



## 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: Dancing Goats Coffee  
Date Submitted: 12/16/2022

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:

Otiumberg

UPDATED AS OF:

06/29/2023

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Industries at risk for human rights violations
<b>TOPIC</b>	Company sells jewelry with precious metals and precious stones.
<b>SUMMARY OF ISSUE</b>	<p>Otiumberg is a jewelry retailer whose products utilize precious metals and gemstones -- raw materials that could be considered conflict minerals and pose a potential human rights risk. Company's suppliers are based in Thailand, Hong Kong, India, Brazil, Sri Lanka, China and Germany. They use certified recycled gold and silver across their designs. Their recycled gold and silver are sourced from certified suppliers in Thailand and India, who are independently certified by the Responsible Jewellery Council's Chain of Custody program or SCS.</p>
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	<p>99.8% of the company's Cost of Goods Sold comes from raw materials that would be considered a high risk for human rights violations, including gold, diamonds, and other gemstones. 96.2% of precious metals and gemstones are covered by social/ethical 3rd party certifications.</p> <p>The company buys complete jewellery items from two suppliers that source the metal and gemstones. The first is third party certified by the Bureau Veritas Audit. In 2021/22, this supplier spend accounted for £249,892.83. The second is RJC certified &amp; SMETA 4-pillar audit - SedEx. In 2021/22, this supplier spend accounted for £34,973.40.</p> <p>The company sources recycled metal from their supplier listed on the Good Delivery List for silver with the LBMA, a certified member of the RJC COC and COP as well as listed as a conformant gold refiner by Responsible Minerals Initiative. This certification offers reassurance that only "conflict-free" minerals are used in their production.</p> <p>In 2021, chain usage consisted of 31% of total volume purchased, 14% of which is RJC Certified.</p>
<b>IMPACT ON STAKEHOLDERS</b>	<p>The use of precious metals and gemstones poses a human rights risk due to the possibility that they are sourced from conflict-affected and high risk areas, where they may be used to finance conflict and/or be associated with human rights abuses in the supply chain.</p> <p>Companies that utilize precious metals, gems and stones as raw materials have a risk of possible human rights violations in their supply chain. Therefore, at a minimum, companies pursuing B Corp Certification should be able to demonstrate that these risks are explicitly acknowledged in their supply chain management practices, as well as documentation that verifies they are sourcing "conflict free" materials.</p>

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### IMPLEMENTED MANAGEMENT PRACTICES

In an effort to ensure conflict-free sourcing of their raw materials, the company has the following practices in place:

- **DIAMONDS:** All of their suppliers abide by the Kimberley Process - a multilateral trade regime established in 2003 with the goal of preventing the flow of conflict diamonds. The core of this regime is the Kimberley Process Certification Scheme (KPCS) under which States implement safeguards on shipments of rough diamonds and certify them as "conflict free". This is certified on their invoices from all their suppliers.

- **COLORED GEMSTONES:** Otiumberg recognises the challenges in the global supply chain transparency. They have a supplier policy in place which has zero tolerance for conflict stones. They ask that where possible their suppliers share provenance details, disclosure certificates and mining licenses. Every year as part of their Life Cycle Assessment, they review all gemstones in the collection and roll out a questionnaire to their suppliers to ascertain more granular details about the regions and mines in which they are sourced. Recognising the inherent complexities in the supply chain, they have set environmental targets to have gemstones in 50% or less of the collection.

- They have a close relationship with two of their workshops, both of which are audited by Intertek or ISO Bureau Veritas. They have been with their Thai workshop since the very beginning (2016) and know the team extremely well. This is where they produce over 80% of their collection. Their Indian supplier is RJC compliant.

- They continue to recognise that as a brand they need to increase in demand for gold, whether recycled or not. Consequently, they recognise that they need to understand the wider gold mining issues and support development programmes. They plan to introduce the use of Fair Trade Gold or SMO gold into part of the collection in 2023/4. They believe that Fair-Trade offers tangible improvements to the mining industry and a realistic model for others to emulate.

- Their Tier one suppliers have no child labor or forced labor in the supply chain and the same applies to the metal refineries that supply them. This is reassured through third party certification across the workshop and refineries, supported by personal Otiumberg visits to the workshops.

Otiumberg designs and creates jewellery with two specialist workshops in India and Thailand. They have committed to roll out a Life Cycle Assessment annually to assure that they remain conscious of their footprint and off-set accordingly. This will allow them to measure any increase in impact as they grow and address it accordingly. As part of this process, they off-set with decarbonisation specialists to ensure they achieve gold standard analysis in their offset investment. The consultants use a modern portfolio theory to enhance accuracy and provide diversification benefits. Around 15% of their collection is produced as made to order, allowing them to avoid any overproduction. This is an element they are hoping to expand on as they grow.

The company is reviewing the impacts of Fair Trade versus Fairmined certifications currently to establish how best to implement the gold into the collection. Calls have been carried out with the Fairmined team and they are in a phase of research to ensure that they make the right decision