



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: Psychopomp Limited
 Date Submitted: 09/28/2022

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:

Psychopomp Limited

UPDATED AS OF:

09/28/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a distiller, Psychopomp Limited operates in an industry that is water intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 100% of Psychopomp Limited's revenue was earned from the sale of alcohol
IMPACT ON STAKEHOLDERS	As a water intensive industry, distilling poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.
IMPLEMENTED MGT PRACTICES	<p>The company uses the municipal water supply. This does not affect any stakeholders. The distilleries are not in drought prone area. They do not have specific water reduction targets, but are very conscious of their water usage. The products are liquid and therefore composed predominantly of water. The water usage is entirely dependent on how much product is produced. The appropriate measure for the industry is Litres of water(L) used per Litre of pure alcohol (LPA) produced. The Scotch Whisky Association sets a standard for distilleries in Scotland that it expects members to meet by 2025. The target is between 12.5-25L/LPA. The company's distilleries currently consume 18L/LPA, so are within the range that would suggest they compare well within the industry. They compare themselves to the SWA target of 12.5-25L/LPA as a way of comparing to the industry as a whole. The main use of water in the distillery is for cooling the still and condensing. The hot water created by cooling the still is not wasted. Firstly it is used to fill the hot liquor tanks (HLT). This water will then be used for mashing. Water not stored in the HLT is used to heat the building in winter and then a proportion is stored to be re-used for cooling when it has cooled. The company also looks at the the much smaller uses of water within the distillery to ensure there is no waste, for instance, all of the toilets and appliances and water saving.</p>



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Psychopomp Limited

UPDATED AS OF: 09/28/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Alcohol
TOPIC	Company produces alcohol products
SUMMARY OF ISSUE	Psychopomp Limited is a distiller that earns a material amount of revenue from the sale of alcohol
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 100% of Psychopomp's revenue was earned from the sale of alcohol
IMPACT ON STAKEHOLDERS	Alcohol may have a negative impact on the health and well-being of individuals and their communities
IMPLEMENTED MGT PRACTICES	Psychopomp Limited complies with all regulations in relation to the manufacture and sale of alcohol. In addition the company adheres to the best practices guidelines regarding marketing and labelling to promote the responsible consumption of alcohol as defined by the Portman Group; The social responsibility body and regulator for alcohol labelling, packaging and promotion in the UK. The company has a designated premises supervisor who is personally licensed by the local authority for the sale of alcohol. The supervisor has taken the relevant courses and passed the relevant exams. The supervisor trains all new staff and refreshes the training of existing staff as required in accordance with 'responsible service of alcohol' EU guidelines (attached). All staff are trained with regard to serving people who are underage, vulnerable, pregnant or intoxicated. The legal age at which alcohol can be bought in the UK is 18 years old. The staff are trained to challenge anyone who appears under the age of 25, and there are signs around the premises announcing the 'challenge 25' policy. Over pours prevented with use of measures calibrated to 25ml or 50ml for spirits. This is in accordance with the applicable UK law regarding weights and measures. All staff are required to use the measures rather than free pouring.