



HG&Co Ltd

Disclosure Report

Date Submitted: December 12th, 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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input 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 Industries - Energy and Emissions Intensive Industries

Topic	Energy and Emissions Intensive Industries
Summary of Issue	As blenders, packagers, distributors of ethanol, fine alcohol, related solvents and spirit-based drinks including distilling, the operational activity of HG&Co Ltd is the primary contributor to its carbon footprint.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	96% of HG&Co Ltd revenue comes from their activities as blenders, packagers, distributors of ethanol, fine alcohol, related solvents and spirit-based drinks including distilling. The company's carbon intensity is 4.54 tCO ₂ e/rev
Impact on Stakeholders	Energy intensive manufacturing activities pose an environmental risk due to the emissions produced by such energy use. The extent of environmental impact is dependent on the energy sources utilized and management practices in place to manage energy use. HG&Co Ltd uses natural gas and 100% renewable electricity in their operations.
Implemented Management Practices	<p>HG&Co Ltd has set goals to become a low carbon company and reduce waste, aiming for zero waste to landfill by 2050. To achieve this, the company has begun implementing an action plan, aiming to reduce its operational scope 1-3 carbon emissions by 3% year-on-year and reducing landfill use. HG&Co Ltd action plans includes:</p> <ol style="list-style-type: none"> 1. Reducing emissions; <ul style="list-style-type: none"> • Installing LED lights, alongside installation of lighting sensors and timers • Installation of air curtains to reduce facility electricity consumption 2. Waste to landfill; <ul style="list-style-type: none"> • Review waste streams and items going to landfill • Review site processes & potential other waste disposal providers, identify opportunities for improvement <p>HG&Co Ltd do not currently compare their impact to others in the industry, as they seek to first understand their impact and create their strategy.</p>



Report	https://hgcompany.co.uk/wp-content/uploads/2023/11/Sustainability-Policy.pdf
Management Comments	None



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Water Intensive Industries

Topic	Water Intensive Industries
Summary of Issue	HG&Co Ltd produces, sells and distributes alcohol to the pharmaceutical, cosmetic and beverage sectors both in the UK and Internationally. Within the HG&Co Ltd, the company operates a distillery and utilizes water in their operations at their Witham facility.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	HG&Co Ltd produce and distribute alcohol and 100% of their revenue is derived from selling alcohol to pharmaceutical, cosmetic and beverage sectors. On average, 0.00056 m3/liter of water was used in the last fiscal year.
Impact on Stakeholders	As a water intensive industry, the manufacturing industry poses risks such as water stress or depletion of local water sources if water use is not appropriately managed. HG&Co Ltd uses water via the mains water supply.
Implemented Management Practices	All water used in the manufacturing process of HG&Co Ltd is captured, as there is no drainage in the manufacturing facilities. Any runoff goes into an interceptor, which HG&Co Ltd has complete control of. Any foul water released has an agreed consent limit with Anglian Water. Additionally, the water used in cleaning the IBCs (Intermediate Bulk Containers) is also captured. HG&Co Ltd has set a water reduction target of 3% on overall water consumption of their operations.
Report	None
Management Comments	None



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Others - Clients in Controversial Industries

Topic	Clients in Controversial Industries
Summary of Issue	<p>HG&Co Ltd supplies alcohol as a raw material and has long term relationships with companies in the pharmaceutical and alcohol industry since the company's inception. The company's product is used as a testing agent in the pharmaceutical industry, for the use in finished products as well as for the production of pharmaceutical cleaning products. HG&Co Ltd provides products used for flavoring the food & beverage industry and the production of cosmetic products and household detergents. In addition the company sells alcohol to the Alcoholic Beverage industry for the use in consumer alcohol products and alcohol used in flavor houses and distilleries. The company purchases alcohol as a by-product of the petrochemical industry.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>Over the last 5 years, 61% of the company's cumulative revenue was represented by companies operating in controversial industries.</p> <p>16% from the pharmaceutical industry</p> <p>46% from the alcohol industry.</p>
Impact on Stakeholders	<p>Companies that work with clients in controversial industries can indirectly increase the harmful impact to stakeholders by enabling business growth. Therefore, companies that work with clients in these industries should have practices in place to ensure that their impact is aimed at decreasing the negative impacts of the industry.</p> <p>B Lab has flagged the involvement of companies with clients in controversial industries as a material issue and new standards will be created to address possible risks related to this matter.</p>
Management Practices	<p>The company has an Ethical policy which requires suppliers to adopt their position on positive business practices for all stakeholders. In addition HG&Co Ltd works with Supplier Ethical Data Exchange (SEDEX) for its customers and also personally visits customers to ensure appropriate business</p>

	<p>conduct.</p> <p>HG&Co Ltd have close working relationships with all their customers and their Ethical Policies ensures the company acts responsibly. HG&Co Ltd works for the Ethical Trading Initiative (ETI) Base Code and is a member of SEDEX. In addition, safety is hugely important due to the hazardous nature of the product supplied and is critical to all stages of the customer supply chain.</p> <ul style="list-style-type: none">• HG&Co Ltd ensures through a combination of customer interaction, site visits, commercial and quality agreements with its customers that all legislation requirements are met.• Furthermore, HG&Co Ltd is working directly with the pharmaceutical industry to discover solutions for reducing waste, through alternative processes such as exploring circularity and the reuse of materials.
Report	None
Management Comments	None