Pabst Holdings Zimbabwe Pvt Ltd

Disclosure Report

Date Submitted: October 15th, 2026

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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 that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

1) Be transparent about details of 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 practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check 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.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through B Lab's Public Complaint Process. Grounds for complaint include:

1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's certification process
2) Breaches of the B Corp Community's core values as expressed in our Declaration of Interdependence

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.

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Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	☑	☐
Biodiversity Impacts	☐	☑
Chemicals	☐	☑
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	☐	☑

Outcomes & Penalties

	Yes	No
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 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	☐	☑

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Practices

	Yes	No
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 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	☑	☐

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	☐	☑

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Disclosure Questionnaire Statement

Disclosure Questionnaire Category:

During its B Corp Certification journey **Pabst Holdings Zimbabwe Pvt Ltd** had the following topics flagged:

- Animal Products or Services
- Disclosure Alcohol
- Facilities located in sensitive ecosystems

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Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other Disclosure Industries

Issue Date	2017 - Currently
Topic	Media coverage surrounding elephant population management
Summary of Issue	Sango Wildlife Conservancy operates a private wildlife reserve within the Savé Valley Conservancy and manages a large free-ranging wildlife population. Stakeholder concerns were raised through a few publicly available media sources: •https://www.worldpressphoto.org/collection/photo-contest/2026/Halden-Krog/1 •https://www.facebook.com/XposeTrophyHunt/posts/when-giants-fallthis-is-how-elephant-culling-looks-in-the-sango-valley-conservan/1077581868172086/ •https://focusingonwildlife.com/news/why-do-gooding-animal-rights-activists-are-to-blame-for-the-bloody-slaughter-of-600-majestic-african-elephants/ •https://conservationfrontlines.org/2025/11/when-elephant-conservation-success-goes-too-far/ •https://www.theguardian.com/environment/radical-conservation/2017/jun/19/rewilding-mozambique-trophy-hunting-elephants-giraffe-poaching-zimbabwe-sango-save-zinave The conservancy has undertaken elephant population management activities, including the culling of elephants. In 2025, the culling of elephants at Sango was documented by photojournalist Halden Krog in the World Press Photo project “When Giants Fall”. The project describes professional hunters shooting elephants identified for population control and notes that wildlife organizations have raised concerns regarding the impacts of culling on elephant social structures, animal welfare, human-wildlife conflict and the sustainability of culling as a population-management approach.

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	Media coverage has also highlighted the use of trophy hunting as part of conservation financing at Sango. The 2017 Guardian article reported that Sango's donation of wildlife to Zinave National Park in Mozambique was supported by funds from trophy hunting. The use of trophy hunting as a conservation tool remains subject to differing views regarding its conservation, animal-welfare and ethical implications. The concerns regarding elephant culling relate to the use of lethal population-control measures and the potential effects on animal welfare, elephant social structures and the surrounding ecosystem. At the same time, other conservation-focused coverage has described elephant population growth as creating ecological pressure and has presented population management, including culling, as a potential conservation measure where elephant numbers exceed the carrying capacity of the available habitat.
Size/Scope of Issue ***(e.g. $ financial implication, # of individuals affected)***	Sango's elephant population was approximately 950 animals in September 2025, with the company estimating a sustainable carrying capacity of approximately 180 elephants. The company has indicated that approximately 367 elephants had been culled since May 2025 as part of the population-management programme.
Impact on Stakeholders	Wildlife and conservation stakeholders may be affected by decisions concerning elephant population management, including the potential effects on elephant populations, animal welfare, biodiversity and ecosystem conditions. B Lab recognizes that this practice (animal culling) carries potential risk and controversy, but at the moment, minimum requirements for companies in such industries are yet to be established and an official position on this matter has not been made.
Implemented Management Practices	The company clarified that elephant population management was undertaken because elephant numbers had exceeded the ecological carrying capacity of the reserve and were contributing to significant habitat degradation. The wildlife-management activities are undertaken within the applicable regulatory framework and in coordination with relevant wildlife authorities.

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	Sango has implemented wildlife population-management measures that include elephant monitoring, aerial population surveys, ecological assessments, translocation and culling. The company has maintained ecological records for more than 25 years and has used aerial surveys, drone monitoring and camera monitoring to assess elephant populations and ecosystem conditions. The company has previously undertaken elephant translocations as an alternative population-management measure. According to information provided by Sango, 201 elephants were relocated to the Rifa Safari Area and Sapi conservation area in 2018 and 2022 and a further translocation has been planned. For the current population-management programme, the company's decision to reduce the elephant population is based on ecological assessments concerning habitat degradation, available grazing and estimated carrying capacity. The company has also made its ecological data and aerial census records available for external scientific review. The company has also indicated that the culling programme is intended to address ecological pressures associated with elephant population density and that non-lethal alternatives have been considered in determining the appropriate population-management approach. Wildlife management activities are organized within the permissible legal and regulatory framework in Zimbabwe and under the supervision of the relevant wildlife authority. The hunting and culling activities require permits issued by the Zimbabwe Parks and Wildlife Management Authority (ZPWMA) and may only proceed following review of supporting ecological and population data. The company states that government officials are present during permitted culling operations and that post operation reporting is required. The hunting quotas are established by the relevant authorities based on species, sex and age criteria and are not determined solely by the company. The company states that these activities are conducted in accordance with applicable legislation, including the Parks and Wildlife Act and related wildlife management regulations

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	administered by ZPWMA. Sango has also indicated that hunting and wildlife management activities are organized in accordance with applicable permit requirements and international obligations relating to wildlife trade, including relevant Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) requirements.
Report	https://sangowildlife.com/press-release-elephant-population-2026/
Management Comments	*We recognise that culling elephants is an emotionally heavy decision, for the public and for our own team, and no one at Sango takes it lightly. That weight is precisely why we delayed it, and the delay has made the problem larger.* *Elephant overpopulation is not the elephants' fault. Human expansion has fragmented and fenced the landscapes they once moved through freely, concentrating animals in areas that can no longer support them. This makes overpopulation a local issue. It is difficult to accept that an endangered species can exceed what a region can sustain, yet our monitoring data show that this is the reality we face.* *The damage is already visible and cumulative. Long-established trees, older than several generations of elephants, are being destroyed, and with them the habitat that birds, browsers and many other species depend on. Left unchecked, this pressure would ultimately harm the elephants themselves.* *We have considered the alternatives. We continue to pursue translocation, but opportunities arise too slowly to prevent further harm. Waiting is also a decision, and its consequences for the vegetation and the species that rely on it would be severe and, in places, irreversible.* *Culling is therefore a last resort, taken to protect the ecosystem as a whole. It will be carried out by experienced professionals to the highest welfare standards, and guided by ongoing ecological monitoring.*

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