

## 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: Casa Molle  
 Date Submitted: 01/30/2022

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:

Casa Molle

UPDATED AS OF:

01/30/2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Significant layoffs of >20% of workforce
<b>ISSUE DATE</b>	2020
<b>TOPIC</b>	Significant layoffs due to Covid-19.
<b>SUMMARY OF ISSUE</b>	In 2020, the COVID-19 pandemic caused the layoff of employees as the company's facilities needed to close. The company had to reduce staff for several months, since the nature of its business is the development of tourist activities, and its clients are foreigners and residents of other regions of the country. Upon reaching the peak of infections in the region, the Ministry of Health applied quarantine restrictions that entailed the closure of borders (clients could not travel to Casa Molle). This situation forced the company to close its facilities while the restrictions were in place and forced a reduction in staff.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	15 employees were laid off, representing approximately 50% of the company's employees at that time.
<b>IMPACT ON STAKEHOLDERS</b>	Primary impact was loss of employment for affected employees.
<b>IMPLEMENTED MGT PRACTICES</b>	The company has since bounced back and is in peak season with fewer restrictions and so has been able to hire again. It has rehired the laid off workers and now has 58 contracted workers.
<b>RELATED INCIDENTS (YES/NO)</b>	Up until 2020 there were no layoffs at Casa Molle.



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Casa Molle

UPDATED AS OF:

01/30/2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Alcohol
<b>TOPIC</b>	Company sells alcohol products
<b>SUMMARY OF ISSUE</b>	"Casa Molle operates hotel facilities that earn a material amount of revenue from the sale of alcohol.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 3.6% of revenue was earned from the sale of alcohol.
<b>IMPACT ON STAKEHOLDERS</b>	Alcohol may have a negative impact on the health and well-being of individuals and their communities.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>"The company complies with all legal regulations. All the waiters who attend to customers at Casa Molle are trained in their functions, including those related to serving alcohol, according to the following:</p> <p>Every guest is asked for an Identity Card or identification when entering the hotel, the ages of the customers are registered in the hotel system, then a Rooming is published which indicates to the workers the ages of the customers, it is strictly prohibited to serve alcohol to those under 18 years.</p> <p>If a customer is found to be in a state of drunkenness, the consumption of alcohol is immediately suspended. If the situation is already extreme, and the customer resists, the police will be called (this situation has never occurred)."</p>