



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 be transparent about the disclosure issues identified on the company's public B Impact Report.

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.

Certified



Corporation

B Corp Certification - Disclosure Questionnaire Documentation

Disclosure Questionnaire category: Significant Layoffs of >20% of workforce

Updated as of: 07/26/2023

Red Bay Coffee experienced significant layoffs of more than 20% of the workforce within the last five years. Certified B Corps are required to make transparent when such practices have occurred.

If you or someone you know is aware of any specific practices of this company related to their layoffs that were inappropriate and may constitute a violation of the B Corp standards, please contact us via our [public complaints procedure](#).



B Corp Certification - Disclosure Questionnaire Documentation

Disclosure Questionnaire category: Energy and Emissions Intensive industry

Updated as of: 07/26/2023

Red Bay Coffee is involved in the production or sale of products that are classified as energy and emission-intensive, meaning that they are more likely to have significant impacts on the environment based on their carbon emissions associated with their operations and their contribution to climate change. Certified B Corps are required to make transparent their involvement in such industries.

If you or someone you know is aware of any specific practices of this company related to their layoffs that were inappropriate and may constitute a violation of the B Corp standards, please contact us via our [public complaints procedure](#).



B Corp Certification - Disclosure Questionnaire Documentation

Disclosure Questionnaire category: Water Intensive industry

Updated as of: 07/26/2023

Red Bay Coffee is involved in the production or sale of products that are classified as water intensive, meaning that they are more likely to have significant impacts on the environment, such as water stress or depletion of local water sources if water use is not appropriately managed. Certified B Corps are required to make transparent their involvement in such industries.

If you or someone you know is aware of any specific practices of this company related to their layoffs that were inappropriate and may constitute a violation of the B Corp standards, please contact us via our [public complaints procedure](#).

Certified



Corporation

B Corp Certification - Disclosure Questionnaire Documentation

Disclosure Questionnaire category: Biodiversity and/or Monoculture

Updated as of: 07/26/2023

Red Bay Coffee is involved in activities that could affect local biodiversity, meaning that they are more likely to have significant impacts on the environment given its interference with the balance of local fauna and flora. Certified B Corps are required to make transparent their involvement in such practices.

Any party aware of specific company practices that have had a negative impact related to their involvement in the sensitive industry, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).