



## 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: BEAR CREEK ORGANIC FARM

Date Submitted: 5/5/2020

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	Yes	No
		✓

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: BEAR CREEK ORGANIC FARM

UPDATED AS OF: 5/5/2020

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>TOPIC</b>	Biodiversity Impact
<b>SUMMARY OF ISSUE</b>	As an agricultural company, Bear Creek recognises that there are biodiversity risks connected to the production of agricultural crops.
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	100% of Bear Creek Organic's farm is USDA Organic Certified. The company owns and controls 76 acres of land of which 10% is under cultivation while the rest is fallow pasture, swamp, wetland, creek, and woods and is mostly untouched. 5% of the land is actively replanted each year.
<b>IMPACT ON STAKEHOLDER(S)</b>	Agriculture, particularly in cases where a single crop is cultivated at a time, poses a risk to local ecosystems of flora and fauna as well as the potential degradation of cultivated land. The clearing of natural habitat can result in the abundant decrease of local biodiversity and can also facilitate the entry of invasive alien species.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>As a USDA Organic certified farm, the company does not use products in a manner that affects biodiversity or impacts groundwater. Any pesticides that could possibly have any negative effects on beneficial insects are sprayed at times of day and year when those species are not active.</p> <p>The company uses crop rotation between crop families and rotates cover crops with annual crops each year. They do not use deep tillage and focus on keeping soil covered. The company checks the Organic Matter (OM) levels of their soil with the objective of increasing it.</p> <p>The company has a goal to see more species diversity each season and therefore monitor their on-site springs, swamps, and ponds for water clarity, algae, and critter activity and make note of bird activity, wildlife droppings, and soil activity.</p>

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>TOPIC</b>	Water Intensive Industries
<b>SUMMARY OF ISSUE</b>	Agriculture production is highly dependent on water and increasingly subject to water risks. It is also the largest using sector and a major polluter of water. Improving agriculture's water management is therefore essential to a sustainable and productive agro-food sector. <a href="https://www.oecd.org/agriculture/topics/water-and-agriculture/">https://www.oecd.org/agriculture/topics/water-and-agriculture/</a>
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	5% of the farm is currently irrigated.
<b>IMPACT ON STAKEHOLDER(S)</b>	Agriculture poses risks such as water stress or depletion of local water sources if water use is not appropriately managed. The company' relies on on-site sand/screen wells for meeting its water needs.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>As an organic farm, the company does not use chemical fertilisers or pesticides that may pollute ground water. As part of the USDA Organic certification process, the company takes annual water samples from its wells to check for any potential ground water contamination.</p> <p>The company utilizes greenhouses and hoopouses to reduce irrigation needs in the first place. In order to use water efficiently, the company uses drip irrigation, micro sprinklers, overnight irrigation to mitigate evaporation and moisture-based irrigation schedule. The company uses drip irrigation for all alliums, cucurbits, and solanaceae crops and uses overhead irrigation for leafy greens.</p>