



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.

Certified



Corporation

DISCLOSURE QUESTIONNAIRE

Company Name: **GloryBee**
 Date Submitted: **11/03/2022**

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:

GloryBee

UPDATED AS OF:

11/03/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Products or Services
TOPIC	Company sells Honey and Honey Bee Related Products.
SUMMARY OF ISSUE	GloryBee sells honey and hive products that that are sourced from animal farms and beehives
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the 2020 fiscal year, 40% of the Glory Bee's Supplier expenditures come from animal farms and 29.6% of sales came from the sale of honey
IMPACT ON STAKEHOLDERS	As long as the bees and their hive are kept free of parasites, pathogens, and pesticides in the process of them making and beekeepers harvesting this honey, the bees won't be harmed. However, if products are not harvested in a sustainable manner, it could negatively impact the health of the animals the products are sourced from.
IMPLEMENTED MGT PRACTICES	<p>GloryBee is True Source Certified, which requires high standards for beekeeping and honey management and tracking. True Source Certified® is a voluntary system of traceability and authenticity testing for those participants who wish to demonstrate through an independent third party that their sourcing practices are in full compliance with U.S. and international trade laws. The standards for certification can be found here</p> <p>https://truesourcehoney.com/true-source-certified/standards-2022-02-08.pdf</p>



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DISCLOSURE QUESTIONNAIRE CATEGORY	Bio Diversity Impacts
TOPIC	Company Sells Honey and other agricultural food products
SUMMARY OF ISSUE	GloryBee is a provider of honey and natural ingredients to food manufacturers. The majority of the company's ingredients are agricultural products (honey, nuts, seeds, oils, grains), and GloryBee does not have control over how the products are grown/Harvested
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the 2020 fiscal year, 40% of the Glory Bee's Supplier expenditures come from animal farms and 29.6% of sales came from the sale of honey
IMPACT ON STAKEHOLDERS	Agriculture poses a risk to the flora and fauna of local ecosystems as well as the potential degradation of cultivated land.
IMPLEMENTED MGT PRACTICES	Glorybee asks all of their suppliers a series of questions about their beekeeping practices, and the land on which their hives are kept. Glorybee also conducts in-person audits with new suppliers and uses a supplier code of conduct which screens for product environmental sustainability, quality, safety, and ethical practices. They support organic and non-GMO agriculture and strive to have a majority of their ingredients (60-75%) be organic and non-GMO certified. Glorybee's SAVE the BEE Initiative has raised and contributed \$850,000 to research on honey bee health and nutrition, creation of native pollinator habitat, and pesticide reform ... all of which have a positive impact on biodiversity in the Pacific Northwest.



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UPDATED AS OF:

11/03/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Recalls
ISSUE DATE	June 2019
TOPIC	Substances found in honey/honey related products
SUMMARY OF ISSUE	In 2019, The FDA reported that two random surveillance samples of GloryBee Orange Blossom Honey tested for the presence of the antibiotic fumagillin residue. As a result, the honey was recalled
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the 2019 fiscal year in which this incident occurred, this recall presented close to 3% of products. (536, 6 pack cases of 18 oz honey jars)
IMPACT ON STAKEHOLDERS	Fumagillin is toxic to red blood cells in vitro at concentrations greater than 10 µM.
IMPLEMENTED MGT PRACTICES	GloryBee uses a risk-based matrix aligned with scientific reports for antibiotics according to country, region, and historical data. They ask their beekeepers to sign an affidavit stating what feeding and treatments they use in beekeeping. Glorybee asks their beekeepers to monitor their honey for residue levels. This particular antibiotic is no longer in use in beekeeping.