



## 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: Small Beer Brew Co. Ltd.  
 Date Submitted: 09/18/2019

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: Small Beer Brew Co. Ltd.

UPDATED AS OF: September 18, 2019

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Alcohol
<b>TOPIC</b>	Brewery Facilities and Production of Beer
<b>SUMMARY OF ISSUE</b>	Small Beer Brew Co. is a brewery that earns a material amount of revenue from the sale of alcohol.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	95% of Small Beer Brew Co.'s revenues are generated by the sale of beer produced at the company's facilities
<b>IMPACT ON STAKEHOLDERS</b>	Alcohol may have negative impacts on the health and well-being of individuals and their communities.
<b>IMPLEMENTED MGT PRACTICES</b>	The company complies with all laws and regulations regarding the sale of alcohol in the United Kingdom. The company produces and specializes in beer styles with a relatively low ABV, ranging from .5% to 2.8%. The alcohol content of each unit sold is clearly visible as required by law, and an age verification request is implemented on the company's website.
<b>OTHER MANAGEMENT COMMENTS</b>	UK government guidelines state a 14units per week recommended limit, for those who will regardless enjoy a number of drinks after work, when they arrive home, whilst watching sport we are producing a beer that provides the enjoyment but allows them to more than half their alcohol in-take. The lower alcoholic natural means lower calorie & also less 0.01g of sugar per 100ml (classed as a trace), likely the lowest sugar beer in the market both of which contribute to a reduction in weight (the obesity challenge as the NHS calls it). What we very much hope is that it allows the consumer to be mindful, whilst supporting the pub/hospitality industry with a fantastic option that they can more responsibly serve their customers. We believe that it is 'business for good!' The very low alcohol nature of what we do means that we do not see any anti-social behaviour at the Brewery.



## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Small Beer Brew Co. Ltd.

UPDATED AS OF: September 18, 2019

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Water Intensive Industries
<b>TOPIC</b>	Brewery Facilities and Production of Beer
<b>SUMMARY OF ISSUE</b>	As a brewery, Small Beer Brew Co. operates in a water intensive industry. On average, it requires 8-10 pints of water to brew a pint of beer. Reference and looked at in further detail in world renowned beer author Pete Brown's book Miracle Brew, Hops Barley, Water, Yeast.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	95% of Small Beer Brew Co.'s revenues are generated by the sale of beer produced at the company's facilities.
<b>IMPACT ON STAKEHOLDERS</b>	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
<b>RESOLUTION</b>	stakeholders may therefore include local agriculture, local ecosystems, and communities in water-scarce or water insecure areas. Explained in more further detail under Verification report sections 'Monitoring and Managing Water Use' and 'Water Use Practices'
<b>IMPLEMENTED MGT PRACTICES</b>	The company uses policies such as 'dry floor' production facilities without hoses or drainage (the only dry floor brewery in the UK) and has designed its kit to recapture, recycle & recirculate the water used in the production process. The company has reduced its water use down to 1.5 pints of water per pint of beer brewed, thus saving over 1.4million litres of water since the company's founding.
<b>MANAGEMENT COMMENTS</b>	We hope our reductions can be inspiring for both established and start-ups breweries alike. We are striving to reduce our usage even take another step closer to being a 1 for 1 brewery.