



## 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: New Zealand Native Honey Products  
 Limited Date Submitted: December 13th, 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: New Zealand Native Honey Products Limited

UPDATED AS OF:

December 13th, 2022

|  |  |
|--|--|
| <b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>   | Animal Products and Services   |
| <b>ISSUE DATE</b>  | December 13th, 2022  |
| <b>TOPIC</b>   | The Company sells Manuka honey   |
| <b>SUMMARY OF ISSUE</b>  | New Zealand Native Honey Product Limited sells Manuka honey that that are sourced from animal  |
| <b>SIZE/SCOPE OF ISSUE</b><br>(e.g. \$ financial implication, # of individuals affected) | The company not working with the farm. The supplier working with Bees, Hives and Honey. Locations are within 200km of Supplier's processing facility.  |
| <b>IMPACT ON STAKEHOLDERS</b>  | As long as the bees and their hive are kept free of parasites, pathogens, and pesticides in the process of them making and beekeepers harvesting this honey, the bees won't be harmed. However, if products are not harvested in a sustainable manner, it could negatively impact the health of the animals the products are sourced from.   |
| <b>RESOLUTION</b>  |  |
| <b>IMPLEMENTED MGT PRACTICES</b>   | "Manukora (Ora Foods) is the company's primary supplier of Honey harvested, processed, packed, and labeled under private labels for NZ Native Honey Products Limited. The supplier primarily sources honey from forests that contain the Manuka tree not from the farm.  |
| <b>OTHER MANAGEMENT COMMENTS</b>   | <p>The company trusts the Supplier is managing hives as per their commitment to limit overstocking and maintain the maximum number of hives in a set area of 1 per hectare (for Manuka) to ensure plentiful food sources.</p> <p>NZ Native Honey is implementing a Supplier Code of Conduct that it intends to use for Supplier screening on animal welfare and setting PIs on animal welfare</p> <p>Currently, the company places trust in the Supplier to "Do the Right Thing" and gives credit to the Supplier for achieving the BCorp Certification.</p> <p>NZ Native Honey hasn't set any PIs but plans to implement in 2023. The company has no third-party certification.</p> |
| <b>REPORT</b>  | optional   |
| <b>MANAGEMENT COMMENTS</b>   | optional   |



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PROVIDED BY: New Zealand Native Honey Products Limited

UPDATED AS OF:

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|  |   |
|--|---|
| <b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>   | Biodiversity Impact   |
| <b>TOPIC</b>   | The Company sells Manuka honey  |
| <b>SUMMARY OF ISSUE</b>  | New Zealand Native Honey Product Limited sells Manuka honey that that are sourced from animal   |
| <b>SIZE/SCOPE OF ISSUE</b><br>(e.g. \$ financial implication, # of individuals affected) | 100% of New Zealand Native Honey Product Limited revenue comes from sells Manuka Honey. The company does not control over how the product are grown or harvested  |
| <b>IMPACT ON STAKEHOLDERS</b>  | Agriculture poses a risk to the flora and fuana of local ecosystems as well as the potential degradation of cultivated land.  |
| <b>RESOLUTION</b>  |   |
| <b>IMPLEMENTED MGT PRACTICES</b>   | <p>"New Zealand Native Honey Product Limited requests that suppliers follow the following principals:</p> <ul style="list-style-type: none"> <li>-Feed bees with natural products ONLY and NOT with chemicals/synthetics.</li> <li>-Ensure bees are minimally disturbed and the majority of colonies are not shifted each year.</li> <li>-Only supplement with non-GMO sugar syrup and proteins in regions of NZ where it is necessary to support bee-health.</li> <li>-Ensure hives are placed away from agricultural activities such as sprays.</li> <li>-Ensure all honey complies with glyphosate residue-free testing and certification.</li> <li>-No use of antibiotics on bees.</li> <li>-Maximum number of hives in a set area of 1 per hectare for Manuka to ensure plentiful food sources.</li> </ul> <p>The supplier (Manukora -Ora Foods) is a Certified B Corporation and sources the honey from forests that contain the Manuka tea tree. The company also invests in the Regeneration of Native Seedlings to increase Biodiversity and replenish Maori land on NZ's East Coast - devastated by deforestation and poor farming practices.</p> <p>NZ Native Honey donates \$1.00 per jar for native forest regeneration on Maori owned land. "</p> |
| <b>REPORT</b>  | optional  |
| <b>MANAGEMENT COMMENTS</b>   | optional  |