



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: Chameleon Like, Inc.

Date Submitted: 08/01/2021

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		✓

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:

Chameleon Like, Inc.

UPDATED AS OF:

08/01/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Disclosure Energy and Emissions Intensive Industries
ISSUE DATE	29-Mar-23
TOPIC	Disclosure Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	The company runs a 12,000sq ft facility in California and a 8,000sq ft facility in Texas, they operate a lot of machinery that facilitates their production of goods. The machines use electricity as a source of energy.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Energy sources used by the company are Natural Gas & Electricity. The company's primary contributors to its carbon footprint are Transportation in the form of shipping goods, natural gas, and electricity.
IMPACT ON STAKEHOLDERS	Primary impact is environmental, as the company relies on fossil fuels and non renewable energy sources for its operations, which emits harmful, toxic byproducts in to the air.
IMPLEMENTED MGT PRACTICES	<p>Measures taken to manage energy use and carbon emissions:</p> <p>There are many things the company does to reduce their energy use and carbon emissions. One of them is turning off all machinery when they are not using it. They also ship using carbon neutral credits whenever possible. They added a schedule on their thermostats. They have set goals to reduce their energy consumption by 15% on a YOY basis (\$ to kWh Usage) per facility. The company does not conduct an assessment of how it compares with others in their industry in terms of energy usage, carbon emissions, and/or how these impacts are managed</p> <p>Best practices related to minimizing energy use and carbon emissions:</p> <p>There are many things the company does to reduce their energy use and carbon emissions. One of them is turning off all machinery when they are not using it. They also ship using carbon neutral credits whenever possible. They added a schedule on their thermostats</p> <p>They manage these practices by creating and enforcing policies that are shared with all employees. They use team meetings to train all the employees and advise of any updates and or changes to these policies. They also review energy statements on a quarterly basis and compare usage to sales dollars.</p> <p>The company does not measure energy intensity or carbon intensity per unit product</p>
RELATED INCIDENTS (YES/NO)	No.



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Chameleon Like, Inc.

UPDATED AS OF:

03/29/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Significant Layoffs
ISSUE DATE	29-Mar-23
TOPIC	Significant Layoffs
SUMMARY OF ISSUE	<p>Over the last 5 years Chameleon Like had 3 rounds of significant layoffs.</p> <p>In 2020 the company had two rounds of significant layoffs due to the COVID-19 Pandemic. Operations were shut down completely and the company was unable to keep anyone. The company was trying to keep as many employees as possible, but were mandated to close their doors. What they thought was going to be a 2-week closure, prolonged for a couple of months. By May 2020 the company had rehired 27 employees, and by July 2020, 41 employees had returned to work. They would have liked to bring them all back, but due to the additional unemployment benefits at the time, a good portion of employees declined to return.</p> <p>In January of 2023 the company had a third round of significant layoffs due to experiencing a drastic decline in sales for 3 consecutive months (from \$1,289,601 in December 2021 to \$561,099 in December 2022).</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>There were 3 rounds of layoffs in the last 5 years:</p> <p>March 2020, 3/16/20 – They had 78 employees, laid off 46 – Kept 32</p> <p>March 2020, 3/27/2020 – They were left with 32 employees, laid off 26, kept 6.</p> <p>January 2023, 1/23/2023 - They had 65 employees, laid off 13</p>
IMPACT ON STAKEHOLDERS	Primary impact was loss of employment for affected employees
IMPLEMENTED MGT PRACTICES	<p>Benefits provided to affected employees in order to minimize potentially negative impacts were: Severance pay to all affected employees, as well as outplacements services that included resume development, interview coaching, job search, etc.</p> <p>Other management practices or policies related to this layoff:</p> <p>To provide an easier transition, this year the company has partnered up with an outplacement company that will help previous employees get back on their feet.</p>
REPORT	[optional]
MANAGEMENT COMMENTS	[optional]
RELATED INCIDENTS (YES/NO)	No.