



## 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: Stumptown Coffee Roasters  
Date Submitted: 10/27/2021

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: **Stumptown Coffee Roasters**      UPDATED AS OF: **10/27/2021**

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Significant layoffs of >20% of workforce
<b>ISSUE DATE</b>	April 2020 through July 2020
<b>TOPIC</b>	Significant layoffs due to financial impact of COVID-19 resulting in site closures and headcount reductions
<b>SUMMARY OF ISSUE</b>	Stumptown Coffee was significantly impacted due to the pandemic and made the incredibly difficult decision to close several coffee shops (New Orleans, Chicago, Seattle and DT Los Angeles) as well as its Los Angeles Roastery. Additionally, due to revenue declines within retail and wholesale, the company reduced headcount within those channels as well as within corporate general & administrative roles in order to reflect the much smaller size of the business.
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	104 employees were laid off, representing 33% of the company's employees at that time.
<b>IMPACT ON STAKEHOLDERS</b>	Primary impact was loss of employment for affected employees.
<b>IMPLEMENTED MGT PRACTICES</b>	Stumptown provided, at minimum, notice pay of 2 weeks, and severance pay for eligible roles; the company furloughed employees for up to 3 months and continued to pay 80% of their medical insurance costs; the company did not dispute any unemployment claims, even if employees were offered jobs but were uncomfortable working due to the pandemic; and, as business has built back, the company has rehired former employees as jobs become available.
<b>RELATED INCIDENTS (YES/NO)</b>	The company had minor layoffs (less than 5% of workforce) in prior years due to business restructuring in 2018 and 2019.



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PROVIDED BY: **Stumptown Coffee Roasters**      UPDATED AS OF: **10/27/2021**

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>TOPIC</b>	Water Intensive Industries
<b>SUMMARY OF ISSUE</b>	Stumptown Coffee Roasters manufactures cold brew coffee beverages, and beverage bottling is recognized as a water intensive manufacturing activity.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	Manufactured beverage products represent ~24% of Stumptown Coffee Roasters' overall revenue
<b>IMPACT ON STAKEHOLDERS</b>	<p>Water intensive activities may pose risks such as water stress or depletion of local water sources if water use is not appropriately managed.</p> <p>Stumptown uses municipal water sources in Multnomah County and Washington County, Oregon, which are not water stressed regions. Water usage does not affect other stakeholders relying on those water sources. The company has implemented various management practices (detailed below) to manage its water use responsibly.</p>
<b>IMPLEMENTED MGT PRACTICES</b>	<p>Stumptown regularly monitors its water use. The ratio of water used to produce cold brew is less than 1.3 gallons of water to produce 1 gallon of cold brew product. Stumptown's cold brew brewery in Portland, Oregon saved over 40,000 gallons a year in 2019 and 2020 by implementing various water efficiency measures, including improving Cold Brew brewing processes related to pre-rinsing filters and tank cleanings. Furthermore, throughout Stumptown's operations, the company has implemented the installation of low-flow faucets, and ensured that all new plumbing fixtures are low water use.</p> <p>The company has also set a target to reduce water use by 5% across all facilities by 2025 vs. a 2021 baseline. Moving forward, the company will work with any outside partners, such as copackers, to identify new opportunities for water-saving initiatives.</p>



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<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>TOPIC</b>	Energy Intensive Industries
<b>SUMMARY OF ISSUE</b>	As a coffee roaster, Stumptown Coffee Roasters operates in an industry that is energy intensive
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	~ 74% of Stumptown's revenue comes from coffee products
<b>IMPACT ON STAKEHOLDERS</b>	Energy intensive manufacturing activities, such as coffee roasting, can pose an environmental risk due to the emissions produced by such energy use. The extent of environmental impact is dependent on the energy sources utilized and management practices in place to manage energy use.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>Stumptown's main roastery in Portland, OR utilizes a Regenerative Thermal Oxidizer (RTO) to control emissions, and in addition to enabling Stumptown to exceed air quality emissions standards, the RTO provides high thermal effectiveness, reutilizing up to 95% of heat in the roasting process. In the company's overall operations, Stumptown monitors energy usage through Measurabl software across all locations and has established an energy use reduction target for 2023 of 10% based on a 2021 baseline year. To achieve its 10% reduction target across facilities, Stumptown plans to:</p> <ul style="list-style-type: none"> <li>-- Continue to install LED and compact fluorescent light bulbs;</li> <li>-- Launch an internal energy conservation campaign;</li> <li>-- Install auto shutoffs to computer screens and lights where not already in place.</li> </ul> <p>Finally, the company is installing a new roasting machine in Portland (due to be complete in Nov 2021) that should reduce the therms per pounds roasted due to efficiency gains.</p>