



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: Fetzer Vineyards
 Date Submitted: 08/25/2021

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:

Fetzer Vineyards

UPDATED AS OF:

08/25/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Compulsory Overtime
ISSUE DATE	Ongoing
TOPIC	Hourly workers required to work overtime due to seasonal work.
SUMMARY OF ISSUE	<p>Employees are occasionally required to work overtime during the harvest. A majority of overtime hours take place during harvest when, due to conditions (weather, fruit, facility, etc.) it is necessary for employees involved in the vineyard and winemaking operations to work additional hours. On average, each employee worked .1 hours of overtime per year at 1.5 hours pay rate and 9.2 hours of overtime at 2 hours payrate. Overtime is based solely on need. The company schedules overtime with notice and they also have situational overtime due to equipment failure. Employees are asked to volunteer, or they may be assigned, depending on the project. Employees are informed of the compulsory overtime in the employee handbook.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>In the previous fiscal year, 208 employees were subject to required overtime hours at some point during the year, which represents 95% of the total workforce. Compulsory overtime was required during approximately 52 weeks in the previous fiscal year.</p>
IMPACT ON STAKEHOLDERS	<p>Employees that work compulsory overtime can experience increased stress and have less time to spend on activities outside of the workplace, such as spending time at home. At Fetzer Vineyards, if an employee is unable to meet the overtime requirement or refuses to work overtime, the company tries to accommodate the employee's personal schedule where possible. If the overtime has been preplanned, the employees are expected to work unless they receive approval to be absent.</p>
IMPLEMENTED MGT PRACTICES	<p>In California, the company is subject to both daily and weekly overtime rules, employees generally receive overtime and then additionally, they receive double time as well. Overtime is always paid as directed by California labor requirements.</p> <p>Handbook Statement on Overtime: "In order to fulfill the Company's commitment of excellence to its customers, it is necessary to work overtime on certain occasions. When operating requirements or other needs cannot be met during regular working hours, employees may be scheduled or requested to work overtime hours. When possible, advance notification of these mandatory assignments will be provided. All overtime work must receive the prior authorization of the employee's supervisor before it is performed. The employee should work with his/her supervisor concerning any unusual circumstances or requirements so that consistent, top quality service can be maintained. Overtime compensation is paid to all non-exempt employees in accordance with federal and state wage and hour restrictions."</p>

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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	Ongoing
TOPIC	Biodiversity Impact and Monoculture Agriculture
SUMMARY OF ISSUE	As a vineyard and winery, Fetzer Vineyards operates in an industry in which biodiversity impact and monoculture agriculture are material environmental issues.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>In the previous fiscal year, 100% of company revenue was earned from the sale of wine.</p> <p>37.2% of the land under the company's control is cultivated as vineyard and the rest is left uncultivated.</p> <p>Brush is cleared as needed on the uncultivated land for fire safety and land management.</p>
IMPACT ON STAKEHOLDERS	Agriculture, particularly in cases where a single crop is cultivated at a time, poses a risk to local ecosystems of flora and fauna as well as the potential degradation of cultivated land.
IMPLEMENTED MGT PRACTICES	<p>The company has implemented the following practices to preserve and conserve biodiversity: having animals (sheep and chickens) on the land, applying compost, cover cropping, minimal tillage and soil disturbance, integrated pest management, practicing biodynamic farming which sees the farm as an organism and seeks to promote balance of life, from soil microbes to megafauna. They only grow organic and regenerative grapes. For their purchased grapes (93%), the source from CCSW Certified producers.</p> <p>As they farm perennial plants with long (multi-decade) life cycles, it is not possible for them to rotate crops. However, they also plant a diverse mix of cover crops below their vines, apply compost, only use organic approved materials, and actively work to regenerate and steward the land they farm, rather than depleting it. The company will conduct a soil study on their farm that includes measuring their eDNA so they will have a quantitative count for # of species of organisms that exist on our land through DNA in water and soil samples.</p> <p>They only apply organic approved materials. In order to minimize the use of inputs, they rely on planting the right thing, in the right place, at the right time. Their spray regime is based on scouting and a thorough understanding of pest and disease life cycles and pressures, i.e. not necessarily on a calendar basis.</p>
REPORT	https://www.bonterra.com/our-commitments/organic-farming/

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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	Ongoing
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a vineyard and winery, Fetzer Vineyards operates in an industry that is water intensive. Aspects of the industry that make it water intensive include irrigation used in the cultivation of vines, water used in the winemaking process (e.g. for cleaning tanks and barrels), and water used in the bottling process.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 100% of revenue was earned from the sale of wine. In 2019, they uses 9.81 gallons of water/glass of wine (150ml) for their Bonterra wine. Compared to the industry average, the Bonterra wine uses 28.5% of the water that others use to produce a glass of wine.
IMPACT ON STAKEHOLDERS	<p>As water intensive industries, agriculture and wine production poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.</p> <p>The company sources water from on-site wells, rain catchment, and recycled water (through our BIDA-Filtro Worm Farm). They state that this water usage does not impact other stakeholders that rely on the same water source.</p>
IMPLEMENTED MGT PRACTICES	<p>The company is located in a region that is water-stressed, they report all water use to local and state authorities and only use water in compliance with state and local requirements and recommendations.</p> <p>The company was able to measure their water usage against the industry average using information from water footprint.org.</p> <p>The company also implements cloud-based water management software (Apana) which measures usage in real time. They also implement efficiency improvements, a worm farm, reducing the need for irrigation through soil protection (i.e. increasing SOC through compost application, keeping soil covered with cover crops, etc.)</p>
REPORT	<p>Related links:</p> <p>https://www.multivu.com/players/English/7990252-fetzer-vineyards-worms-at-work-bida-system/</p> <p>https://fetzer.com/sustainability/planet/</p>

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DISCLOSURE QUESTIONNAIRE CATEGORY	Alcohol
ISSUE DATE	Ongoing
TOPIC	Company produces alcohol products
SUMMARY OF ISSUE	Fetzer Vineyards is a winery and vineyard 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, 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 where they operate, including all required regulations around responsible consumption on their labeling, such as a health warning that details the risks of alcohol.</p> <p>Sustainability reporting can be found on the parent company's website at: https://vinacyt.com/en/corporate-pillars/sustainability/#:~:text=Responsible%20Consumption%20refers%20to%20the,red%2C%20white%20or%20sparkling%20wine.</p>
REPORT	<p>Related links:</p> <p>https://www.multivu.com/players/English/7990252-fetzer-vineyards-worms-at-work-bida-system/ https://fetzer.com/sustainability/planet/</p>