



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: SARASTYLE

Date Submitted: 05/17/2023

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:

SARASTYLE

UPDATED AS OF:

05/17/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Industries at risk for human rights violations
TOPIC	Company sells jewelry with precious metals and precious stones
SUMMARY OF ISSUE	SARASTYLE produces and sells jewelry made of pearls, silver, gold, and brass. Companies that purchase such resources such have a higher risk of encountering social and environmental issues in their supply chains, as these resources are often sourced associated with money laundering, human rights violations, and contributions that fund armed conflict (directly or indirectly), which are material risks present in the industry.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In fiscal year 2022, 100% of the company's revenue was earned from the sale of its jewelry. In the same period, 56% of the company's suppliers of precious gemstones and metals (pearls, silver, gold, and brass) were Responsible Jewellery Council (RJC) - Chain of Custody (CoC) certified.
IMPACT ON STAKEHOLDERS	The sourcing of precious gemstones and precious metals jewelry poses risks such as human rights violations, armed conflict, and money laundering, as these minerals might come from areas of conflict and exploitation. Child labor and exploitation are other related risks to sourcing precious minerals.
IMPLEMENTED MGT PRACTICES	<p>SARASTYLE reported that has taken steps to ensure a more than 50% of the raw materials it purchases are traceable and have third-party certifications verifying that they are ethically sourced:</p> <ul style="list-style-type: none"> The majority of the company's suppliers (~56%) are RJC CoC certified. RJC's standards enable companies to integrate responsible business practices into their management systems and daily operations, in particular commitments to responsible sourcing standards and respect for Human Rights. The Chain-of-Custody (CoC) certification complements certification against the RJC's Code of Practices. The CoC standard defines an approach for companies to handle and trade gold, silver, and platinum group metals in a way that is fully traceable and responsibly sourced. SARASTYLE conducts supplier screenings that consider ESG criteria, The company has a Supplier Code of Conduct in place which is applicable to the company's direct and indirect suppliers. All the company's suppliers have signed the Code. The document covers the following topics: <ol style="list-style-type: none"> Labor standards and social responsibility (prohibiting any form of child and forced labor, human trafficking, corporal punishment, physical, sexual, verbal or psychological harassment, or discrimination; ensuring fair salaries, benefits, and health and safety conditions), Environmental Compliance (Requiring compliance with local laws and regulations; committing to improve the environmental performance of production sites and production resources, increasing the amount of recycled input used) Code of Ethics and Business Integrity (zero tolerance with corruption-related practices, transparency). The company has a Recycling program to recycle its old products and reintroduce the materials in its production process.
MANAGEMENT COMMENTS	
REPORT	<ul style="list-style-type: none"> About RJC: https://responsiblejewellery.com/standards About the RJC's Chain of Custody (COC): https://responsiblejewellery.com/standards/chain-of-custody-2017/ About the company's sustainability initiatives: https://www.sarastyle.cn/About/index.html