



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: Minka

Date Submitted:04/01/2020/

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		✓
Other		✓
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		✓
Other Disclosures		✓

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: Minka

UPDATED AS OF: 04/01/2020

DISCLOSURE QUESTIONNAIRE CATEGORY	Company uses workers who are prisoners
ISSUE DATE	April 1, 2020
TOPIC	Company has worker placements with prisoners through a partner government organisation Gendarmería de Chile at the San Joaquín Women's Penitentiary Center in Santiago.
SUMMARY OF ISSUE	Minka has a partnership with the Gendarmería de Chile to employ female prisoners to develop their creativity and technical skills for their subsequent social reintegration. In accordance with B Lab's Controversial Issue Statement on Prison Labor, any company that utilises prison labor must comply with guidance from the International Labor Organisation on Prison Labor in order to ensure that such labor preserves the rights of the workers, is in their best interest and is not exploitative.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Minka employs on an average 10 female prisoners over a 12 month period. The company pays them through the Gendarmería de Chile that provides 83% of the payment in cash to them directly, 15% by direct deposit in their accounts that is accessible through an ATM card once they leave the prison and 2% is deducted for administrative expenses for use of their space and utilities by the Gendarmería.
IMPACT ON STAKEHOLDER(S)	There are many issues that can arise as a result of prison labor which include but are not limited to forced labor, unfair wages and working conditions that can be unsafe and abusive.
IMPLEMENTED MGT PRACTICES	<p>Minka holds weekly meetings with the workers to discuss matters related to the production and payments. During the first such meeting of every month, the company checks in with the prisoners to ascertain if they have received their payment from the Gendarmería. If so, the prisoners sign a payment slip to confirm receipt of the payment. During this meeting, the prisoners also notify Minka about payment issues (if any), which the company resolves with the Gendarmería and provides an update to the pertinent prisoner about the resolution.</p> <p>The company has also instituted a complaints mechanism whereby complaint slips are made available to all workers.</p> <p>Additionally, the company meets with the Gendarmería twice a week to discuss issues such as delays in payment to workers.</p>
REPORT	ILO Guidance: https://www.ilo.org/empent/areas/business-helpdesk/faqs/WCMS_DOC_ENT_HLP_FL_FAQ_EN/lang--en/index.htm#Q3