



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: The Uncommon

Date Submitted: 11/30/21

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:

The Uncommon

UPDATED AS OF:

11/30/21

DISCLOSURE QUESTIONNAIRE CATEGORY	Alcohol
TOPIC	Company sells alcohol
SUMMARY OF ISSUE	The Uncommon earns a material amount of its revenue (>2%) from the sale of alcohol.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In 2020, 100% of 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 of the regulations and laws related to the sale of alcohol in the jurisdictions in which it operates.</p> <p>The company supports new starters to get their BIIAB Level 2 (British Institute of Innkeeping Awarding Body) – Personal Alcohol Licenses and WSET (Wine and Spirit Education Trust) level 1-3. Within both these courses are modules on the safe consumption of alcohol and impact on both physical and mental health. The company has also started a monthly outdoor sober social to promote a healthy work / life balance and to explore the no-alcohol drinks market which it is looking to expand into.</p> <p>All employees must attend internal training by BIIAB (British Institute of Innkeeping Awarding Body) licensed employees.</p> <p>The business is fully licensed and registered to sell alcohol through both wholesale and retail. It has had to obtain an alcohol licence and wholesalers license which involves training and an exam with the relevant governing bodies. As part of the company's policy (and included in the company handbook) it trains staff on the 4 pillars to mitigate the sale of alcohol to minors.</p> <ol style="list-style-type: none"> 1. Age verification checks 2. Operating a challenge 25 policy 3. Proxy sales 4. Staff training <p>"</p>
OTHER MANAGEMENT COMMENTS	<p>"As part of your job, you will receive training from BIIAB Level 2 qualified employees – those with a Personal Alcohol License. As part of this you will learn about the safe consumption of alcohol and the impact on both physical and mental health. You will also be given the opportunity to gain a personal alcohol license yourself.</p> <p>Employees are also offered (and strongly encouraged to take) the Wine and Spirit Education Trust level 1-3. Safe consumption and selling of alcohol are also covered by the WSET, however here you will also learn about cool climate wine and gain incredible insight into the burgeoning English wine movement.</p> <p>Alcohol, by nature, is part of our job but it must be engaged with responsibly and with respect. We are always here to talk if you need it!</p> <p>Every month the team gets together for a 'Sober Social'. From sports to culture, it's gets us together outside the office and pushes us to explore the growing non-alcoholic drinks sector."</p>