



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: Deck & Donohue
Date Submitted: 09/07/2022

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: Deck & Donohue

UPDATED AS OF: 09/07/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Alcohol
TOPIC	Company brews and sells alcohol products
SUMMARY OF ISSUE	Deck & Donohue is a brewery that earns a material amount of revenue from the sale of alcohol
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 98% of Deck & Donohue's revenue was earned from the sale of alcohol
IMPACT ON STAKEHOLDERS	Alcohol may have a negative impact on the health and well-being of individuals and their communities
IMPLEMENTED MGT PRACTICES	<p>The company complies with all the regulations and laws related to the sale of alcohol in the jurisdictions where they operate.</p> <p>The company promotes responsible consumption of alcohol as included in its mission, limiting the alcohol content of its beers: its strongest beer is at 6.5% and most of its lineup is between 4.5% and 5%. They focus their efforts and communication on taste and never on any positive effects of alcohol. They also don't cater their message to a younger audience. They have also launched a local and organic soft drinks brand, and work on non-alcoholic beer options. The company states they do not consider that craft beer brands have a significant impact on alcoholism at this stage but are ready to support initiatives fighting against alcoholism if it became the case.</p>



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Deck & Donohue

UPDATED AS OF:

09/07/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a brewery, Deck & Donohue operates in an industry that is water intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 98% of Deck & Donohue's revenue was earned from the sale of alcohol.
IMPACT ON STAKEHOLDERS	<p>As a water-intensive industry, brewing poses risks such as water stress or depletion of local water sources if water use is not appropriately managed. As a beer brewery, the company uses approximately 5 liters of water for any liter of beer produced. These 5 liters can be broadly divided into:</p> <ul style="list-style-type: none"> 1 liter of water in the final product 0.5 liter of water stuck in spent grains, the residues of the brewing process 0.1-0.2 liter of water evaporated during the heating process of the beer 3.5 liters of water are used for rinsing and cleaning the bottles, kegs, equipment, and brewery. <p>Water is also often used to cool beer in the brewing industry.</p>
IMPLEMENTED MGT PRACTICES	<p>The company's spent grains are given to a local farm which uses them for cattle feeding and soil nourishment. 10% of the company's water usage is thus going back to the soil organically or can be used by animals.</p> <p>Investments were made in automated cleaning equipment, notably for kegs, and in additional cold and hot water, tanks to improve the water management: some brewing steps enable heat water, which can be used in later steps. The company is able to divide its water usage by 2 over the years thanks to these investments.</p> <p>The company monitors water consumption on a monthly basis and sets annual reduction targets. For 2022, the reduction target is 5%, which the company notably hopes to achieve through a higher filling rate of the tanks (which reduces the amount of water needed for cleaning by %).</p> <p>The company states their comparison to other small companies in their country reaches efficiency standards, although 20% to 30% less water efficient than larger brewing conglomerates around the world.</p>