



ecologyst outfitters inc.

Disclosure Report

Date Submitted: October 4th, 2023



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.

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally-Intensive Industry - Energy Intensive industry

Issue Date	Ongoing
Topic	Energy Intensive industry
Summary of Issue	ecologist outfitters inc. manufactures and sells apparel and, as an apparel manufacturer, operates in an energy intensive industry.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	100% of the company's revenue is earned from the manufacturing and selling of apparel.
Impact on Stakeholders	Textile manufacturing is a major contributor to global carbon emissions.
Implemented Management Practices	<p>ecologist outfitters' primary contributors to its carbon footprint are as a result of shipping products to customers, air travel required for visiting/auditing supplier factories and per-product impacts from the company's supply chain. To mitigate impact, the company offsets all emissions from shipping to customers through a collaboration with Pachama.</p> <p>In the company's facilities, ecologist outfitters has energy efficient appliances, lighting, and waste collection/diversion services for cardboard, plastics, and organics. Additionally, the company recycles textile offcuts created in its facilities.</p> <p>ecologist outfitters have specific targets in relation to annual emissions as well as an overall target to align with Sustainable Development Goals to reduce company's emissions by 35-45% by 2030; a step indicated as necessary by the UN for the fashion industry. To avoid the impact of using virgin materials, the company is currently in the research phase for solutions in regenerated fibers and recycled content fabrics.</p> <p>The company's per-product absolute carbon footprint ranges from 11.5kg CO2 for an organic heavyweight cotton t-shirt to 59.5kg CO2 for a wool puffy jacket, which is predominantly dependent on the material breakdown (cotton or wool). These</p>



	<p>products are offered with a lifetime guarantee and repairs for life. Company is also launching a second life program where customers will be able to shop pre-owned ecologist garments, significantly reducing the per-product impact by approximately 80%, which was launched to the public on October 13th, 2021.</p> <p>ecologist outfitters also have a commitment to perform an annual assessment with their partner Synergy Enterprises to provide progress over time in comparison to organizations of similar size and type and also including offsetting unavoidable emissions.</p>
Reports	<p>Repairs for life blog post</p> <p>Second Life</p> <p>Circular Economy</p> <p>Annual Sustainability Report data available to public</p> <p>Carbon Neutral Club Partnership</p> <p>Quilted Collection Impact Assessment</p>
Other Management Comments	<p>Company has a commitment to source from local suppliers that have certifications for their sustainable practices, therefore decreasing the carbon footprint of their products.</p> <p>ecologist donates textile offcuts from their manufacturing process to local craft and art organizations, while also providing recommendations on shipping methods to reduce their emissions.</p> <p>Customers have the possibility to shop directly from their factory, avoiding emissions related to transporting the products to shops or shipping. Ecologist has also partnered with Carbon Neutral Club which is a third party provider that enables individuals to calculate and offset their emissions while getting access to sustainable brands at a lower rate rewarding them for taking personal responsibility for their impact. This is a pending B Corp as well.</p> <p>Products with some small quality issues are not landfilled, but are sold with discounts and repairs for life are also provided, reducing the emissions of a product to around 20-30%.</p>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally-Intensive Industry -
Water Intensive Industries

Issue Date	Ongoing
Topic	Water Intensive Industries
Summary of Issue	Ecologist Outfitters manufactures and sells apparel and, as an apparel manufacturer, operates in water intensive industry.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	100% of company's revenue is earned from the manufacturing and selling of apparel.
Impact on Stakeholders	As a water intensive industry, the clothing manufacturing poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.
Implemented Management Practices	<p>The company has calculated its water intensity per product. The heavyweight standard organic cotton t-shirt requires 13,000 liters of water for manufacturing and home laundering care combined. If only manufacturing is considered, this number would reduce to 11,560 liters. For the Merino Jersey t-shirt, 2,140 liters of water are required to produce a home launder. For an item such as the Merino Bubble Knit Sweater, 3,590 liters of water are required. The company is currently looking to reduce this number with the launching of the second life program, as well as develop new products with recycled/regenerated materials.</p> <p>ecologist outfitters has undergone an assessment by the Synergy Foundation who has certified both the factory/head office location and Victoria Shop location as a Green Business.</p>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Industries at Risk of Human Rights Violations

Topic	Cotton / Raw Material Supply Chain Labor Risks
Summary of Issue	ecologist outfitters inc. previously purchased cotton from a textile company that sourced cotton from China. 20% of global cotton comes from Xinjiang Uyghur Autonomous Region, (Uyghur Region), or produced by certain entities implicated in forced labour.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	At the time 2.5% of supplier expenses were on cotton sourced from China
Impact on Stakeholders	The use of cotton poses a human rights risk due to the possibility that they are sourced from conflict-affected and high risk areas, where they may be used to finance conflict and/or be associated with human rights abuses in the supply chain.
Resolution	<p>The last time ecologist outfitters inc. purchased cotton sourced from China was in 2020. The company does not use this fabric anymore and have since replaced it with a different fabric with raw materials sourced from India.</p> <p>The cotton previously sourced from China was GOTS certified organic cotton.</p>