



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: Banyan Botanicals Date Submitted: May 2019

Disclosure Industries	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.		
Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements		✓
Gambling		✓
Pharmaceuticals subject to international phase-outs or bans		✓
Payday lending		✓
Pornography		✓
Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)	✓	

Disclosure Penalties	Yes	No
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.		
Diversity and equal opportunity		✓
Employee safety or workplace conditions		✓
Environmental issues		✓
Financial reporting		✓
Geographic operations or international affairs		✓
Investments or Loans		✓
Labor issues (internal and supply chain)		✓
Marketing		✓
Political contributions		✓
Taxes		✓
Bribery, Fraud or corruption		✓

Supplier Disclosure	Yes	No	Don't Know
Please indicate if any of the following statements are true regarding your company's significant suppliers.			
Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)			✓
Significant Suppliers use any workers who are prisoners			✓
Significant Suppliers have had an operational or on-the-job fatality			✓
Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances			✓
Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility			✓
Construction or operation of Significant Suppliers involved large scale land acquisition			✓
Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation			✓
Construction or operation of Significant Suppliers involved the construction or refurbishment of dams			✓
Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in DQ4.1			✓
Significant Suppliers exploitatively operate in conflict zones			✓

Disclosure 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 "True." If false, select "False."		
Company is not formally registered in accordance with domestic regulations		✓
Company has reduced or minimized taxes through the use of corporate shells or structural means		✓
Company does not transparently report corporate financials to government		✓
Company facilities are located adjacent to or in sensitive ecosystems		✓
Company does not provide clean drinking water to employees at all times		✓
A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage		✓
Company does not have a signed contract of employment with each worker		✓
Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each		✓
Overtime work for hourly workers is compulsory		✓
Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made		✓
Company uses workers who are prisoners		✓
Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment		✓
Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift		✓
Company keeps workers' original ID cards/Passports		✓
Company exploitatively operates in conflict zones		✓
Company employs individuals on zero-hour contracts		✓

Disclosure Outcomes	True	False
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "True." If false, select "False."		
Company has had an operational or on-the-job fatality		✓
Company sites have experienced accidental discharges to air, land or water of hazardous substances		✓
Construction or operation of company facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility		✓
Material recalls due to quality control issues		✓
Material litigation or arbitration against company		✓
Company has filed for bankruptcy		✓
Construction or operation of company involved large scale land acquisition		✓
Construction or operation of company involved large scale land conversion and/or degradation		✓
Construction or operation of company involved the construction or refurbishment of dams		✓
Company has had material breaches of individual's confidential information		✓



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Banyan Botanicals

UPDATED AS OF: May 17, 2019

DISCLOSURE QUESTIONNAIRE CATEGORY	Wildlife Regulated Under CITES
ISSUE DATE	Ongoing sourcing practice
TOPIC	Trade in materials regulated under CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora)
SUMMARY OF ISSUE	<p>"As a result of severe over-harvesting, the kutki (Picrorhiza kurroa) plant has been included in Appendix II of CITES which means it is ""a species not necessarily threatened with extinction, but in which trade must be controlled in order to avoid utilization incompatible with their survival"". In 2005 Banyan stopped selling kutki. In 2012, Banyan began selling this herb, with the CITES certification which indicates that the kutki purchased by Banyan has been sustainably cultivated in accordance with the requirements of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES).</p> <p>The CITES regulation is designed to ensure that international trade of wild animals or plant products does not threaten their survival."</p>
SIZE/SCOPE OF ISSUE	Approximately 50% of C.FProducts with Kutki as an ingredient include Kutki Liquid Extract and Kutki Powder. 2018 combined sales of these products was .27% of total sales.. Martin & Co's wood sourcing relates to CITES regulated species.
RESOLUTION	Banyan Botanicals has dedicated resources to ensure ongoing compliance with CITES regulations.
IMPLEMENTED MGT PRACTICES	<p>"We have made an active choice to not carry herbs that have not been grown and harvested in a sustainable way, and are recognized as being endangered.</p> <p>We are investing in long-term projects to grow our own supply of these herbs, so we can provide them to you knowing that we have done so in a way that helps maintain the survival of the species.</p> <p>Manufacturers do find ways to sell endangered products, even if the herb was not grown in a sustainable way. Banyan makes a conscious effort not to endorse this sort of trade, as it defeats the purpose of bringing awareness to endangered resources and finding long-lasting solutions. We keep records of exactly where our herbs were grown and harvested and can trace the origin and the methods used. We urge you to also support businesses that conduct their trade in an ethical and responsible manner. "</p>
REPORT	<p>https://www.banyanbotanicals.com/kutki-liquid-extract-10/ https://www.banyanbotanicals.com/info/blog-the-banyan-insight/details/why-sustainability-matters-to-the-future-of-ayurveda/</p>
OTHER MANAGEMENT COMMENTS	Wild kutki continues to be a threatened species and the cost to cultivate this herb is quite high since it is grown at high elevations and it takes 2 to 3 years for the roots to be mature enough to be used in herbal formulations. The high cost and risk factor for farmers makes these projects very special. Banyan Botanicals feels strongly that supporting sustainable cultivation projects that follow the CITES guidelines is essential to ensure the survival of this species. We have supported numerous farmers and groups to ensure that this herb can be cultivated in a sustainable way. The herb is quite beneficial to those that use it and therefore the illegal wild harvesting continues to be an issue. We feel that it is a privilege and responsibility that we work to ensure the species has a chance to exist amidst a climate in which over harvesting of wild supply has occurred. Ultimately, we would like to be involved in projects that support the regeneration of naturally occurring wild populations. Currently, the geography over which kutki is available and the harsh terrain at high altitude make this difficult to monitor.
RELATED INCIDENTS Y/N	N/A