



## 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**

PROVIDED BY:

**Sufferfest Beer Company**

UPDATED AS OF:

**July 2020**

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	✓	
Other		✓

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		✓
<b>Other Disclosures</b>		
		✓

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: Sufferfest Beer Company

UPDATED AS OF: July 2020

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Alcohol
<b>TOPIC</b>	Company produces alcohol products
<b>SUMMARY OF ISSUE</b>	Sufferfest Beer Company is a brewery that earns a material amount of revenue from the sale of alcohol
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	In the previous fiscal year, 100% of Sufferfest's revenue was earned from the sale of alcohol
<b>IMPACT ON STAKEHOLDER(S)</b>	Alcohol may have a negative impact on the health and well-being of individuals and their communities
<b>IMPLEMENTED MGT PRACTICES</b>	All employees have been TIPS (Training for Intervention Procedures) Certified and have received alcohol and compliance training led by their parent company's Legal Regulations & Compliance Manager. TIPS is a skills-based training program designed to prevent intoxication, drunk driving and underage drinking. The training includes industry standards regulated by federal bodies such as the TTB and FBA. All company packaging is in compliance with Federal Standards with related warnings and language around consumption. Please drink responsibly is printed on any sales materials e.g. posters, coasters etc. There is a 21+ age/responsible drinking reminder on the company's social media profile as well as a barrier to enter on the company website for under 21s.

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>TOPIC</b>	Water Intensive Industries
<b>SUMMARY OF ISSUE</b>	As a brewery, Sufferfest operates in an industry that is water intensive.
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	In the previous fiscal year, 100% of Sufferfest's revenue was earned from the sale of beer.
<b>IMPACT ON STAKEHOLDER(S)</b>	Industries that are water intensive risk impacting their local water tables and disproportionately consume water at a rate that contributes to the depletion of local water sources over time if not appropriately managed. Affected stakeholders may therefore include local agriculture, local ecosystems, and communities in water-scarce or water insecure areas.

Certified



Corporation

**IMPLEMENTED MGT  
PRACTICES**

Sufferfest transitioned from a water-based lubricant to a silicone-based lubricant on our bottle lines (saving ~1 million gallons of water per year), and installed a water recovery loop on the bottle rinser to collect used rinse water and reuse it in the filler to cool it's vacuum pump (saving ~1.5 million gallons of water per year). The company also tracks and review water consumption on a monthly basis as part of a broad set of Key Performance Indicators (KPI's) across the brewery. Each KPI has a target and for water we've set that target at 4.6 barrels of water per barrel of beer produced (bbl/bbl). We're currently at 4.48 YTD. If we meet the goal for the year, the target is adjusted to continue to drive improvement.

Within production and throughout our brewing facility and Taproom, the company invested in automation wherever possible which inherently reduces water waste, installed flow meters to track specific use points throughout the brewing process, and implemented several large water savings projects including:

Transitioned from a water-based lubricant to a silicone-based lubricant on our bottle lines (saving ~1 million gallons of water per year)

Installed a water recovery loop on the bottle rinser to collect used rinse water and reuse it in the filler to cool it's vacuum pump (saving ~1.5 million gallons of water per year)

Replaced 2.5 acres of lawn (used for events) with bark and drought-resistance landscaping

Replaced all CIP spray valves to high-efficiency models to use the least amount of water as possible during a CIP

Track and review water consumption on a monthly basis as part of a broad set of Key Performance Indicators (KPI's) across the brewery. Each KPI has a target and for water we've set that target at 4.6 barrels of water per barrel of beer produced (bbl/bbl). We're currently at 4.48 YTD. If we meet the goal for the year, the target is adjusted to continue to drive improvement.