



Parque Bondinho Pão de Açúcar

Disclosure Report
Date Submitted: May 2nd, 2024



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 or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input checked="" type="checkbox"/>	<input type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Significant Layoffs of >20% of the Workforce

Parque Bondinho Pão de Açúcar experienced significant layoffs of more than 20% of the workforce within the last five years. Certified B Corps are required to make transparent when such practices have occurred.

Any party aware of specific company practices of this company related to their layoffs that were inappropriate, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Energy and Emissions Intensive industry

Parque Bondinho Pão de Açúcar is involved in the production/sale of products, or is part of an industry that can potentially be classified as energy and emission-intensive, meaning that they are more likely to have significant impacts on the environment based on their carbon emissions associated with their operations and their contribution to climate change. Certified B Corps are required to make transparent their involvement in such activities or industries.

Any party aware of specific company practices that have had a negative impact related to their involvement in the sensitive industry, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).

For more information about the company's practices, please visit the company's webpage/sustainability report, accessible [here](#).

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation and Penalties

Issue Date	8/11/2023
Topic	Litigation and Penalties related to labor issues
Summary of Issue	<p>Parque Bondinho Pão de Açúcar has had 50 cases related to labor issues in its operations in Brazil. The cases are related to allegations of severance pay issues (i.e., overtime, vacation time, "thirteenth month" wage benefit, meal voucher, transport voucher, severance pay fund, work journey, nighttime bonus, etc.)</p> <p>Severance pay litigation cases There were sixteen cases involving severance pay issues settled with payment. There were three cases involving severance pay issues settled without payment. There are thirty-one ongoing cases involving severance pay issues with possible to moderate likelihood to lose.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Severance pay issues cases represented in total 2.39% of the company's overall revenue at the time.
Impact on Stakeholders	17 employees and 2 subcontractors were impacted by issues related to overtime, vacation time, "thirteenth month" wage benefit, meal voucher, transport voucher, severance pay fund, work journey, night-time bonus cases and 31 individuals were potentially impacted in the pending cases with the same themes.
Resolution	19 cases have been closed and corresponding fines have been paid. 31 cases are still ongoing.
Implemented Management Practices	<p>The company implemented the following practices in order to mitigate similar issues from arising in the future:</p> <ul style="list-style-type: none"> - Change of collective convention to collective agreement; - Additional details in the collective agreement on the food voucher discount; - Creation of an online system for controlling vacations and time banks by the employee and manager; - Creation of policies for people management (positions and salaries, work-time tracking, etc.).
Related Incidents (Yes/No)	No.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Fines & Penalties

Issue Date	09/04/2023
Topic	Penalties from Brazil's Labor Ministry
Summary of Issue	<p>Parque Bondinho Pão de Açúcar has had 8 cases of penalties registered by the Brazilian Work Ministry over the last 5 years. The cases are related to allegations of three instances on not attending the required number of hired People with Disabilities (PWDs) among the employee roster (two in 2020 and one in 2022) and one instance (in 2022) for not complying with Brazilian safety regulations.</p> <p>Infraction notices related to the number of PWD hired in the company There were two cases settled with payment and one case settle without payment.</p> <p>Infraction notice related to work safety issues There were five cases settled with payment.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Penalties related to the number of PWDs hired in the company and work safety issues represented less than 1% of the company's revenue at the time.
Impact on Stakeholders	Brazilian policy identifies the lack of inclusion of PWDs in the job market as a material social issue. As a result, laws related to the inclusion of this population in the job market are present in the country, with a percentage pre-established in law according to the size of the companies' workforce. PWDs may have potentially been affected by the company's non-compliance with this regulation. The non-compliance with occupational Health and Safety Regulation represented a potential impact on all employees. There was no reported injuries or illnesses.
Resolution	All cases were settled with payment and the company complied with the requirements.
Implemented Management Practices	The company immediately hired PWDs as required by law and adapted the work environment to the necessary adjustments requested by Brazil's Labor Ministry.
Related Incidents (Yes/No)	No.

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Consumer Protection

Issue Date	10/23/2019
Topic	Public Civil Action for Consumer Rights Violations
Summary of Issue	In 2019, Parque Bondinho Pão de Açúcar was cited in a public civil action due to findings from the civil inquiry no. 602/2019, which investigated irregularities in the service provision specifically concerning obstacles in cancelling ticket purchases at the ticket office and insufficient information provided to the public about the 'Carioca Maravilha' promotion. A sentence was issued in June 2022, partially approving the claims to limit retention to 20% in case of cancellations made less than 48 hours before the scheduled departure, and mandating a refund policy implementation within 30 days. In December 2023, an appellate decision imposed a daily fine of R\$ 1,500 for non-compliance, setting a five-year statute of limitations for individual execution claims.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	No fines have been imposed due to compliance with the court's ruling.
Impact on Stakeholders	Direct impact on consumers who experienced difficulties with ticket cancellations.
Resolution	The case was settled in the court and the company is complying with the requirements.
Management Practices	<ul style="list-style-type: none"> - Implementation of a new ticket refund policy that meets legal requirements; - Introduction of clearer communication regarding ticket cancellation policies and promotional terms.
Related Incidents (Yes/No)	No.