



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: Ettitude Holdings Inc
 Date Submitted: 12/15/2021

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: **Ettitude Holdings Inc** UPDATED AS OF: **12/15/2021**

DISCLOSURE QUESTIONNAIRE CATEGORY	Energy Intensive Industry
TOPIC	Company creates bedding and sleepwear. The textile industry is recognised as an energy intensive industry.
SUMMARY OF ISSUE	Scope 3 is the biggest contributor to the company's carbon footprint, especially in the fibre and weaving stages of their manufacturing process.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	100% of the company's annual revenue comes from the sale of their textile products. in 2020, the company conducted a Life Cycles Analysis and found that one sheet set is equal to 25.9kg of CO2.
IMPACT ON STAKEHOLDERS	Energy intensive industries contribute to rising levels of CO2 and climate change.
IMPLEMENTED MGT PRACTICES	<p>"They have starting working with a new weaving factory that uses 50% solar power. They have also committed to reducing emissions from shipping operations by cutting the use of air freight by 50 percent, and reducing the use of virgin plastic in its primary packaging and products. They have completed a comparative LCA with third party researchers Clean Agency looking at their top performing SKUs and how it compares to cotton (the industry standard). They've also committed to reducing their carbon emissions by becoming Climate Neutral Certified. They have measured, reduced and offset all of the carbon it takes to produce and deliver their products and manage these best practices by planning to recertify every year. This means that they will constantly be assessing their footprint and committing to minimizing our impact.</p> <p>The company utilised Clean Bamboo for some of their products. Compared to a cotton sheet, a Clean Bamboo sheet set creates 52% less carbon emissions.</p> <p>They are Climate Neutral certified. As part of the Climate Neutral certification, they not only measure and offset all of their emissions but also set reduction targets.</p>
REPORT	https://cdn.shopify.com/s/files/1/1956/2323/files/2020_DEC_-_Impact_Report.pdf?v=1608060301



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Ettitude Holdings Inc

UPDATED AS OF:

12/15/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Water Intensive Industry
TOPIC	Company creates bedding and sleepwear. The textile industry is recognised as an water intensive industry.
SUMMARY OF ISSUE	As a manufacturer of bedding and sleepwear, large amounts of water are used during the textile manufacturing process.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>"100% of the company's annual revenue comes from the sale of their textile products.</p> <p>Their direct water sources are: -US & AU Office: municipal water supply</p> <p>Their indirect water sources (in their supply chain) are: -Bamboo Farm: completely rainwater -Fibre factory: Uses shanghai city water supply system. This factory has a closed loop water production in which it reuses up to 98% of water during the process. -Weaving, Dying and Cut and Sew: All use local city water supply systems in China"</p>
IMPACT ON STAKEHOLDERS	"The CleanBamboo fabrics are used in 100% of company products as an alternative to cotton."
IMPLEMENTED MGT PRACTICES	<p>"They company uses a closed loop water system in the fibre production of their proprietary Clean Bamboo fabrics. They have completed a comparative LCA with third party researchers Clean Agency looking at their top performing SKUs and how it compares to cotton (the industry standard). Clean Bamboo is made using a closed loop system that recycles and reuses water up to 200 times, recylsing 98% of water in the process.</p> <p>As the company does not own their factories, the have done an LCA which helped them to work out what parts of the production are water intensive but do not have transparency into what water sources that their suppliers use.</p> <p>Using bamboo as a raw material uses much less water as it relies solely on rain water. Cotton, which is generally used in the textile industry, can divert and contaminate freshwater suppliers. Bamboo is also a regenerating grass, growing from the same renewable root system.</p> <p>The company has a goal to have all products OEKO-TEX STANDARD 100% Certified. All Ettitude bamboo is sourced from Forest Stewardship Council (FSC sources) and is EcoCert organic.</p> <p>They have not publicly set reduction targets, however, they have internally set goals for 2022 looking at low impact dye solutions including Blue Sign certifications,."</p>
REPORT	https://cdn.shopify.com/s/files/1/1956/2323/files/2020_DEC_-_Impact_Report.pdf?v=1608060301