



DISCLOSURE QUESTIONNAIRE

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, litigation, or sensitive industry practices).

If the company answers affirmatively to any items in the Disclosure Questionnaire and chooses to pursue B Corp Certification, a company must also:

- 1) Be transparent about the sensitive 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.

This document contains a copy of the company's completed Disclosure Questionnaire and related documentation provided by the company.

DISCLOSURE QUESTIONNAIRE

Company Name:

Date Submitted:

Industries & Products	Yes	No
Please indicate if the company is involved in production of or trade in any the following (check all that apply.)		
Any product or activity deemed illegal under host country laws or regulations		✓
Alcohol (excluding beer and wine)		✓
Commercial logging and logging equipment		✓
Firearms, weapons or munitions		✓
Genetically modified organisms		✓
Mining		✓
Nuclear Power		✓
Fossil fuel-based oil or coal utility		✓
Pornography		✓
Tobacco		✓
Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)		✓
Penalties, Fines & Sanctions	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.)		
Animal welfare		✓
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		✓
Product safety		✓
Taxes		✓

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 formally registered in accordance with domestic regulations	✓	
Company has not reduced or minimized taxes through the use of corporate shells or structural means	✓	
Company facilities are not located adjacent to or in sensitive ecosystems	✓	
No animal testing conducted	✓	
Company or company supplier does not employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)	✓	
Overtime work for hourly workers is voluntary (not compulsory)		✓
Company or company suppliers do not use any workers who are prisoners	✓	
Company allows workers to freely associate and to bargain collectively for the terms of one's employment	✓	
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 and Significant Suppliers has not had an operational or on-the-job fatality	✓	
Company and Significant Suppliers' sites have not experienced any accidental discharges to air, land or water of hazardous substances	✓	
No construction nor operation of company facilities and Significant Suppliers' facilities have resulted in the relocation of any individuals or households near your facility	✓	
No material litigation against company		✓
No material recalls due to quality control issues	✓	

B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Fetzer Vineyards

UPDATED AS OF:

05/10/2015

CATEGORY	Practices
ISSUE DATE	
ISSUE DESCRIPTION	Overtime for hour workers is voluntary (not compulsory)
SUMMARY OF ISSUE	<p>On occasion employees are required to work overtime. A majority (nearly all) of our overtime hours take place during harvest when, due to conditions (weather, fruit, facility, etc.) it is necessary for employees involved in the vineyard and winemaking operations to work additional hours. In California, we are subject to both daily and weekly overtime rules, so employees generally receive overtime and then additionally, they receive double time as well.</p> <p>There may be other circumstances during the year when overtime is necessary, for example if a piece of machinery breaks in bottling, then bottling maintenance mechanics may be required to work longer hours to get it back up and running.</p> <p>Again, overtime is always paid as directed by California labor requirements which are far more stringent than in other states.</p>
RESOLUTION	
IMPLEMENTED MGT PRACTICES	
REPORT	
OTHER MANAGEMENT COMMENTS	

CATEGORY	Outcomes
ISSUE DATE	Sunday, May 10, 2015
ISSUE DESCRIPTION	No material litigation against the company
SUMMARY OF ISSUE	
RESOLUTION	This lawsuit has recently been filed and has not yet been resolved.
IMPLEMENTED MGT PRACTICES	
REPORT	
OTHER MANAGEMENT COMMENTS	Fetzer Vineyards meets all United States federal and state regulations applicable to the production and distribution of wine.