



## 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: Team Unico  
 Date Submitted: 2nd December 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:

Team Unico

UPDATED AS OF:

2nd December 2022

|  |   |
|--|---|
| <b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>   | Environmentally Intensive Industries  |
| <b>TOPIC</b>   | Biodiversity Impact and Monoculture Agriculture   |
| <b>SUMMARY OF ISSUE</b>  | Team Unico operates in an industry in which biodiversity impact and monoculture agriculture are material environmental issues.  |
| <b>SIZE/SCOPE OF ISSUE</b><br>(e.g. \$ financial implication, # of individuals affected) | The company does not control any land. We purchase our crops from farmers or third party wholesalers  |
| <b>IMPACT ON STAKEHOLDERS</b>  | 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.  |
| <b>IMPLEMENTED MGT PRACTICES</b>   | The company does not control any land. We only work with farm suppliers that meet additional screening requirements for farm suppliers - pesticide and herbicide program, inter-row planting program, soil management program, environmental protection plan. Physical farm visits at a minimum of every 3 years. |
| <b>RELATED INCIDENTS (YES/NO)</b>  | No  |

## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Team Unico

UPDATED AS OF:

2nd December 2022

|  |   |
|--|---|
| <b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>   | Environmentally Intensive Industries  |
| <b>TOPIC</b>   | Water Intensive Industries  |
| <b>SUMMARY OF ISSUE</b>  | As a vineyard and winery, Team Unico 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.   |
| <b>SIZE/SCOPE OF ISSUE</b><br>(e.g. \$ financial implication, # of individuals affected) | 70% of supplier farms are irrigated with drip irrigation. FY20/21 litres of water used per litre of product produced was 2.48   |
| <b>IMPACT ON STAKEHOLDERS</b>  | 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.  |
| <b>IMPLEMENTED MGT PRACTICES</b>   | "Team Unico uses varieties specifically adapted to low water use and work with growers who have implemented water management practices such as, soil moisture monitoring, interrow cropping, mulching and drought resistant rootstocks. This is recorded in our supplier records. Team Unico utilises water ratios for production are monitored and benchmarked against the wine industry.<br>Team Unico undertakes screening of farm suppliers for best practice such as wastewater collected and recycled etc." |
| <b>RELATED INCIDENTS (YES/NO)</b>  | No  |

## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Team Unico

UPDATED AS OF:

2nd December 2022

|  |   |
|--|---|
| <b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>   | Alcohol   |
| <b>TOPIC</b>   | Company produces alcohol products   |
| <b>SUMMARY OF ISSUE</b>  | Team Unico earns a material amount of revenue from the sale of alcohol.   |
| <b>SIZE/SCOPE OF ISSUE</b><br>(e.g. \$ financial implication, # of individuals affected) | In the previous fiscal year, 95% of Team Unico'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>"Team Unico complies with ABAC (Alcohol Beverages Advertising Code) and the company is a paying member of several industry organisations that assist with compliance for alcohol labelling and responsible advertising of alcohol SAWIA (South Australian Wine Industry Association), Wine Australia, SASPA (South Australian Spirits Producers Association), ADA (Australian Distillers Association)</p> <p>Examples of how we have implemented recommendations from these services include:</p> <ul style="list-style-type: none"> <li>Adding a pregnancy warnings to labels</li> <li>Removing certain emojis from social media advertising</li> <li>Using the ABAC service to pre-vet merchandise artwork</li> </ul> <p>3. Creation of lower-abv products (vermouth and Okar) and intentional promotion of these products to be used in lower alcohol cocktails; non-alcoholic beer available at the distillery; Responsible Service of Alcohol training completed for all staff serving alcohol"</p> |
| <b>RELATED INCIDENTS (YES/NO)</b>  | No  |