



## 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: Red Gum BBQ  
 Date Submitted: 07/29/2022

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:

Red Gum BBQ

UPDATED AS OF:

07/29/2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Animal Products and Services
<b>TOPIC</b>	Significant purchases from animal farms
<b>SUMMARY OF ISSUE</b>	Red Gum BBQ is a Australia's largest craft beer & Southern-style BBQ restaurant and sources 42% of its supplier expenses from animal farms.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	Red Gum BBQ only purchases from certified grass-fed and free-range suppliers. 100% of the company's animal products are grass-fed (without any time on grain). The company purchases its pork directly from the free-range farms. Its beef suppliers may vary between direct farms and distributors that provide animal products to specific regions.
<b>IMPACT ON STAKEHOLDERS</b>	<p>"The company screens its suppliers for several humane treatments and quality certifications: Beef: MSA Certification, Certified Humane, Pork: APIQ certified free range, Chicken: FREPA free range egg and poultry association.</p> <p>Red Gum BBQ regularly reviews its suppliers over ethical practices and requires that they have the relevant certifications, as above. In the past, the company has visited the abattoir associated with its main beef supplier to ensure there was no cross-contamination with its grass-fed products and to see the animal welfare practices in place."</p>
<b>IMPLEMENTED MGT PRACTICES</b>	Red Gum BBQ transparently displays the names of its suppliers in the restaurant for customers to see.
<b>REPORT</b>	<p>"Relevant to Certifications:</p> <ul style="list-style-type: none"> <li>- <a href="https://www.mla.com.au">https://www.mla.com.au</a></li> <li>- <a href="https://certifiedhumane.org/">https://certifiedhumane.org/</a></li> <li>- <a href="https://www.apiq.com.au/">https://www.apiq.com.au/</a></li> <li>- <a href="https://frepa.com.au/#:~:text=FREPA%20is%20Free%20Range%20Egg,free%20range%20eggs%20and%20poultry">https://frepa.com.au/#:~:text=FREPA%20is%20Free%20Range%20Egg,free%20range%20eggs%20and%20poultry</a></li> </ul>
<b>OTHER MANAGEMENT COMMENTS</b>	"The company tries to avoid food waste through menu development, by using "whole animal" cooking and products

## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Red Gum BBQ

UPDATED AS OF:

August 10, 2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Alcohol
<b>TOPIC</b>	The company serves and sells alcohol products
<b>SUMMARY OF ISSUE</b>	Red Gum BBQ serves beer, wine, cider, and spirits within the restaurant. Takeaway beer, wine, and cider are also available under the takeaway liquor license.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 19.5% of Red Gum BBQ's revenue was earned from the sale of alcohol.
<b>IMPACT ON STAKEHOLDERS</b>	Alcohol may have a negative impact on the health and well-being of individuals and their communities.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>"The company complies with Victorian Commission for Gambling and Liquor Regulation and the provision of the Liquor Control Act 1998, and any conditions specified in the license. All of the employees serving alcohol are above 18 years old and hold a current (RSA) Responsible Service of Alcohol Certificate. Staff are required to complete documented bar training. The company mitigates the risk of serving minors by prohibiting the supply of liquor to customers under the age of 18 years. Proof of age is required to be shown where appropriate, the liquor is not delivered and left at unoccupied premises and not delivered to anyone who appears to be intoxicated.</p> <p>The company complies with regulations concerning packaged liquor to residential and accommodation premises, in conjunction with the supply of a home-delivered meal, or meals ordered from and prepared at the licenses' premises.</p> <p>Red Gum BBQ serves and promotes Low Alcohol and No Alcohol substitutions within their beer, wine, and cocktails menus."</p>
<b>REPORT</b>	Patron notification about our responsible service of alcohol is provided to groups utilising our Private Dining Room, as stated in our Functions and Events Terms and Conditions, Responsible Service of Alcohol licence and certificate displayed at the bar.
<b>OTHER MANAGEMENT COMMENTS</b>	<p>"Prohibition on the supply of liquor to a person under the age of 18 years;          Requiring a proof of age to be sighted where appropriate.          Liquor is not delivered and left at unoccupied premises;          Liquor is not delivered to anyone who appears to be intoxicated."</p>