



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: Manitoba Harvest
Date Submitted: 01/30/2020

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		√
Cannabis-derived Products	√	

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		√
Other Disclosures		
		√

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: Manitoba Harvest

UPDATED AS OF: 01/30/2020

DISCLOSURE QUESTIONNAIRE CATEGORY	Penalties regarding labor issues
ISSUE DATE	April 10th, 2017
TOPIC	Penalty regarding violations of Labour Relations Act.
SUMMARY OF ISSUE	In 2017, a complaint was filed with the Manitoba Labour Board which ultimately found that Manitoba Harvest's dismissal of two of the employees "was a breach of ss.7(3) and s.9" of the Labour Relations Act, and "was an unfair labour practice" because of the employees' involvement with the Workers United Canada Council, a union organizing effort at the company. The Manitoba Labour Board further found that two different Manitoba Harvest employees exhibited behaviour constituting "intimidation under s.17(b) of the Labour Relations Act" in their interaction with other employees, and that there was "a sound basis to infer [the employees were] acting on behalf of the Employer". Finally, the Manitoba Labour Board determined that Manitoba Harvest "actively encouraged or knowingly acquiesced in [supervisors'] anti-union communications with various employees."
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The penalty of \$2,000 represents .003% of the company's revenue. Two employees were found to have been wrongfully terminated, which represents 1.2% of the workforce
IMPACT ON STAKEHOLDER(S)	Based on the Manitoba Labour Board's findings, the actions of Manitoba Harvest had interfered with its employees' right to unionize and, in the case of two employees, resulted in unfair termination.
RESOLUTION	The Labour Board ordered Manitoba Harvest to pay the Workers United Canada Council a sum of \$2,000.00, and to reinstate two terminated employees. The Labour Board further ordered Manitoba Harvest to "cease and desist any activity which would constitute an unfair labour practice".
OTHER MANAGEMENT COMMENTS	At Manitoba Harvest, our people are our most important asset. We are committed to fair and equitable treatment of all of our employees. We strictly adhere to applicable laws and regulations concerning their employment, including those regarding labour rights and other protected behaviour.
RELATED INCIDENTS	No

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DISCLOSURE QUESTIONNAIRE CATEGORY	Cannabis-derived products
TOPIC	Hemp-Derived CBD supplements
SUMMARY OF ISSUE	In addition to hemp foods, Manitoba Harvest sells supplements and conventional foods that contain CBD (Cannabidiol).
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 1% of the company's 2019 revenue came from CBD related products
IMPACT ON STAKEHOLDER(S)	Current regulations governing the legality of cannabis-derived products are complex in the United States due to different layers of federal, state, and local laws. Thus, the legal landscape around such products, particularly CBD, is somewhat ambiguous at this time. There are many companies that do legally sell CBD products, which are designed to be non-psychoactive. While the risk of criminal prosecution may be low or negligible, B Lab encourages consumers, retailers, and manufacturers to conduct their own research based on individual circumstances to determine the legality of certain cannabis-derived products in one's jurisdiction.
IMPLEMENTED MGT PRACTICES	Manitoba Harvest's products are THC Free (less than .01%) with precise levels of CBD, and are third-party tested and sold in compliance with applicable United States and Canadian laws and regulations.