



## 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: Parker Clay

Date Submitted: 09/21/22

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:

Parker Clay

UPDATED AS OF:

09/21/2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Animal Products and Services
<b>ISSUE DATE</b>	September 2022
<b>TOPIC</b>	Parker Clay is a leather goods manufacturer and sources >10% of their supplier expenses from animal farms
<b>SUMMARY OF ISSUE</b>	The company sources its leather from local small scale Ethiopian farmers
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	11% of the company's supplier expenses are derived from purchases directly from animal farms.
<b>IMPACT ON STAKEHOLDERS</b>	The sale or use of animal products and animal-related services by businesses poses a risk to the humane treatment of animals if adequate management practices are not in place.
<b>IMPLEMENTED MGT PRACTICES</b>	Parker Clay is aligned with the Textile Exchange Animal Welfare Standards Benchmark and is committed to discussions with its tannery partners regarding animal welfare best practices. The welfare standards include: Ensuring that animals are kept in an environment that provides the conditions and facilities needed for health, safety, comfort, and normal behavior, including access to medical care, free range pastures and sufficient high-quality grasses, sufficient hydration as well as shelter and temperate climate farms. Animals under this standard are bred, raised, handled, managed, and cared for in a manner that ensures their health and safety and be free from pain, injury, and disease. Animals are stunned pre-slaughter and slaughtered efficiently and humanely without pain and distress and transported in a low-stress manner by competent handlers on well-planned journeys. Transport vehicles are designed and maintained to be suitable for the livestock transported. The company does not currently have any specific targets or KPIs on animal welfare nor does it have specific requirements for innovative practices around animal welfare for suppliers. Parker Clay works with a tannery that is aligned with Solidaridad Network, an international civil society organization with over 50 years experience in developing solutions to make communities more resilient. In Ethiopia, Solidaridad has partnered with Stahl and MVO to implement the Leather Green Tanning Initiative (GTI) in Ethiopia.
<b>MANAGEMENT COMMENTS</b>	Parker Clay is committed to the movement of sustainable leather - the animals are not raised for the express purpose of using their leather goods - and the Company's products are hand-made. The leather is sourced from local Ethiopian providers and do not need to be produced with chemicals. Parker Clay has also focused on Zero Waste Collections using traditional hand-weaving methods to turn scraps into accessories built to last.



## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Parker Clay

UPDATED AS OF:

09/21/2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>ISSUE DATE</b>	September 2022
<b>TOPIC</b>	Biodiversity Impact
<b>SUMMARY OF ISSUE</b>	As a leather goods manufacturer Parker Clay operates in an industry in which biodiversity impact is a material environmental issue.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	Approximately 95% of the Parker Clay's revenue comes from the sale of leather goods and 11% of Parker Clay's supplier expenses come directly from animal farms.
<b>IMPACT ON STAKEHOLDERS</b>	Animal agriculture poses a risk to local ecosystems of flora and fauna as well as the potential degradation of affected land.
<b>IMPLEMENTED MGT PRACTICES</b>	Parker Clay works together with its tannery to maintain a connection to the farms and the majority of its supplier farms are small scale and free range. As part of the company's environmental commitments, the company participated in the Green Legacy movement, planting over two hundred seedlings and planning to plant 5000 more as well as hiring permanent gardeners to care for them. Although Parker Clay works with its tannery to ensure the best practices are implemented, it does not specifically offer support for the farmers to implement farming techniques to minimize the degradation of farm land. The company does not yet have targets nor policies related to the preservation or conservation of biodiversity in its supply chain.

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Parker Clay

UPDATED AS OF:

09/21/20222

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>ISSUE DATE</b>	September 202222
<b>TOPIC</b>	Water Intensive Industries
<b>SUMMARY OF ISSUE</b>	As a leather goods manufacturer, Parker Clay operates in an industry that is water intensive. The tanning and processing stages of leather production require a high consumption of water. Recent studies reveal that an average of approximately 160 liters of water are used to produce 1 kg of leather. It is also very water intensive to raise cattle in large industry cattle systems.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	Approximately 95% of the company's revenue comes form the sale of leather goods. 11% of Parker Clay's supplier expenses come directly from animal farms.
<b>IMPACT ON STAKEHOLDERS</b>	As a water intensive industry, animal agriculture poses risks such as water stress or depletion of local water sources if water use is not appropriately managed. The main water sources used at Parker Clay owned facilities are local municipality water and well water. While Ethiopia has relatively abundant water resources, it is considered 'water stressed' due to rapid population growth over the last decade. Rainfall and water availability are highly variable meaning the country is very vulnerable to water scarcity and drought. Only 42% of the population in Ethiopia have access to a clean water supply.
<b>IMPLEMENTED MGT PRACTICES</b>	The company ensures that the water used by tannery partners within their supply chain is recycled back into the process through a full reclaiming system, where water is treated, and any harmful chemicals are removed; this is to reduce the impact on the local supply. Parker Clay facilities have low flush toilets installed to minimize water usage. The company does not have specific water reduction targets.

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UPDATED AS OF:

09/21/2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>ISSUE DATE</b>	September 2022
<b>TOPIC</b>	Energy and Emissions Intensive Industries
<b>SUMMARY OF ISSUE</b>	As a leather goods manufacturer Parker Clay operates in an industry in which energy and carbon emissions is a material environmental issue.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	Approximately 85% of the company's energy comes from hydropower plants with the remaining 15% made up of biomass, fossil fuels (natural gas and coal ) and renewable energy (solar). The company's main contributors of energy and emissions come from the production of leather and transportation. Approximately 8 kg of CO2 is required to produce 1 kg of leather.
<b>IMPACT ON STAKEHOLDERS</b>	Animal agriculture and textile manufacturing is a major contributor to global carbon emissions.
<b>IMPLEMENTED MGT PRACTICES</b>	Parker Clay's partner tannery is aligned with the Solidaridad Network, aiming to improve leather production practices across the entire leather value chain, including but not limited to efficient energy use and carbon emissions. In addition, the company has implemented a number of initiatives in its own tier 1 factory to manage the company's energy use, including energy efficient lighting, installing energy efficient equipment and a tree planting program. The company does not currently have specific energy and emission reduction targets.