



## 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:** East West Tea Co.

**Date Submitted:** 5/14/2014

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		√
Labor issues (internal and supply chain)		√
Marketing		√
Political contributions		√
Product safety		√
Taxes		√

\*Overtime - Production schedules are 12 hour shifts. Wage and Hour laws dictate overtime for more than 10 hours worked in a day. Therefore, production employees on 12 hour shifts work overtime and are paid appropriately regularly.

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 has not had an operational or on-the-job fatality	√	
Company site has not experienced any accidental discharges to air, land or water of hazardous substances	√	
No construction nor operation of company facility has resulted in the relocation of any individuals or households near your facility	√	
No material recalls due to quality control issues	√	
No material litigation about company		√

## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

East West Tea Company

UPDATED AS OF:

05/14/2014

<b>CATEGORY</b>	Litigation
<b>ISSUE DATE</b>	2010; resolved in November. 2012
<b>ISSUE DESCRIPTION</b>	Ownership dispute with former executive management team
<b>SUMMARY OF ISSUE</b>	Former management purchased the company from its then owner through a process and under terms and conditions later found to be objectionable by the Sikh Dharma community. Ministers of the Sikh Dharma religion, representing the Sikh Dharma religious community brought action to rescind the sale and return the company to its prior owner.
<b>RESOLUTION</b>	The court found in favor of the Sikh Dharma community and the sale was rescinded. Ownership was restored to the original owner. The former executive management team left the company as part of the settlement.
<b>IMPLEMENTED MGT PRACTICES</b>	The EWTC board of managers was replaced by 100% independent members plus additional oversight from the boards of both for-profit and not-for-profit entities owned by Siri Singh Sahib Corporation has been implemented. Additional rules concerning membership on such boards have been established.
<b>REPORT</b>	<a href="http://www.sikhdharma.org/pages/legal-update-settlement-closing-official">http://www.sikhdharma.org/pages/legal-update-settlement-closing-official</a>
<b>OTHER MANAGEMENT COMMENTS</b>	None



## Legal Update - Settlement Closing Official

[Tune In](#)

November 26, 2012

Dear Members of the Sikh Dharma / 3HO Community,

Sat Nam and blessings to all. It is with deep gratitude to God and Guru, and to the Sangat for its ongoing prayers, support, and sacrifices over the past three years, that we are pleased to report that the closing of the Settlement occurred on Monday, November 26th. The Settlement is now official. The full ownership of East West Tea Company in the US and Yogi Tea in Europe has been restored to the Dharma. The financial assets and the management of all our Dharmic for-profit and non-profit corporations are now under the auspices of the Siri Singh Sahib Corporation. Waheguru!!

The preparation for this settlement has been extensive, with our lawyers and legal team working very diligently to prepare all the documentation and step-by-step process for this transition.

As was reported in our last legal update, Judge Alley, the Bankruptcy Court Judge, approved the Global Settlement Agreement on November 5th. He signed the official order on November 8th and 9th, after which there was a 14-day waiting period required by the bankruptcy statutes. On November 26th the settlement closing occurred.

As per the settlement agreement, at the time of closing, the following actions occurred.

1. Resignation of UI Members - The UI members (Sopurkh Kaur, Kartar Singh, Siri Karm Kaur and Peraim Kaur) have resigned from all positions on any of our for-profit or non-profit boards on which they were members.
2. Appointment of new UI Board - Before resigning, the UI board appointed a new UI board, which was selected by the SSSC Board. This board will serve for 6 months, until May 2013 at which time board membership will be re-evaluated. (Please see details in the "Boards and Board Membership" section below.)
3. Appointment of Siri Singh Sahib Corporation Board - Before resigning, the UI Board appointed a new SSSC Board, which consists of the individuals on our Initial Board. The Initial Board is therefore now officially the Siri Singh Sahib Corporation Board and will assume all the duties and responsibilities of that board.
4. Changes to Unto Infinity Articles of Organization and Operating Agreement - The first set of changes to the UI Articles of Organization have been filed with the State of Oregon. These changes are intended to provide basic checks and balances to the UI. (Please see details in the "Amended Articles and By-laws" below.)
5. Bank Account Changes - The former UI members have resigned from any and all positions of authority as signers or otherwise with respect to the bank accounts of the corporations and LLCs. New bank account signers have been designated, and checks and balances have been implemented into the system for approving expenses and the authority for check signing.
6. Transfer of Funds - The funds from the Hearthside sale (which have been in escrow) have been deposited into the UI bank account. Authorization and signatures are required from the SSSC Board as well as the UI Board to utilize these funds.
7. Payment of monies agreed upon in Settlement Agreement - The SSSC Board has authorized the payment of its financial obligations under the terms of the settlement.
8. Changes to the KIIT Board of Managers and Members - Kartar Singh and Karam Singh have resigned as Managers and Members and Ajeet Singh, Guru Hari Singh, Gurudhan Singh have resigned as Members. New Members have been appointed. (Please see "Boards and Board Membership" below.)
9. The Sikh Dharma Stewardship members ( Gurukirn Kaur, Guruchander Singh, Deva Singh, Sadasat Singh & Gurucharn Singh) and the SDI Board members (Gurukirn Kaur, Guruchander Singh, Deva Kaur, Kirn Kaur and Ajai Singh) have all resigned from those boards.

The current Sikh Dharma Worldwide Board and Officers will become the SDI Board and Officers going forward, and temporarily, will populate the SDS board. As soon as it is legally advisable, the SDS will be dissolved as an entity. SDW will transfer its operations back to SDI over the next few months.

### Boards and Board Membership

Moving forward, it is the responsibility of the SSSC Board to review all of our nonprofit and for-profit entities and their respective Boards to ensure that they are serving the best interests of their corporations.,

In order to insure the smooth transition of our business and dharmic corporations, some boards needed to have seats filled immediately because of vacancies that were created as a result of the settlement. The SSSC Board made those board appointments that were immediately required, and will continue to assess the board membership going forward.

The SSSC Board will be enacting policies to insure that the process for becoming board members for our family of organizations going forward is inclusive and representative.

#### **UI Board**

As previously mentioned, at the closing of the settlement, the UI defendants resigned from their positions on UI, and before doing so, they appointed a list of persons selected by the SSSC Board to serve as the new UI board. These members will serve for a period of six months, until May 2013 (just after the April Khalsa Council meetings) at which time board membership will be re-evaluated.

The SSSC Board selected a team of 5 individuals from its membership to serve on the UI Board who are familiar with the litigation and transition elements, and will be able to work through the detailed transition elements including but not limited to: article and bylaw revisions, Sangat interaction and communications, interface and collaboration with all the non-profits, grant proposal management and asset protection and preservation.

The following persons were appointed to serve as Members on the UI Board for the next 6 months, until May 2013. Additional persons may be added at the discretion of the SSSC Board.

1. SS Avtar Hari Singh Khalsa - President
2. SS Dharm Singh Khalsa - Treasurer
3. SS Gurujot Kaur Khalsa - Secretary
4. SS Jai Singh Khalsa
5. SS Siri Vishnu Singh Khalsa

#### **Sikh Dharma Stewardship**

As noted above, the current SDS board members have submitted their resignations. Until the legal and financial consequences of dissolution are assessed, the SDS board will be temporarily populated with the current members of the Sikh Dharma Worldwide board.

#### **Sikh Dharma International**

As part of the settlement, the board members of SDI submitted their resignations. The current members of the Sikh Dharma Worldwide Board will be restored as the Sikh Dharma International Board. These board members are:

1. Siri Sikdar Sahiba Sardarni Guru Amrit Kaur Khalsa
2. Bhai Sahiba Bibiji Inderjit Kaur Puri
3. MSS Guru Raj Kaur Khalsa
4. MSS Kirtan Singh Khalsa
5. SS Guru Sangat Kaur Khalsa (Brazil)
6. SS Sat Kartar Kaur Khalsa
7. SS Avtar Hari Singh Khalsa

The current officers of Sikh Dharma Worldwide will be restored as the officers of Sikh Dharma International. These members are:

1. SS Gurujot Kaur Khalsa - Secretary General/CEO
2. SS Amrit Kaur Khalsa - Chancellor
3. SS Guru Kirin Kaur Khalsa - Comptroller General

The operations and work of Sikh Dharma Worldwide will be transitioned to Sikh Dharma International over the next few months. Communications with the SDI affiliate organizations will resume as soon as possible to assist with local corporate structure and community issues.

The Khalsa Council will resume its operations after a 3 year suspension. Khalsa Council membership, procedures and protocols will need to be redefined to reflect input from the Sangat, and continued discussion and involvement of the Sangat is encouraged.

#### For Profit Boards:

1. East West Tea Company Board of Managers - The following members were appointed to serve on the Board of the EWTC for a period of 6 months to one year.

- a. MSS Daya Singh Khalsa, New Mexico
- b. MSS Kirtan Singh Khalsa, Los Angeles, CA
- c. SS Siri Atma Kaur Khalsa, Los Angeles, CA
- d. MSS Nirvair Singh Khalsa, New Mexico
- e. Sat Dharm Singh Khalsa, Germany

2. KIIT Board of Managers - The following members were appointed to serve on the KIIT Board for a period of 6 months to one year:

- a. SS Siri Vishnu Singh Khalsa, New York
- b. SS Sat Bir Singh Khalsa, Eugene, OR
- c. SS Seva Kaur Khalsa, Los Angeles, CA
- d. SS Guru Amrit Singh Khalsa, Herndon, VA
- e. SS Jai Singh Khalsa, Newton, MA
- f. 2 additional members to be determined

3. KIT BV Members (for a period of 6 months to one year):

- a. SS Siri Vishnu Singh Khalsa
- b. SS Jai Singh Khalsa
- c. Dutch legal representative

4. Yogi Tea (European Yogi Tea Company Board)

- a. Sat Dharam Singh Khalsa (Germany)
- b. MSS Daya Singh Khalsa
- c. Keith Bearden (Germany)

5. Teapak (Italian packing facility)

- a. Sat Dharam Singh Khalsa (Germany)
- b. MSS Daya Singh Khalsa

#### Amended Articles of Organization and By-laws

At the time of the settlement, the first set of changes to the Articles of Organization of Unto Infinity LLC were filed with the State of Oregon. Changes will soon be made to the SSSC Articles and By-laws, which are intended to provide basic checks and balances to both the SSSC and the UI. Many of these changes have been discussed by the Sangat over the past 3 years in the SOD meetings and at the Governance group meetings. Further discussion and revisions can follow, and the involvement of the Sangat is encouraged as we move forward to improve our governance structures and operational processes.

1. Amended and Restated Articles of Organization of Unto Infinity, LLC

The Articles of Organization of Unto Infinity were amended and filed with the State of Oregon. They include the following checks and balances:

\* The Sole Member of Unto Infinity is the Siri Singh Sahib Corporation, an Oregon nonprofit religious corporation.

\* The Articles of Organization may be amended, restated or modified from time to time by the sole member .

2. Unto Infinity, LLC Amended and Restated Operating Agreement

The UI Operating Agreement was amended to include, among other things, the following checks and balances:

\* Unto Infinity LLC will have one member, Siri Singh Sahib Corporation

\* The number of managers shall always be at least 5 and not more than 15 members.

- \* The Managers of UI will be designated by the SSSC Board.
- \* Vacancies in the UI Board of Managers will be filled by the SSSC Board. The SSSC Board may remove managers of UI. (UI is no longer self-perpetuating.)
- \* Minutes of UI meetings and all organizational documents will be maintained by the UI's secretary and a copy of all documents will also be delivered to the SSSC Board so the Member may maintain an accurate copy.
- \* The SSSC Board is required to approve specified transactions, without which the UI lacks the authority to authorize those transactions.

#### **Additional Mediation Sessions**

- \* A two day mediation has been scheduled by Judge Hogan on Monday and Tuesday, December 17th and 18th with Bibiji and family in Portland.
- \* A mediation with all parties involved in the case against professionals is scheduled on December 19th and 20th in Seattle.

This is a very important time for the Dharma and the Sangat. We have the opportunity to fulfill the legacy and the mission of the Siri Singh Sahib Bhai Sahib Harbhajan Singh Khalsa Yogiji in elevated consciousness, in humility and in grace. Let us all work together in devotion and service to deliver our collective destiny and build the Dharmic vision of the future.

May we be guided by God and Guru as we take on this next chapter of our Dharmic history.

Blessings to all,

SS Gurujot Kaur Khalsa

Secretary General

Sikh Dharma Worldwide

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