis industry clients. While Armanino does not prohibit or restrict the provision of services to the industry, the firm's expertise, experience and multiple California locations result in most of their clients in the energy space falling outside of fossil fuel based energy sources.</p>