



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:

General Bio

UPDATED AS OF:

10/08/2020

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 – Multilevel Marketing	✓	
Supply Chain Disclosures		
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		
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:

General Bio

UPDATED AS OF:

10/08/2020

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation or Arbitration
ISSUE DATE	September 1 2020
TOPIC	Class Action Litigation
SUMMARY OF ISSUE	General Bio is involved in three ongoing class action lawsuits that involve multiple companies. The first two cases are in relation to reimbursements and the final case is seeking damages related to product. All three are pending final verdict.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Case 1: 1 of 13 companies being sued by the Korea Environmental and Technology Institute. Amount being sought is equivalent to 0.08% of company revenue. Case 2: 1 of 13 companies being sued by the National Health Insurance Corporation. Amount being sought is equivalent to 0.2% of company revenue. Case 3: 1 of 20 companies being sued by 330 stakeholders. Amount being sought is between 0.01% and 0.08% of company revenue.
IMPACT ON STAKEHOLDER(S)	Case 3: 4 individual deaths from medical problems related to lung disease with alleged links to humidifier disinfectants.
IMPLEMENTED MGT PRACTICES	The company supervises all purchasing, production, and products such as quality inspection of raw materials and re-inspection of products in cosmetics, food, and household products that are handled from the time of manufacturing and supply of humidifier cleaners to the present. In order to comply with related laws and regulations, in addition to our own technology research centre, as shown in the organization products, the purchasing team and the quality managing team conduct transactions after evaluating the technology and product level of the outsourcer.
OTHER MANAGEMENT COMMENTS	Our sales product, "Humidifier Cleaner", is a product that was delivered and sold using non-toxic raw materials in 2009, and in 2010. The "Korea Accreditation Organization (KOSAS)" It is a product that has passed certification in accordance with the Annex to the safety standards for self-safety verification in the field that has been accredited by the company, and passed the hazardous ingredient test through the voluntary safety inspection (KC) in accordance with the Quality Management and Public Product Safety Management Act.
DISCLOSURE QUESTIONNAIRE CATEGORY	Other - Multi Level Marketing Company
ISSUE DATE	September 1 2020
TOPIC	Company has a multi level marketing subsidiary
SUMMARY OF ISSUE	General Bio has a subsidiary called GCOOP that operates a multi level marketing business model. GCOOP has operations in Korea, Taiwan, Japan, Vietnam, Malaysia, Indonesia and the United States.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Revenues from this entity account for 80.83% of the overall company revenue. The company has over 30,000 consultant members.



IMPACT ON STAKEHOLDER(S)	The company tracks the profit and loss of their consultants and states that 8.1% of their 30,000 consultants gain a profit over the average earnings and the remaining 91.9% earn less than the average US\$744 per year.
IMPLEMENTED MGT PRACTICES	The company operates a multi level marketing business model that offers free membership. The company is a member of the Korea Special Sales Financial Administration (KOSSA), an organization that protects consumers from fraud or illegal schemes. GCOOP Is the distribution arm of the parent company and B Corp General Bio. Employees are not required to pre purchase stock and there is a hierarchy of five tiers for members - beginner, member, GBO, 1 star and 2 star. Member bonuses are linked to end product sold by their recruits. Members earn commission of 15% on the sales of their tier 1 recruits, 10% on the sales of their tier 2 recruits and 5% on the sales of their tier 3 recruits.