



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: Latbio
Date Submitted: 10/25/2022

| 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:

Latbio

UPDATED AS OF:

10/25/2022

| | |
|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| DISCLOSURE QUESTIONNAIRE CATEGORY | Environmentally Intensive Industries |
| TOPIC | Biodiversity Impact |
| SUMMARY OF ISSUE | As a company that sources from growers and farmers in the agriculture industry, Latbio operates in an industry in which biodiversity impact is a material environmental issue. |
| SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected) | Approximately 73% of supplier expenses come directly from banana growers. |
| IMPACT ON STAKEHOLDERS | Agriculture poses a risk to local ecosystems of flora and fauna as well as the potential degradation of cultivated land. |
| IMPLEMENTED MGT PRACTICES | <p>To ensure supplier farms are effectively managing their impact on biodiversity, 100% of suppliers have at least the organic certification (USDA, EU and Ecuadorian), which promote the increase and good management of biodiversity on farms, and the company's technical team makes recommendations to producers on preserving biodiversity on banana plantations. They also have some producers who are also certified Demeter or Biosuisse, which must have at least 7% of the total area of the farm dedicated to biodiversity.</p> <p>The company does not have specific targets related to preserving biodiversity in their supply chain. They are however committed to Pachamama (goddess of the indigenous peoples of the Andes), whose objective is the care and regeneration of the land, so they are generally looking to have more suppliers become Demeter, Biosuisse or ROC certified so that the biodiversity in banana farms can be increased.</p> <p>The company screens suppliers based on environmental practices and requires all suppliers to be organic certified. Their technical and quality department is always monitoring and evaluating the farms of their suppliers, verifying that they correctly carry their organic practices, and promoting and advising producers in regenerative and biodynamic agriculture.</p> <p>The company does screen for pesticide and/or chemical fertilizer use in their suppliers. The suppliers must submit their farm pesticide analysis annually and coordinate either with their certification body for an annual fruit pesticide residue analysis, which is also sent to the company's technical department, which evaluates the analysis and provides a conclusion, which is used to make appropriate recommendations to each producer if required. The company's technical team makes weekly visits to suppliers, where they evaluate farms, phytosanitary status, and that they are not using chemical fertilizers or pesticides.</p> |



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **Latbio** UPDATED AS OF: **10/25/2022**

| | |
|------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| DISCLOSURE QUESTIONNAIRE CATEGORY | Environmentally Intensive Industries |
| TOPIC | Water Intensive Industries |
| SUMMARY OF ISSUE | As a company that sources from growers and farmers in the agriculture industry, Latbio operates in an industry that is water intensive. |
| SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected) | Approximately 73% of supplier expenses come directly from farms. |
| IMPACT ON STAKEHOLDERS | <p>As a water intensive industry, agriculture poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.</p> <p>The company's suppliers are located in provinces that are not classified as water-scarce areas. The suppliers are located in Los Rios province, Guayas and El Oro province, which are not drought zones or water scarcity zones.</p> <p>Most banana suppliers use irrigation water from municipal canals managed by irrigation boards.</p> |
| IMPLEMENTED MGT PRACTICES | <p>The company's suppliers are regulated under Global GAP standards, which have standards to ensure that farms are effectively managing water resources, specifically there is irrigation water control required in GlobalGAP. Additionally, for those suppliers who do not have an irrigation channel nearby, the company monitors and evaluates their use of water resources.</p> <p>The company has not set any specific targets or objectives to reduce water use in its supply chain.</p> <p>The company does screen suppliers based on practices to minimize water usage, as due to the characteristics of bananas, they require sub-foliar irrigation to maximize irrigation water. 100% of the farmers use sub-foliar irrigation.</p> |