



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: Maud Borup
 Date Submitted: 6/21/2022

| 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

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Maud Borup

UPDATED AS OF:

6/21/2022

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| DISCLOSURE QUESTIONNAIRE CATEGORY | Environmentally Intensive Industries |
| TOPIC | Energy and Emissions Intensive Industries |
| SUMMARY OF ISSUE | <p>Maud Borup was founded in 1907 and today is a sustainable woman- and veteran-owned company that specializes in candy, confections, and seasonal food gifts. Over 150 new products are developed each year with products being made to order. Products are not made and stocked in a warehouse for future sale as is done with most food manufacturing companies. Our approach contributes to efficiency and minimizes consumption of resources.</p> <p>By the nature of being a food manufacturing company, Maud Borup is in a category with other food manufacturers known to have energy and carbon emissions as a material environmental issue. Maud Borup does not operate like traditional manufacturing companies nor does the company produce hazardous emissions during the production process.</p> <p>Our automated equipment runs only when needed to fill an order unlike other manufacturers that run equipment continuously, thus minimizing resource consumption and maximizing energy efficiency. In addition, some products are run on a set schedule periodically throughout the year. For example, organic cotton candy is made every 45 days. The equipment is not used again until another production cycle starts 45 days later.</p> <p>The company is highly regulated and audited multiple times each year by government agencies, third parties, and customers. We are GFSI/SQF certified and hold certifications to produce organic and gluten-free products.</p> <p>In addition, making seasonal food gifts requires much of the work be done by hand to ensure each giftable is meticulously packed and embellished with hand-made bows or other special touches reducing the need to operate equipment that uses electricity, water, and other natural resources.</p> |



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| TOPIC | Energy and Emissions Intensive Industries |
| SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected) | <p>Minimizing our impact on the environment is very important to us and is core to our foundation, having a very focused environmental mission statement. We have installed motion sensor, energy efficient lighting, and programmable heating and air conditioning that auto regulates to conserve energy. Light fixtures, desktops, and tabletops are made from recycled, upcycled, or reclaimed material. Unlike other manufacturing production floors, Maud Borup has large windows lining the manufacturing area, minimizing the need for facility lighting while providing employees a pleasant environment in which to work.</p> <p>We have established energy intensity targets that monitor usage monthly. Total energy use in twelve months was recorded at 964 gigajoules. Scope 1 and 2 greenhouse gas emissions are monitored with specific targets set based on previous usage performance. Our production process does not emit smoke or hazardous materials into the air. We do not have smoke stacks that release waste, so monitoring is not necessary.</p> <p>Our current carbon intensity/carbon emissions related to electricity and natural gas usage for Scope 1 & 2, not including the use of carbon credits or offsets was a minimal 105.7 metric tons-CO₂ in 2021 which falls within the lowest level usage stated by B Corp of 0-150 metric tons. The company's usage was compared to other food manufacturers in Minnesota using the EPA's Flight data showing emissions from other food manufacturers is 37,247 metric tons-CO₂. Our usage is .28% of what other food manufacturers produce. Source: http://ghgdata.epa.gov/ghgp</p> <p>Areas that contribute the most to being energy/carbon intensive are heating and cooling. Usage varies based on the product produced in an area, room size to regulate temperature, humidity, and temperature required for product quality. Variables such as equipment used, and season of our products can impact the consumption of electricity and water.</p> <p>The primary energy sources include natural gas, renewable energy generated through wind and solar, as well as a mix of other energy sources provided through our energy company.</p> |



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| DISCLOSURE QUESTIONNAIRE CATEGORY | Environmentally Intensive Industries |
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| IMPACT ON STAKEHOLDERS | <p>As the company grows, we continue to enhance our sustainability efforts. We have been recognized as a model of how manufacturers can operate productively and profitably while incorporating sustainable practices that honor the planet. We understand the importance of creating a pleasant and safe work environment for our employees and strive to be a good neighbor in the community. We rely on our stakeholder advisory board to provide input from their various perspectives and incorporate their viewpoints into our decision-making. Stakeholder advisory board meetings are held annually with representatives from the company, contractors, vendors, and community.</p> |
| IMPLEMENTED MGT PRACTICES | <p>By the nature of our manufacturing processes, equipment, and focus on handmade giftable products, we rely on our employees to handmake, handwork, and hand pack much of the products produced. Our processes do not create or emit any hazardous emissions. The use of natural resources is minimized wherever possible. Employees are trained regularly on practices that respect the earth, and we continually look for ways to conserve and reduce our impact on the planet.</p> <p>Goals have been established to reduce consumption of energy/gas by 2% by square foot from each previous year. To achieve that goal, we installed digital controlled thermostats to maximize heating and cooling efficiency. Motion sensors control lighting in the office, production, warehouse, and restroom areas. After each shift, there is a process to ensure all systems are shut down properly.</p> <p>Maud Borup has a formal policy defining practices to reduce carbon emissions including transportation and reducing our environmental footprint. The policy requires:</p> <ul style="list-style-type: none"> - In-bound and out-bound shipping to use the lowest impact methods avoiding air transportation and expedited shipping methods when possible - Reduction of carbon emissions by reducing travel and commuting - Encouraging public transportation, car-pooling, biking, and walking to work, and the use of clean burning electric vehicles - Use of virtual meeting technology to reduce in person meetings - Limiting corporate travel <p>Three bids are received for every transport to identify the lowest impact and most cost-effective shipment method. We have reduced our ton miles relative to our revenue of our distribution and supply chain by 10-20%.</p> |

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| IMPLEMENTED MGT PRACTICES CONT'D | <p>Water: Water usage is monitored regularly. We have set reduction targets relative to past usage and have transitioned to a dry-clean method during manufacturing which minimizes the use of water in our manufacturing facility. We do not have hazardous or toxic waste water resulting from our production processes, so no mitigation methods are required.</p> <p>As standard practice we monitor and assess the microbial, chemical, mineral content of water used and manage water sources with 25-49% of water used being returned to the watershed at the same or better quality than when it was withdrawn. Rainwater is collected then used for landscaping. Plumbing fixtures are low flow to minimize use and maximize efficiency. As part of our standard practice, our mission is to conserve or minimize water use whenever possible.</p> <p>Non-Hazardous Waste: Waste produced in our manufacturing facility has always been recycled, repurposed, refurbished, and reused with a goal of using as little virgin material as possible. In 2020, 84.55 tons of corrugate was compacted and recycled. Corrugate from inbound shipments is reused to ship product to customers and excess shippers are used for other projects. Additional efforts include recycling or repurposing paper, plastic, glass, and metal.</p> <p>Wooden pallets are refurbished and reused when possible or they are taken by a company that recycles or restores them to usable condition. End-of-life products are donated, given to employees, or follow our recycling process for all possible components. We also evaluate product shelf-life to ensure we do everything possible to extend it.</p> <p>Each employee receives training to understand products must be used to their fullest and the more we recycle, the less goes into landfills. By doing so, each person contributes to conserving energy, reducing air and water pollution, reducing greenhouse gases, and conserves natural resources.</p> <p>Zero Landfill Waste: In 2020, Maud Borup achieved zero landfill waste, turning our waste into energy used to heat over 4,000 homes in the community. This was achieved by conservation of all resources by means of responsible production, consumption, reuse, and recovery of products, packaging, and materials. There is no discharge into land, water, or air to threaten the environment or human health. We will continue to reduce our impact on the planet, save energy, lower greenhouse gas emissions, and help our community.</p> |



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| IMPLEMENTED MGT PRACTICES CONT'D | <p>Product:</p> <p>At the request and urging of a customer, Maud Borup searched for an eco-friendly alternative to traditional plastic Easter eggs made outside of the United States. Not finding any such product, Maud Borup developed eco eggs®, a 100% recycled, BPA-free alternative manufactured in the United States. eco eggs® uses less energy in production and reduces thousands of tons of landfill waste each year.</p> <p>Maud Borup is committed to maintaining an ecological balance to minimize or avoid the depletion of the earth's natural resources, preserve nature, and think green.</p> |
| OTHER MANAGEMENT COMMENTS | <p>Our core mission is to provide an indulgent feel-good experience while building a more inclusive and sustainable economy with a vision of fostering a world filled with happy people who know they are loved.</p> <p>Maud Borup is built on a foundation of mission statements addressing product, economic, social, environmental, and safety missions.</p> <p>Our values of integrity, honesty, excellence, respect, passion, and diversity set high expectations for every employee and supplier.</p> <p>We strive to achieve the best in everything we do. We are open and direct in our communication.</p> <p>We listen to different viewpoints, opinions, and thoughts, while embracing a culture of inclusion.</p> <p>We operate with an awareness of the needs of others. We celebrate diversity and are committed to creating an inclusive environment. We have built and will maintain a diverse and inclusive workforce and workplace across the organization.</p> <p>We promote business practices that respect the earth and are committed to a sustainable future, improving the environmental well-being of the community.</p> |