



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 be transparent about the disclosure issues identified on the company's public B Impact Report.

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.

Certified



Corporation

B Corp Certification - Disclosure Questionnaire Documentation

Disclosure Questionnaire category: Alcohol

Updated as of: 06/02/2023

The Pad Silverthorne is involved in the production or sale of alcohol, which has risks of potential negative impact on the health and well-being of individuals and their communities. Based on the size of the company, these impacts may be limited. Certified B Corps are required to make transparent their involvement in such industries.

Any party aware of specific company practices related to their marketing or other topics that could contribute to the negative impacts of alcohol, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).



Risk Review Committee Recommendations

Thanks for your transparency on this topic. Our existing standards require that companies in such an industry / with such a practice are required to make this issue transparent to ensure that stakeholders are aware. This disclosure, however, is not intended to imply a judgment against the company and does not imply that the company is violating the standards of B Corp Certification, as you are eligible to proceed with the certification and a high percentage of B Corps are required to have a disclosure on their profile. Given the size of your company, and therefore the overall scale of the potential impact of this issue, we have a standardized disclosure on the topic to ensure transparency and consistency with other companies.

In addition to this disclosure, recognizing the potential impact of this issue, we do nonetheless provide recommendations to companies to ensure that they are thoughtfully managing these topics. To that end, we recommend that the company take into extra consideration the following suggested actions as they continue to manage their impacts if you have not done so already:

- Complying with all of the regulations and laws related to the sale of alcohol in the jurisdictions it operates.
- Employing best practices and voluntary efforts related to the responsible consumption of alcohol.
- Training procedures for employees that serve alcohol and applicable certificates related to alcohol service.
- Mitigation of risks such as over-serving or serving minors.

While there is not an expectation of specific practices in place by the company at this time, these would be topics that would be asked should there be material complaints received through our complaints process, and may be further incorporated into our standards in the future as we continue to improve them. Please take them into consideration.

For more information about the company's practices, please visit the company's webpage/ sustainability report, accessible here <https://thepadlife.com/silverthorne/eat-drink/>.

Sincerely,

B Lab's Risk Review Committee