



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 be transparent about the disclosure issues identified on the company's public B Impact Report.

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.

Certified



Corporation

B Corp Certification - Disclosure Questionnaire Documentation

Disclosure Questionnaire category: Biodiversity and/or Monoculture

Updated as of: 05/17/2023

Olympia Coffee is involved in activities that could affect local biodiversity, meaning that they are more likely to have significant impacts on the environment given its interference with the balance of local fauna and flora. Certified B Corps are required to make transparent their involvement in such practices

If you or someone you know is aware of any specific practices of this company related to their involvement in the sensitive industry that has had a negative impact, and that may constitute a violation of the B Corp standards, please contact us via our [public complaints procedure](#).

Certified



Corporation

B Corp Certification - Disclosure Questionnaire Documentation

Disclosure Questionnaire category: Energy and Emissions Intensive industry

Updated as of: 05/17/2023

Olympia Coffee is involved in the production/sale of products, or is part of an industry that can potentially be classified as energy and emission-intensive, meaning that they are more likely to have significant impacts on the environment based on their carbon emissions associated with their operations and their contribution to climate change. Certified B Corps are required to make transparent their involvement in such activities or industries.

If you or someone you know is aware of any specific practices of this company related to their involvement in the sensitive industry that has had a negative impact, and that may constitute a violation of the B Corp standards, please contact us via our [public complaints procedure](#).

Certified



Corporation

B Corp Certification - Disclosure Questionnaire Documentation

Disclosure Questionnaire category: Water Intensive industry

Updated as of: 05/17/2023

Olympia Coffee is involved in the production/sale of products, or is part of an industry that can potentially be classified as water intensive, meaning that they are more likely to have significant impacts on the environment, such as water stress or depletion of local water sources if water use is not appropriately managed. Certified B Corps are required to make transparent their involvement in such activities or industries.

If you or someone you know is aware of any specific practices of this company related to their involvement in the sensitive industry that have had a negative impact, and that may constitute a violation of the B Corp standards, please contact us via our [public complaints procedure](#).

Certified



Corporation

B Corp Certification - Disclosure Questionnaire Documentation

Disclosure Questionnaire category: Significant Layoffs of >20% of workforce

Updated as of: 05/17/2023

Olympia Coffee experienced significant layoffs of more than 20% of the workforce within the last five years. Certified B Corps are required to make transparent when such practices have occurred.

If you or someone you know is aware of any specific practices of this company related to their layoffs that were inappropriate and may constitute a violation of the B Corp standards, please contact us via our [public complaints procedure](#).



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.

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DISCLOSURE QUESTIONNAIRE

Company Name: Olympia Coffee
Date Submitted: 06/16/2023

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		✓
Tax Advisory Services		✓

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		✓

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: Olympia Coffee UPDATED AS OF: 06/16/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Disclosure Industries at Risk of Human Rights Violations
SUMMARY OF ISSUE	As a coffee manufacturer, Olympia Coffee operates in an industry that is subject to human rights risk violations in their supply chain. 100% of their coffee products can be traced back to the original source
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	72.5% of company's revenue comes from coffee products.
IMPACT ON STAKEHOLDERS	The coffee industry is subject to human rights risks and violations such as forced labour, bonded labour, and child labour.
IMPLEMENTED MGT PRACTICES	<p>Olympia Coffee publishes a Coffee Transparency Report publicly each year online at fairforall.coffee. The report exhibits the company's high level of visibility into their supply chain.</p> <p>Fair For All is Olympia Coffee's sourcing standard. Designed to create a better life for farmers, staff, & customers through coffee. Through Fair For All, Olympia Coffee seeks to remove the mysteries surrounding coffee's origins, its producers, and its economics and give the opportunity to know that your purchase truly benefited everyone who had a hand in its story.</p> <p>Fair For All standards set by Olympia Coffee:</p> <ol style="list-style-type: none"> 1) Pay more than double the Fair Trade rate for all of our coffees. Our minimum price (FOB) will remain at \$3.50 per pound. 2) Set coffee prices directly with the farmer, to ensure transparency. 3) Guarantee a sustainable minimum wage to all laborers involved the production of our coffee (pickers, processors, and farm workers), set seasonally with the farm owner or cooperative board. 4) Work only with farmers who provide safe working conditions free of unnecessary danger, oppression, and violence and with access to clean water and healthy foods. 5) Visit each farm or producer group every year to provide feedback for improved quality and opportunity for growth. 6) Purchase coffees with quality standards of 85 points or higher according to SCA cupping standards. <p>Conducting on-site visits allows Olympia Coffee to directly assess whether coffee farmers are adhering to the established Fair For All standards. By observing the farming practices, working conditions, and community engagement firsthand, Olympia Coffee can verify if suppliers are complying with the desired labor standards, fair pricing, environmental sustainability, and social development goals.</p>