



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: BUFF®
Date Submitted: 11/17/2022

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

PROVIDED BY: **BUFF®** UPDATED AS OF: **11/17/2022**

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a clothing manufacturer, BUFF® operates in an industry that is water intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	100% of BUFF®'s revenue is generated from the sale of textiles products.
IMPACT ON STAKEHOLDERS	As a water intensive industry, textile production poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.
IMPLEMENTED MGT PRACTICES	<p>The most important environmental aspects for BUFF® to take into account in its environmental management are indirect aspects within the supply and value chain, within the company's influence but outside of its direct control: including the dyeing process by external suppliers and the consumption of water by consumer home wash.</p> <p>Water intensity in the dyeing process (the most water intensive process in the manufacturing of BUFF® products) varies according to the different types of dyes and materials (lt/unit):</p> <p>Whites: 1,16 lt/unit Colors: 2,24 lt/unit Dyed Yarn: 1,89 lt/unit Open Fabric-Wool: 1,32 lt/unit (1 unit = equivalent to 1 tubular of 40g)</p> <p>The dyeing process takes place in a localized manner in the same geographical area as the company's HQ in Igualada, ESP. According to WRA (Water Risk Atlas), the region where BUFF® and its dyeing suppliers are located has a LOW-MEDIUM (1-2) water risk, although it is predicted that it will get a higher rating in the next 10-20 years. In terms of water stress specifically, these operations are located within MEDIUM-HIGH and HIGH risk sub-regions, respectively. The causes of these ratings include increasing drought periods and intensive water extraction practices.</p> <p>BUFF® has implemented the following practices to mitigate its impact on water resources:</p> <ul style="list-style-type: none"> - Monitoring direct operational water consumption levels year on year, in line with its ISO14001 certified Environmental Management System. - Water footprinting and monitoring of indirect water usage through the dyeing process of the company's most significant dyeing supplier. - Microplastics research study in home product wash. - Research study on viability on new innovative ways to dye BUFF® products to reduce the water and energy footprint of this process specifically. - Incorporating new materials through the company's I+D department, such as PrimaLoft® Bio™, that have lower microplastics impacts in the ocean. <p>The company has set a target of reducing its internal HQ water consumption by 1% by 2025 and although it currently has not set targets for water consumption within its supply chain, BUFF® conducts and joint water footprinting study with one of its key dyeing suppliers, who also dye for other organisations.</p>
REPORT	BUFF® Sustainability Reports: https://www.BUFF®.com/us/sustainability-reports



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PROVIDED BY: **BUFF®** UPDATED AS OF: **11/17/2022**

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	As a clothing manufacturer, Original BUFF® operates in an industry that is energy and emissions intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	100% of Original BUFF®'s revenue is generated from the sale of textiles products.
IMPACT ON STAKEHOLDERS	As an energy and emissions intensive industry, textile production poses risks to the environment as well as potential human health through the contribution of greenhouse gases to the atmosphere.
IMPLEMENTED MGT PRACTICES	<p>The company monitors energy consumption across the BUFF® group. The company's HQ and manufacturing facilities are located in Igualada, Spain, which are responsible for the majority of the group's total energy consumption. BUFF®'s branches in the UK, Canada, USA and Germany are only used as office buildings.</p> <p>The most energy intensive phases are the spinning, dyeing and transport (both upstream and downstream). For the FY 2020/21, the company's carbon intensity results are (Tn of CO2/unit produced):</p> <p>Scope 1: 0,0000135 Scope 2: 0,0* (*SC2 is only related to subsidiaries, and the compant does not consider the subsidiaries to be part of the production process for the calculation of intensity results in our production.) Scope 3: 0,0003130</p> <p>The company has measured as an ISO14001 certified Environmental Management System. As part of this system, BUFF® has measured its carbon footprint Scopes 1,2, 3 and implemented several management strategies to reduce its impact. In it's Igualada facilities, the company has installed LED lighting, solar panels (currently providing 30% of the building's electricity needs), automatic start and closing of machines and has thermoregulated temperature.</p> <p>BUFF® is also part of Climate Action Corps and European Outdoor Group, in which the company networks, contributes to online forums, and learns from like-minded companies. Additionally, the company is part of a local Catalan government initiative, 'Acords Voluntaris per la reducció de CO2' or 'Voluntary Agreements for the reduction of CO2', which benchmark and publish carbon emission results publicly. Lastly, through a recent materiality assessment and revisiting the company's strategy, BUFF® has benchmarked its sustainability journey against peers at a general sustainability level (not only GHG related) yet has not identified benchmarks in terms of energy, water use or waste generation.</p>
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PROVIDED BY: **BUFF®** UPDATED AS OF: **11/17/2022**

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Chemical Intensive Industries
SUMMARY OF ISSUE	As a clothing manufacturer, Original BUFF® operates in an industry that is chemically intensive. Throughout the textile industry, the dyeing process has a significant impact related to chemicals, including global water pollution. At BUFF®, dyeing is the most chemically intensive process and is outsourced by the company.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	100% of Original BUFF®'s revenue is generated from the sale of textiles products.
IMPACT ON STAKEHOLDERS	As a chemical intensive industry, textile production poses risks to the environment such as pollution of air, land, and water, as well as potential human health risks to those exposed to carcinogenic chemicals.
IMPLEMENTED MGT PRACTICES	<p>BUFF® pursues OEKO-TEX100 certification for its products. STANDARD 100 by OEKO-TEX® is one of the world's best-known labels for textiles tested for harmful or toxic substances. The OEKO-TEX100 test takes into account numerous regulated and non-regulated substances, which may be harmful to human health, including those specified in REACH. The limit values for the STANDARD 100 go beyond national and international requirements. In the 2020/2021 fiscal year, 90% of the company's revenues were earned from products with the OEKO-TEX100 certification.</p> <p>BUFF® follows the OEKO-TEX chemicals list. The company's dyeing provider does not use chemicals considered problematic in the dyeing process for synthetics, such as aromatic chlorinated compounds (monochlorobenzene, trichlorobenzene, etc.), O-phenylphenol, aromatic hydrocarbons (bisphenol and trimethyl benzene, 1-methyl naphthalene, etc.) or phthalates (diethylhexyl phthalate, dibutyl phthalate and dimethyl phthalate). BUFF®'s dyeing suppliers use compounds considered to be more environmentally friendly than other traditional compounds – such as Benzyl benzoate, Aromatic esters, and N-alkyl phthalimide. For other designs that use the transfer/sublimation process, the ink used is water-based. As a compound, water-based ink is much gentler on the environment than conventional ink.</p>
REPORT	BUFF® Sustainability Reports: https://www.BUFF®.com/us/sustainability-reports