



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: Upslope Brewing Company
Date Submitted: 08/30/2022

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: Upslope Brewing Company UPDATED AS OF: 08/30/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a brewery, Upslope Brewing Company operates in an industry that is water intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 99% of Upslope Brewing Company's revenue was earned from the sale of alcohol
IMPACT ON STAKEHOLDERS	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.
IMPLEMENTED MGT PRACTICES	<p>At an efficiency of three barrels of water to one barrel of beer at the main production facility, the company has achieved "Best in Class" in water efficiency according to the Brewers' Association Sustainability Benchmarking data. The company's current target is to dial in water usage by process and incorporate that usage into standard operating procedures to prevent backsliding in efficiency over time. The company also works with the city of Boulder to ensure that its water use targets align with theirs.</p> <p>Upslope Brewing Company benchmarks water usage against other breweries within the size range using the Brewers' Association Sustainability Benchmarking Tool.</p> <p>The company's water comes from the headwaters of Boulder Creek and diversions from the Upper Colorado River on the Western Slope. The brewery's water use is non-consumptive in that it is returned to Boulder's water treatment plant. As such, it doesn't reduce the total water available in the city.</p>



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Upslope Brewing Company

UPDATED AS OF:

08/30/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Alcohol
TOPIC	Company produces alcohol products
SUMMARY OF ISSUE	Upslope Brewing Company 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, 99% of Upslope Brewing Company'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 has local, state, and federal licenses for the sale of alcohol and a sales tax license for alcohol sales out of the tap rooms. Upslope Brewing Company also complies with all event regulations for serving alcohol within the city of Boulder.</p> <p>All tap room bartenders, sales representatives, and any other employees who serve beer on behalf of Upslope are required to be certified in Training for Intervention Procedures (TIPS). The company adheres to the Brewers' Association ethical marketing policy, practices strict IDing of consumers, and expenses Ubers or taxis for employees and customers who need them to prevent DUIs.</p>



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PROVIDED BY: Upslope Brewing Company UPDATED AS OF: 08/30/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Facilities located in sensitive ecosystems
TOPIC	Company's primary production facility is adjacent to a designated wetland.
SUMMARY OF ISSUE	Upslope's primary production facility, located at 1898 S. Flatiron Ct. in Boulder, CO is adjacent to a designated wetland. Wetlands are protected under Boulder Revised Code, Chapter 9-3-9: Stream, Wetlands & Water Body Protection.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	99% of Upslope's production volume occurs in the facility adjacent to this wetland.
IMPACT ON STAKEHOLDERS	Potential environmental risks to the sensitive ecosystem due to the company's operations in that area include: a. Stormwater runoff.
IMPLEMENTED MGT PRACTICES	The company has implemented the following management practices in order to mitigate. The environmental risks identified previously: a. They properly store and dispose of all waste so as not to contaminate stormwater runoff.