



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

PROVIDED BY:

Redemption Rock Brewing Co

UPDATED AS OF:

August 2020

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	√	
Other		√

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		√
Other Disclosures		
		√

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: Redemption Rock Brewing Co UPDATED AS OF: August 2020

DISCLOSURE QUESTIONNAIRE CATEGORY	Alcohol
TOPIC	Company produces alcohol products
SUMMARY OF ISSUE	Redemption Rock Brewing Co is a brewery that earns 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, 84% of Redemption Rock Brewery's revenue was earned from the sale of alcohol
IMPACT ON STAKEHOLDER(S)	Alcohol may have a negative impact on the health and well-being of individuals and their communities
IMPLEMENTED MGT PRACTICES	Yes, Redemption Rock complies with all of the regulations and laws related to sale of alcohol, including taking measures to ensure that we don't serve to anyone under 21 (properly checking IDs, limiting the amount of drinks served to an individual, etc), and not over-serving patrons. All of our staff are certified in safe alcohol service (ServSafe Alcohol), and are empowered to refuse service if a patron displays signs of having too much to drink or being otherwise impaired. In addition, our company employs a 'quality over quantity' approach to encourage responsible consumption, and offer a variety of beers in our taproom which are low to moderate alcohol-by-volume, as well as alternative products such as coffee, tea and seltzer.

DISCLOSURE QUESTIONNAIRE CATEGORY	Water Intensive Industry
TOPIC	Company produces alcohol products
SUMMARY OF ISSUE	As a brewery, Redemption Rock Brewing Co operates in an industry that is water intensive. Water is not only a key ingredient in the final product but also required for cleaning the manufacturing equipment.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 84% of Redemption Rock Brewery's revenue was earned from the sale of alcohol
IMPACT ON STAKEHOLDER(S)	Industries that are water intensive risk impacting their local water tables and disproportionately consume water at a rate that contributes to the depletion of local water sources over time if not appropriately managed. Affected stakeholders may therefore include local agriculture, local ecosystems, and communities in water-scarce or water insecure areas. As a small company, Redemption Rock Brewing Co do not consider their water use to negatively impact the surrounding community.

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Corporation

**IMPLEMENTED MGT
PRACTICES**

The company measures and records the amount of water used for cleaning/sanitizing solutions and brewhouse processes to avoid excess waste. They also capture the water used for their Heat Exchanger and reuse it as brewing water in the following batch, conserving approximately 310-465 gallons of waste each batch. On the public/taproom side of their operations, they have installed all low-flow appliances wherever possible.

The company estimates that they use at least 4-5 gallons of water for each gallon of beer produced, and aim to not exceed that.