



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: Ozone Coffee Roasters
Date Submitted: 08/19/2021

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:

Ozone Coffee Roasters

UPDATED AS OF:

08/19/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Alcohol
TOPIC	Company serves and sells alcohol products
SUMMARY OF ISSUE	Ozone Coffee Roasters London is a coffee roasting company that sells coffee and coffee related items and has two restaurants within which it sells and serves alcohol, resulting in a material amount of revenue from the sale of alcohol
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 5.2% of Ozone Coffee Roasters London LP revenue was earned from the sale of alcohol
IMPACT ON STAKEHOLDERS	Alcohol may have a negative impact on the health and well-being of individuals and their communities
IMPLEMENTED MGT PRACTICES	The company complies with all regulations and laws related to the sale of alcohol in the UK. For Ozone Coffee Roasters (London) to hold a premise License, it is required to have at least 1 Personal License holder. The company has 2 Personal License holders who are allowed to manage the sale of alcohol on behalf of Ozone Coffee Roasters as Premise License holders. These individuals and any individual who holds a Personal License attended formal training and passed a final exam. Personal License holders are responsible for training all Front of House team members in their retail environments in the responsible sale of alcohol. All Duty Managers and Front of House staff at OCRI are taught the industry-recognized CHALLENGE 25 policy as part of their induction to mitigate the risk of selling to minors. Ozone Coffee Roasters operates an 'age verification policy', whereby Duty Managers have the responsibility to ensure an acceptable proof-of-age document has been requested to anyone that appears less than 25. requesting an acceptable proof-of-age document.



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Ozone Coffee Roasters UPDATED AS OF: 08/01/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Significant layoffs of >20% of workforce
ISSUE DATE	Layoffs were made in May 2020 and September 2020
TOPIC	Significant layoffs due to hospitality business being affected during COVID-19 pandemic.
SUMMARY OF ISSUE	Over the past 5 years the company has had two rounds of significant layoffs, both during the COVID-19 pandemic when Ozone Coffee Roasters was forced to close their eateries.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	A total of 27 employees were laid off from Ozone Coffee UK and Ozone Coffee NZ, representing 17.65 % of employees withing those business at the time. One round with 9 redundancies occured in the Ozone Coffee NZ business, representing 14.75% of employees at the time. Another round in Ozone Coffee UK resulted in 18 redundancies, representing 19.56% of employees at the time.
IMPACT ON STAKEHOLDERS	Primary impact was loss of employment for affected employees.
IMPLEMENTED MGT PRACTICES	To avoid reduncancies, the company implemented blanket salary reductions, spreading hours across multiple roles, and offering alternate roles wherever possible. From May 2020 to August 2020 all salaried employees accepted a move to 80% pay. Non executive employees were moved to 90% pay in September 2020 and returned to 100% in October 2020. Executive team employees remained on 80% until November 2020. Ozone Coffee Roasters used its hospitality network and professional network to find jobs for 3 employees and one employee now provides freelance services to NZ branch.
MANAGEMENT COMMENTS	Layoffs were made in May 2020 and September 2020
RELATED INCIDENTS (YES/ NO)	2 rounds of layoffs over the last 5 years:



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Ozone Coffee Roasters UPDATED AS OF: 08/19/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	[Litigation, Arbitration, and/or Penalties]
ISSUE DATE	01/12/2022
TOPIC	Litigation pursuant to default of deferred consideration under a sale and purchase agreement.
SUMMARY OF ISSUE	OCR International Limited acquired Has Bean Coffee Limited in 2018. Following the transaction, Has Bean's founder became a director and significant shareholder of the OCR Group of companies. The Has Bean sale and purchase agreement included deferred consideration, the final tranche of which fell due for payment during the CV-19 pandemic. CV-19 severely impacted trading and the group's ability to meet both the final tranche payment due date and subsequent separately agreed repayment plan dates. Payment delays led to litigation.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	GBP1.04m value of settlement, representing 7,5% of revenue.
IMPACT ON STAKEHOLDERS	The dispute led to resignation of the director shareholder, adversely impacted senior management and board relations, and also caused additional financial strain during the peak periods of the CV-19 pandemic.
IMPLEMENTED MGT PRACTICES	The situation occurred largely due to circumstances outside of management control, i.e. the COVID-19 pandemic, with its severe impact on trading. It is highly unlikely for such circumstances to happen again.
RESOLUTION	Settlement was ordered by the presiding court. Additional shareholder funds were injected to satisfy the outstanding payment.
MANAGEMENT COMMENTS	This case arose during very particular circumstances, during the COVID-19 pandemic. Directors prioritized payments to creditors (staff, landlords, suppliers) ahead of Directors / Shareholders in a time of financial difficulty.