

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: GoodSam PBC
 Date Submitted: 09/12/2022

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:

GoodSam PBC

UPDATED AS OF:

09/12/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	September 2022
TOPIC	Biodiversity Impact
SUMMARY OF ISSUE	As the company purchases >50% of the raw material from growers directly, Good Sam operates in an industry in which biodiversity impact is a material environmental issue. The company sources coffee, cocoa and nuts from farmers in Colombia and Kenya. GoodSAM works directly with farmers by placing purchase orders with the associations. These associations represent the majority of their growers. In some more rare instances, they do direct business with a farmer.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 77% of Good Sam's supplier expenses come directly from farms.
IMPACT ON STAKEHOLDERS	Agriculture poses a risk to local ecosystems of flora and fauna as well as the potential degradation of cultivated land.
IMPLEMENTED MGT PRACTICES	<p>The company works on the following issues through regenerative farming: healthy soils, interconnected crops, water retention and biodiversity. They have set specific targets related to preserving or conserving biodiversity through Regenerative farming practices and carry out farm and farmers' association audits on these practices. These methods have shown to preserve and conserve as well as restore biodiversity on the farms that the company works with.</p> <p>The company also screen farms on these regenerative agriculture practices and publishes reports. They only source USDA organic certified products and source from LIMBUA, a link between more than 5,000 small-scale farmers in Africa and Grouptap, a non-profit entity that brings together 350 producers of specialty coffee and gourmet cocoa from the Sierra Nevada de Santa. http://grupotap.co/quienes-somos.</p> <p>To date, they have been searching for biodiverse agroforestry systems and are now starting to officially document those farms. While every region in which GoodSAM operates is ecologically different, they look for forest floor cover, multiple crops, cover crops, minimal to no chemical inputs, hand tilling or no tilling, etc. They have planted several thousand cacao and macadamia trees with their partners. They publish an annual Impact Report.</p>
REPORT	https://savory.global/regenerative-agriculture-enhance-biodiversity-farming-methods-grazing/ https://rodaleinstitute.org/why-organic/issues-and-priorities/biodiversity/ https://goodsamfoods.com/pages/goodsam-impact-report-2021

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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	September 2022
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a agricultural company, Good Sam operates in an industry that is water intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 77% of Good Sam's supplier expenses come directly from farms.
IMPACT ON STAKEHOLDERS	As a water intensive industry, agriculture poses risks such as water stress or depletion of local water sources if water use is not appropriately managed. All of the company's cacao and coffee raw materials are currently sourced out of 3 areas in Colombia: Sierra Nevada de Santa Marta, Cesar; Necocli, Antioquia and Planadas, Tolima. None of these areas are water-stressed areas since all of the farms that the company works with in these regions share the following characteristics: located on hills/slopes; abundant natural local water resources like farm springs; creeks and overall relatively heavy rainfall.
IMPLEMENTED MGT PRACTICES	<p>Farms that practice regenerative farming are by nature very biodiverse in plant and animal species and provide different layers of canopies for distributed rainfall, therefore avoiding soil erosion and providing cover for soils for soil protection and maximum water retention. The facilities that the company works with be, it the company's offices, co manufacturers and farms, all incorporate good water use practices.</p> <p>The company screens farmers thoroughly before and during their engagement with them at various times in a year and before working with a farmers' association on these regenerative farming practices and good treatment of water ways.</p>
REPORT	https://goodsamfoods.com/pages/goodsam-impact-report-2021

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UPDATED AS OF:

09/12/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Suppliers in Conflict-Affected Areas
ISSUE DATE	September 2022
TOPIC	Company has suppliers in Rionegro and Bogota Colombia
SUMMARY OF ISSUE	As a agricultural company, Good Sam has supplier farmers that are located in the regions of Rionegro and Bogota Colombia. These parts of Colombia can be considered a conflict zone as there are still many different illegal armed groups that have conflicts within their own organization, against other groups, government and/or civilians.
SIZE/SCOPE OF ISSUE	45% of company's purchases come from suppliers that are located in regions at high risk of armed conflict.
IMPACT ON STAKEHOLDERS (e.g. \$ financial implication, # of individuals affected)	As per the OECD, conflict zones are often characterized by widespread human rights abuses and violations of national or international law.
IMPLEMENTED MGT PRACTICES	<p>GoodSam sources coffee and cacao from the Sierra Nevada, Uraba and Planadas region all considered as zones in conflict. The nature of the conflict is guerilla, paramilitary, government and civilians clashing in all ways possible.</p> <p>97% of the company's purchases from conflict zone are certified by third party, mostly USDA Organic and Kosher. While GoodSAM does not carry a 3rd party certification for Fair Trade, Fair for Life etc, their farmers and associations do carry these certifications. GoodSAM continues to pay the Fair Trade/Fair for Life premiums to their farmer suppliers.</p> <p>The company have anti corruption letters that are signed by themselves for the supplier. They audit their suppliers on an annual basis and have pillars of cooperation in place. They conduct regular security sweeps of every region that they visit in advance, they also travel with a very experienced local team and have many local connections in each area to assist in case of any issues.</p> <p>The company claims that there is no evidence of child labour in the areas where they work. With that said, they have teams regularly auditing farms within their supply chain and if there was any type of evidence of such practices, they would launch a full investigation of it.</p>
REPORT	https://travel.state.gov/content/travel/en/international-travel/International-Travel-Country-Information-Pages/Colombia.html