



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: Mãe Terra
 Date Submitted: September 1st 2016

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.		
Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements		✓
Alcohol (excluding beer and wine)		✓
Commercial logging and logging equipment		✓
Drift net fishing in the marine environment using nets in excess of 2.5 km in length		✓
Firearms, weapons or munitions		✓
Genetically modified organisms		✓
Mining		✓
Nuclear Power		✓
Fossil fuel-based oil or coal utility		✓
Ozone depleting substances subject to international phase-out		✓
Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production		✓
Pesticides/herbicides subject to international phase-outs or bans		✓
Pharmaceuticals subject to international phase-outs or bans		✓
Radioactive materials		✓
Tobacco		✓
Unbonded asbestos fibers		✓
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.		
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	✓	
Animal welfare		✓
Bribery, fraud or corruption		✓
Other Disclosures		✓

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 is transparent in reporting corporate financials to government	✓	
Company facilities are not located adjacent to or in sensitive ecosystems	✓	
Company provides clean drinking water to employees at all times	✓	
Company workers, company contractors, company subcontractors or day-workers are paid minimum wage or above	✓	
Company keeps a signed contract of employment with each worker	✓	
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) and company does not keep personnel records that include evidence of the date of birth of each	✓	
Overtime work for hourly workers is voluntary (not compulsory)	✓	
Company provides payslips or equivalent to all workers to clearly show how wages are calculated and any deductions made	✓	
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	✓	
Company allows workers to freely leave the site during non-working hours or at the end of their shift (including workers who live on site)	✓	
Company does not keep workers' original Id Cards/Passports	✓	
No animal testing conducted	✓	
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 have 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 recalls due to quality control issues	✓	
No material litigation against company		✓
No material recalls due to quality	✓	
Company has not filed for bankruptcy	✓	
No construction or operation of company and Significant Suppliers involved large scale land acquisition	✓	
No construction or operation of company and Significant Suppliers large scale land conversion and/or degradation	✓	
No construction or operation of company and Significant Suppliers involved the construction or refurbishment of dams	✓	

B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Mãe Terra

UPDATED AS OF:

09/01/2016

CATEGORY	PRODUCT - Fine - Product terminology
ISSUE DATE	February, 3, 2015
ISSUE DESCRIPTION	The Ministry of Agriculture , Livestock and Supply issued a fine to Mãe terra for not listing the proper vegetable classification on soybean product label. This classification includes the group of the product (I, if it's for human consumption; II, for animal consumption), class (color) and type (1, 2, none type, according to product's quality level). Mãe Terra label was missing both group and type information.
SUMMARY OF ISSUE	Soybean (and other grains) must have its vegetable classification on label. Mãe Terra asked for a proper deadline to suit this regulation, considering the existing packaging stock.
IMPACT	No human or environmental harm
RESOLUTION	Mãe Terra made adjustments to include the vegetable classification description. Also, the packaging with missing information was disposed when deadline for switching to new packaging was met.
IMPLEMENTED MGT PRACTICES	Since 2015 Mãe Terra has relied on a labeling and packaging consultant that helps verifying these regulations (claims, fonts size, terminology, nutritional issues), as legislation in Brazil has changes often and new regulations are often published.
REPORT	n/a
OTHER MANAGEMENT COMMENTS	In 2015 Mãe Terra verified that all products' vegetable classification respected the Ministry of Agriculture , Livestock and Supply regulations.
RELATED INCIDENTS (YES/NO)	NO

CATEGORY	PRODUCT - Fine - Product terminology
ISSUE DATE	September 25, 2014
ISSUE DESCRIPTION	The Public Ministry of Minas Gerais applied a fine to Mãe Terra's Traditional Granola product claiming that the term "truly natural" should not be used on the packaging
SUMMARY OF ISSUE	The term is regulated by ANVISA. Mãe Terra argued.
IMPACT	No human or environmental harm
RESOLUTION	Mãe Terra removed the term "truly natural" from all granola product's packaging
IMPLEMENTED MGT PRACTICES	Since 2015 Mãe Terra has relied on a labeling and packaging consultant that helps verifying these regulations (claims, fonts size, terminology, nutritional issues), as legislation in Brazil has changes often and new regulations are often published. Nonetheless, the company feels the natural product market still needs to be properly regulated in order to define what natural or a whole grain products are, and which ingredients can or can't be used in the manufacturing process.
REPORT	n/a
OTHER MANAGEMENT COMMENTS	Nowadays, Mãe Terra doesn't apply the term "truly natural" in any new product label manufactured in the aftermath of such issue.
RELATED INCIDENTS (YES/NO)	NO

CATEGORY	PRODUCT - Fine - Product terminology
ISSUE DATE	November, 5, 2012
ISSUE DESCRIPTION	The State Health Secretariat of Minas Gerais applied a fine to Mãe Terra's Green Tea product claiming that its label contained irregular information: nutrition facts (teas aren't supposed to contain nutrition facts) and claims (quality, more nutrients and fiber, no preservatives, etc.). Those claims, however, were related to company's Manifesto and weren't supposed to be linked with the Green Tea product.
SUMMARY OF ISSUE	State Health Secretariat of Minas Gerais fined Mãe Terra for its Green Tea product due to irregular nutrition facts and claims on label. Labels are regulated by ANVISA, and Mãe Terra argued.
IMPACT	No human or environmental harm
RESOLUTION	Mãe Terra removed the nutrition label and other irregular claims from Green Tea packaging and paid a fine to the State of Minas Gerais.
IMPLEMENTED MGT PRACTICES	Since 2015 Mãe Terra has relied on a labeling and packaging consultant that helps verifying these regulations (claims, fonts size, terminology, nutritional issues), as legislation in Brazil has changes often and new regulations are often published.
REPORT	n/a
OTHER MANAGEMENT COMMENTS	In order to avoid new notifications, Mãe Terra revised its products' Manifesto to avoid that claims on the company philosophy might be wrongly applied to the product.
RELATED INCIDENTS (YES/NO)	NO

CATEGORY	LABOR - Non employee lawsuits
ISSUE DATE	Timeframe 2011-2015
ISSUE DESCRIPTION	Mãe Terra contracts companies to work in the field for merchandising purposes with the intent to move customer product inventories to the point of sales in larger supermarkets, which is a market requirement. There are cases in which employees of contracted companies require an employee relationship with Mãe Terra, with all benefits of the labor law.
SUMMARY OF ISSUE	Allegation of employee relationship from non employees - Labor Law of 1943
OPE OF ISSUE (e.g. \$, # of individuals affected)	There were 10 cases from 2011 to 2015
IMPACT	No human or environmental harm
RESOLUTION	Mãe Terra was considered not at fault in 9 of the 10 cases. In 1 case Mãe Terra settled the process out of court.
IMPLEMENTED MGT PRACTICES	Mãe Terra revised the pool of companies contracted for merchandising purposes to minimize the chance of future problems.
REPORT	n/a
OTHER MANAGEMENT COMMENTS	Note that in Brazil, false allegations are not subject to any sanctions and former employers are required to respond to any claims. In all cases the plaintiffs alleged to be incapable of paying judicial fees and therefore were not charged for the claims.
RELATED INCIDENTS (YES/NO)	Yes

CATEGORY	LABOR - Employee lawsuits
ISSUE DATE	Timeframe 2011-2015
ISSUE DESCRIPTION	Former employees request after contract termination payment of extra hours, equivalence of other functions, and employment stability which has some requirements in the Law.
SUMMARY OF ISSUE	Allegations about amounts not paid after contract termination - Labor Law of 1943
OPE OF ISSUE (e.g. \$, # of individuals affected)	From 2011 to 2015 there were 19 labor claims from employees
IMPACT	No human or environmental harm
RESOLUTION	In all claims Mãe Terra was either considered not at fault or decided to settle the case out of court to avoid lawyer fees
IMPLEMENTED MGT PRACTICES	Mãe Terra follows strictly the law, and uses control systems to fulfill law requirements.

REPORT	n/a
OTHER MANAGEMENT COMMENTS	Note that in Brazil false allegations are not subject to any sanctions and former employers are required to respond to any claims. In all cases the plaintiffs alleged to be incapable of paying judicial fees and therefore were not charged for the claims.
RELATED INCIDENTS (YES/NO)	Yes