



Social Impacttrip, Lda

Disclosure Report

Date Submitted: November 10th, 2025



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.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

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	☐	☒
Biodiversity Impacts	☐	☒
Chemicals	☐	☒
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	☐	☒

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	☐	☒
Breaches of Confidential Information	☐	☒
Bribery, Fraud, or Corruption	☐	☒
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

	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	☐	☒
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☒
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	☐	☒

	Yes	No
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	☒	☐

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	☐	☒



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other - Disclosure Industries

Issue Date	2025
Topic	Volunteer Placement to Childcare Organizations
Summary of Issue	Social Impactrip is a travel company based in Portugal that organizes volunteerism trips in Europe. All of the child education volunteer placements that the company organizes are based in Portugal, Barcelona, and Split. The child education projects offered by Social Impactrip create educational activities and study support groups for children. Volunteers are asked to dedicate 2 to 5 hours a day during weekdays volunteering on their chosen project for 1 to 12 weeks depending on the duration of the trip. The specific tasks depend on the current needs of the non-profit partner volunteers are placed in, and Social Impactrip works together with each non-profit partner to assess the organization's needs in order to make the best match possible between what volunteers want to do and the non-profit's needs. Most often, the volunteers teach English language in an informal way through games, support children in completing their homework, teach arts and crafts, create summer activities for the childrens' holidays, organize sports games, or teach new skills.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Approximately 22% of the company's revenue comes from trips involving volunteer placement at child education non-profit organizations.
Impact on Stakeholders	Volunteer programs at childcare organizations, if not managed appropriately, could potentially pose risks to children, such as disruption of development due to short-term connections with caregivers, as well as, risks to children's safety and well-being. For more information please see B Lab's position statement on Orphanage-Based Volunteer Programs.
Implemented Management Practices	In order to be a child education non-profit partner of Social Impactrip, organizations are subject to regular onsite evaluations and their volunteering programs. In every destination where the company operates, a non-profit that

	works with children needs to meet specific criteria regarding security procedures and codes of conduct. In order to ensure that volunteers are placed in organizations that need volunteer support, non-profit partners do not receive any payment from the company for accepting volunteer positions.
	For Social Impactrip's child education programs, volunteers are accompanied at all times by staff members of the non-profit partner. Volunteers are never left alone with the children in the program, and are not allowed to take them to any activity outside of the project location without supervision of the organization staff. The non-profit partners' employees remain the primary source of engagement with the children, and volunteers only offer support for conducting day-today activities.
	Social Impactrip publicly discloses its Children Protection policy and is committed to meeting the highest standards regards children protection, including their right, freedom, security and wellbeing.
	Screening of volunteers depends on the type of volunteering program. Whenever a non-profit partners requires a volunteer to provide criminal background check, Social Impactrip volunteers must have a clean criminal background check in order to be placed there. That happens in around 80% of the project placement.
	In all cases, Social Impactrip requires: • Motivational letter of why the volunteer wants to have the experience • Completion of a personal information form • Personal interview upon arrival The company maintains the right to dismiss anyone from the program if they are not meeting the projects' expectations, or are not suitable to work with children. Volunteers are informed of this policy before the application and payment through the terms and conditions and reminded on the first day of the program, when they are required to sign an agreement with this policy before having any contact with children. Furthermore, all volunteers must comply with the specific rules of the non-profit they are supporting. Those rules and principles underline

	different behaviors and actions that our volunteers should avoid which may constitute poor practice or potential abuse and exploitation.