



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: Fishtnk Inc
Date Submitted: 11/28/2022

| 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:

Fishtnk Inc

UPDATED AS OF:

11/28/2022

| | |
|---|---|
| DISCLOSURE QUESTIONNAIRE CATEGORY | Biodiversity Impacts |
| TOPIC | The Company is a designer and manufacturer of wood furniture |
| SUMMARY OF ISSUE | Fishtnk is a designer and manufacturer of wood furniture, with the vast majority of their revenue comes from selling wood products. |
| SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected) | 96% of their revenue comes from selling wood products. |
| IMPACT ON STAKEHOLDERS | The production and manufacture of wood products may involve deforestation, leading to loss of habitats and carbon sinks. |
| IMPLEMENTED MGT PRACTICES | <p>The Company has intentionally chosen wood species that cannot be clear-cut, and come from locally managed woodlots and forests that practice selection harvesting. They use 2 local lumber mills that are both under 50km from their production facility. This is characteristic of the species they choose to offer their products in makes all the difference for types of woods and species selection harvesting is not an option, they only purchase FSC-certified lumber from local, certified companies with a reputation for good practice in the industry. The Company declares that sustainability is an intertwined process that is not about one specific decision but about a mindset and way of thinking and operating. By conserving energy, they reduce their greenhouse gas emissions, by reducing plastic use, they reduce pollution by designing products that use clear-cut wood and nurture better forests, and all these small but impactful decisions will contribute to preserving and conserving biodiversity in all areas that their supply chain reaches. The company has taken decisive steps to only use domestic hardwood, local sources, and grown lumber from FSC-certified suppliers to make sure the products are not contributing to deforestation and loss of wildlife habitat. The Company does not work with exotic woods or imported wood from vulnerable regions to specifically address this issue. Based on the types of wood they use, and the fact that they are harvested with the "Selection Harvesting" practice, which manages woodlots more sustainably and allows healthy replacement of mature trees (not old-growth) with younger and more diverse trees which should equalize and be carbon neutral. Also using wood for long-term use acts as carbon storage vs. decaying wood from dying or dead trees that produce CO2.</p> |



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **Fishtnk Inc** UPDATED AS OF: **08/01/2021**

| | |
|--|---|
| DISCLOSURE QUESTIONNAIRE CATEGORY | Environmentally Intensive Industries |
| TOPIC | Energy and Emissions Intensive Industries |
| SUMMARY OF ISSUE | As a wood furniture manufacturer, the industry is energy and emissions-intensive. However, the company uses high-efficiency equipment for production all run only on renewably sourced electricity. Due to the scale of operation and type of production, they are an energy-smart operation. The company's highest dependency on energy is for heating the space during winter months and we have significantly reduced its impact by using smart thermostats and sensors. |
| SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected) | 96% of the company's revenue consists of manufacturing and design wood furniture |
| IMPACT ON STAKEHOLDER(S) | The manufacturing industry is a major contributor to global emissions. |
| IMPLEMENTED MGT PRACTICES | <p>Fishtnk Inc buys its energy, electrical, and gas from Bullfrog power, they offer the highest-quality renewable energy certificates (RECs) to help customers maximize their carbon reductions and transform their energy systems.</p> <p>The Company source exclusively from projects that meet or exceed the strictest environmental criteria, as defined by EcoLogo®.</p> <p>The Company supports the development of new wind, solar, and low-impact hydro projects by purchasing from EcoLogo new sources. promote renewables across Canada, including in carbon-intensive grids, by sourcing 50% of RECs from the region.</p> <p>Green natural gas: green natural gas is sourced from organic waste at landfills or wastewater treatment plants. green natural gas meets strict environmental standards set by ICF International. Leading environmental groups including WWF-Canada and the David Suzuki Foundation endorse this product. measure the Co2 of each of their products and highlight in their estimated footprint on the product page and leave a direct competitor's product to show our impact vs. theirs. Please see this link: https://www.aaline.ca/carbon-footprint</p> <p>The company in the past has relied on ISO 14067:2018 & GHG protocol for generating their estimates and is moving to the 2030 Calculator platform. For more general information customers can also visit the sustainability page on their product's website: https://www.aaline.ca/sustainability-aaline -- The company tracks its carbon intensity per unit product. As an example: the LW-EB series at 8-foot length, the company estimates has 9.5 KgCO2. The same system made with imported aluminum extrusions has 28.7 KgCO2. They are working with the Declare Label to have a much more transparent labeling system for their products and keep a database of their collection on the 2030 Calculator platform.</p> |