

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.



Other

DISCLOSURE QUESTIONNAIRE

Other

Company Name:Steppes Travel Date Submitted: 07/15/2022

Industries & Products	Yes	No
Please indicate if the company is involved in profollowing. Select Yes for all options that apply.	oduction of or tra	ade in any the
Animal Products or Services		$\sqrt{}$
Biodiversity Impacts		V
Chemicals		√
Company Explanation Of Disclosure Item Flags		√
Disclosure Alcohol		√
Disclosure Firearms Weapons		V
Disclosure Mining		7
Disclosure Pornography		√
Disclosure Tobacco		√
Energy and Emissions Intensive Industries		√
Fossil fuels		V
Gambling		√
Genetically Modified Organisms		√
Illegal Products or Subject to Phase Out		√
Industries at Risk of Human Rights Violations		√
Monoculture Agriculture		V
Nuclear Power or Hazardous Materials		√
Payday, Short Term, or High Interest Lending		V
Water Intensive Industries		V
Tax Advisory Services		√
Supply Chain Disclosures	Yes	No
Please indicate if any of the following statement	ts are true regar	ding your
company's significant suppliers. Business in Conflict Zones		- J
Child or Forced Labor		V
Negative Environmental Impact		V
-		<u>\</u>

Outcomes & Penalties	True	False
Please indicate if the company has had any forma	l complaint to	a regulatory
agency or been assessed any fine or sanction in the	he past five y	
the following practices or policies. Check all that a Anti-Competitive Behavior	pply.	T
Breaches of Confidential Information		ν,
Bribery, Fraud, or Corruption		ν,
		√
Company Explanation Of Disclosure Item Flags		V,
Company has filed for bankruptcy		V
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		V
Penalties Assessed For Environmental Issues		√
Political Contributions or International Affairs		√
Recalls		√
Significant Layoffs	V	
Violation of Indigenous Peoples Rights		√ V
Other		V
	.1	i
Practices	Truo	Ealco
Practices		False
Please indicate if the following statements are true	regarding w	hether or not the
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B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Steppes Travel UPDATED AS OF: 07/15/2022

Significant layoffs of >20% of workforce
September 2020
Significant layoffs due to Covid-19 Pandemic
Due to government restrictions on travel during Covid-19 pandemic, Steppes Travel had its revenue affected.
21 employees were laid off, representing 46% of the company's employees at that time.
Primary impact was loss of employment for affected employees.
All employees affected were paid their full statutory notice periods and statutory redundancy pay. Steppes Travel also has an internal redundancy policy which states that: ""Where the need arises for a reduction in the size of the workforce, management will enter into consultation with employees with a view to establishing whether the proposed job losses can be achieved by means other than compulsory redundancies. In situations involving large groups of employees the individual meetings should follow a general announcement to the affected group of employees. Collective consultations will cover: • ways to avoid redundancies • the reasons for redundancies • how to keep the number of dismissals to a minimum • how to limit the effects for employees involved Positive action will be taken to place employees in alternative positions taking into consideration their personal, domestic circumstances. Employees will be advised on the availability and suitability of any internal vacancies"".