



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: Team Unico
 Date Submitted: August 2019

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		✓
Other		✓

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		✓

Other Disclosures	Yes	No
		✓

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: Team Unico

UPDATED AS OF: Aug 1, 2019

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	
TOPIC	Biodiversity Impact and Monoculture Agriculture
SUMMARY OF ISSUE	As a vineyard and winery, Ochre Nation operates in an industry in which biodiversity impact and monoculture agriculture are material environmental issues.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>"The company does not own any land. We source raw materials from approximately 32 Hectares. These are managed by independent farms with their own water, biodiversity and soil management programs.</p> <p>No land is actively planted with crops each season. We only source from perennial crops (orchards and vineyards). These are only replaced at 20-30 years.</p> <p>Inter-rows may be planted each year, however this is done to reduce soil erosion, increase pollination and create mulch to be used in the summer periods. "</p>
IMPACT ON STAKEHOLDERS	The potential negative impact is the company is sourcing from farms that have replaced natural bushland with vineyard or orchard and reduced the amount of habitat for native fauna. The impact of this is managed through other biodiversity creation mechanisms as detailed below.
IMPLEMENTED MGT PRACTICES	<p>"We utilise native ingredients as the majority of botanical component of our distillery products. The cultivation of these ingredients intentionally creates habitats for native fauna.</p> <p>For our winery operation, we choose to use varieties that utilise less water, and therefore have less disease pressure reducing the use of pesticides and herbicides.</p> <p>Vineyard suppliers preference varieties and management techniques that reduce the dependency on herbicides and pesticides which can have negative impacts on flora and fauna. These include:</p> <ul style="list-style-type: none"> - Manually increasing air flow through the vineyard by canopy management - Planting inter row crops to suppress weeds instead of herbicide use - Mechanical weed management (tillage) or running sheep instead of herbicide use between rows - If herbicide needs to be used, using modern machinery that have better targeted application "
OTHER MANAGEMENT COMMENTS	N/A



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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a vineyard and winery, Ochre Nation operates in an industry that is water intensive. Wineries are regarded as water intensive due to the requirements of water during production processing, mostly used for cleaning.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	50% of revenue come from wine
IMPACT ON STAKEHOLDERS	As water intensive industries, agriculture and wine production poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.
IMPLEMENTED MGT PRACTICES	<p>Ochre Nation has a commitment to purchase raw materials only from farms that monitor water use and use targeted drip irrigation systems, not overhead spraying systems.</p> <p>Best practices used in the winery: Reducing water use in cleaning practices with the following methods - self neutralising cleaning chemicals, steam cleaning, preference high pressure water for cleaning. Company property has only planted water use efficient native varieties for landscaping and has retained all trees previously established on the property that don't require watering.</p> <p>Best practices used on supplier farms: Mulching and compost regimes Drip irrigation only Soil moisture probes to prevent over-watering Preference varieties that are water use efficient e.g. Fiano and Nero d'Avola. These varieties can use up to 60% less water than conventional varieties.</p>



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PROVIDED BY: Team Unico

UPDATED AS OF: Aug 1, 2019

DISCLOSURE QUESTIONNAIRE CATEGORY	Alcohol
ISSUE DATE	
TOPIC	Company produces and serves alcohol products
SUMMARY OF ISSUE	Ochre Nation is a vineyard/winery 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, 95% of Ochre Nation's revenue was earned from the sale of alcohol
IMPACT ON STAKEHOLDERS	Alcohol may have negative impacts on the health and well-being of individuals and their communities
IMPLEMENTED MGT PRACTICES	<p>"All staff are trained in the Responsible Service of Alcohol as required by each state. We have internal training procedures to reduce risk of incidents which include, counting drinks, talking with customers and offering food and water. Correct signage is displayed at all venues and events that the company participates in (Under 18s not to be served and Liquor Licence). ID checks are completed for anyone appearing 25 and under. The format of our tasting experience is not directed towards young clients - it is personalised and premium. Our menu includes items that are specifically low and no alcohol. Our menu displays standard drinks for tasting menu items, water is freely available and food is available. We have a series of internal policies for responsible sale of alcohol. These include a screening process for events that we participate in but are not run by the company. The screening process reviews the format of the tasting, whether tasting cards are used to regulate consumption, food options and entry fees.</p> <p>We have internal marketing guidelines that subscribe to the ABAC code of conduct for responsible online advertising. This includes ensuring that any social media or print material may not feature anyone appearing less than 25 or appearing to have gained health benefits from alcohol consumption.</p> <p>We have a commitment to introduce other core products that are alcohol alternatives. "</p>