



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: Green Mountain Power
 Date Submitted: 11/04/2021

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:

Green Mountain Power

UPDATED AS OF:

11/04/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Water Intensive Industries
ISSUE DATE	Ongoing
TOPIC	Utility company operates and sources electricity from hydroelectric facilities.
SUMMARY OF ISSUE	The company (GMP) operates hydroelectric facilities that generate clean, renewable energy for the Vermont grid and are operated consistent with a Vermont and FERC environmental standards. GMP also purchases power from regional hydroelectric generators such as Hydro Quebec which operates larger hydroelectric facilities in northern Quebec which comply with Quebec and Canadian environmental standards.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	GMP owns and operates a variety of generation resources, including 42 hydroelectric units. They generate about 9% of GMP's total energy supply. GMP also supplies energy to its Vermont customers from larger hydro companies, including Hydro Quebec in Canada. Purchased hydro makes up about (51%) of GMP's overall energy supply.
IMPACT ON STAKEHOLDERS	The operation of hydroelectric facilities can have negative impacts on the environment and surrounding wildlife as well as the local community.
IMPLEMENTED MGT PRACTICES	<p>"GMP complies with all Federal Energy Regulatory Commission and Vermont Agency of Natural Resources regulations and guidelines in the responsible operation of their facilities and goes through extensive re-licensing, dam safety and inspections, and emergency action plan procedures. At many of their dams, they operate wildlife preservation mechanisms, such as fish passages and ladders.</p> <p>The company engages with the communities they serve as part of their serving to their customers. Many of their hydro facilities are LIHI certified which means the impact is lower compared to other hydro facilities. The company has a 100+ year legacy of owning, maintaining and enhancing small hydroelectric facilities in Vermont.</p> <p>The company engages with stakeholders and work collaboratively with local, state and federal regulators to ensure safe, reliable, and environmentally friendly operation of their facilities. This includes lower water levels and other measures to protect wildlife habitat and water quality, and ensuring that some of their facilities include public access to waterways."</p>
REPORT	https://www.eanvt.org/tracking-progress/annual-progress-report/2021-annual-progress-report/
OTHER MANAGEMENT COMMENTS	We work collaboratively with State and Federal regulators and communities to ensure positive impacts are made to the environment and surrounding wildlife as well as the local community.

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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	Ongoing
TOPIC	Facilities Located in Sensitive Ecosystems
SUMMARY OF ISSUE	Green Mountain Power operates hydroelectric facilities, a small percentage of which are located in sensitive ecosystems.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	GMP operates hydroelectric facilities adjacent to rivers and reservoirs, these facilities produce renewable hydroelectric power and account for approximately 2% of their overall facilities.
IMPACT ON STAKEHOLDERS	Potential impacts depend upon the type of protected classification but could include surface water pollution, soil erosion, harm to threatened or endangered species, impacts to protected habitats, or increased risk of flood damage.
IMPLEMENTED MGT PRACTICES	<p>"The company obtains all needed permits and has strict operational controls related to permit compliance in place, including posting of permit conditions on jobsites and signoff by field supervisors in order to ensure that their employees and subcontractors are aware of and comply with these requirements.</p> <p>The company also has an integrated vegetation management plan that includes avoidance and minimization of negative impacts. The company has strict policies related to permit compliance, and Forestry and Operations both follow standard practices for resource protection related to maintenance activities. GMP has developed Best Management Practices for integrated vegetation management of electric utility corridors specifically designed to identify and protect threatened & endangered species during vegetation management activities, and periodically updates GIS databases that are shared with the VT Fish and Wildlife Dept. Examples of specific strategies would include but not limited to are: targeted vegetation management during plant dormancy periods, time-of-year restrictions for specific work practices to protect nesting birds and work practices identified to create habitat & foraging for Indian Bats and Pollinators</p> <p>Construction permits often include site-specific plans for avoiding resource impacts in sensitive ecosystems. The company also routinely commissions natural resource surveys/inventories in advance of projects, and includes best management practices for protection of identified resources. Vegetation management also includes systematic database searches for known instances of threatened and endangered species in advance of work."</p>
OTHER MANAGEMENT COMMENTS	We work collaboratively with state and federal regulators to prevent such potential impacts through our management practices

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DISCLOSURE QUESTIONNAIRE CATEGORY	Disclosure Nuclear Power or Hazardous Materials
ISSUE DATE	Ongoing
TOPIC	Company is a utility provider that purchases output from a Nuclear Facility.
SUMMARY OF ISSUE	GMP purchases output from the NextEra Seabrook Nuclear Facility under a long-term purchase power agreement and is a joint-owner of the Millstone 3 Nuclear Plant in Connecticut, from which it takes a small amount of yearly output.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Through these two arrangements GMP has a total entitlement to approximately 81 MW of nuclear capacity annually, generally providing about 15% of total yearly requirements. Based on the terms of the current PPA and ownership structure, the company do not anticipate that they will reduce their purchased nuclear resources until the power purchase agreement ceases and the owned unit ceases operations. However, as they do have a goal of 100% renewable by 2030, therefore GMP may purchase and retire RECs to help cover carbon-free nuclear purchases at and after that date.
IMPACT ON STAKEHOLDERS	The company's energy supply is 100% carbon free. GMP is committed to having a 100% renewable energy supply by 2030, and will ramp down nuclear as they ramp up renewables. Currently their energy supply is 68% renewable.
IMPLEMENTED MGT PRACTICES	<p>"GMP has committed to having its supply portfolio 100% carbon free by 2025 and 100% renewable by 2030 and is continuously managing its supply purchases and REC purchases and sale to increase its percentage of renewable energy on an annual basis. Part of that means continuing the energy vision first announced in 2008 to methodically ramp up regional and local renewable generation in their energy portfolio while stepping down reliance on zero-emitting nuclear.</p> <p>They always engage with their customers if they raise concerns about GMP. They are on their way to transitioning to a portfolio with 100% renewable attributes by 2030, and will manage their remaining nuclear supply to meet that goal. As nuclear is a small part of their current energy mix, they will transition off of it over time, as they ramp up renewables cost effectively for customers."</p>
REPORT	https://greenmountainpower.com/gmp-launches-vision-to-have-100-renewable-energy-by-2030/#:~:text=%E2%80%93%20Green%20Mountain%20Power%20announced%20an,100%25%20renewable%20energy%20by%202030.

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DISCLOSURE QUESTIONNAIRE CATEGORY	Fossil Fuels
ISSUE DATE	Ongoing
TOPIC	Energy retailer selling electricity that is 100% carbon free.
SUMMARY OF ISSUE	As an energy provider in the United States, Green Mountain Power generates and supplies 100% carbon free electricity to its customers in the State of Vermont. The company is not involved in fossil fuel extraction.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>"The current breakdown of Green Mountain Power's energy mix is as follows: 51.1% large hydro, 31.9% nuclear, 14.2% existing hydro 2.8% new renewables including solar</p> <p>100% of the energy sourced is carbon free and 68% is renewable. "</p>
IMPACT ON STAKEHOLDERS	Fossil fuel and energy companies, including energy retailers, are recognized by B Lab as controversial industries due to their significant impact on global greenhouse gas emissions and the current climate emergency. In 2020, B Lab published specific minimum requirements for these industries, which are available here: https://bcorporation.net/controversial-issues
RESOLUTION	<p>"As a Certified B Corporation, Green Mountain Power is committed to meeting B Lab's newly published standards for energy retailers. Based on the company's current practices, Green Mountain Power is not engaged in any of the prohibited practices detailed in B Lab's position statement. The company is also meeting B Lab's minimum product portfolio by having an energy mix of at least 50% carbon free energy.</p> <p>Green Mountain Power achieved 100% carbon free electricity sales in 2020 and is committed to being 100% renewable by 2030. They are currently 68% renewable and will reach 100% with a mix of local and regional sources of renewable energy. The company currently monitors and reports on its Scopes 1 and 2 emissions and has also committed to developing a climate justice policy and monitoring and reporting on its scope 3 GHG emissions annually in line with these standards. They will work to develop a formal transition plan and interim targets towards these commitments in order to meet B Lab's standards. These improvements will be reviewed upon Green Mountain Power 's recertification in 2024.</p> <p>The company is committed to creating a formal Climate Justice Policy that includes an assessment of how their operations might impact individuals and communities, particularly those who are already marginalised.</p> <p>The company is also committed to monitoring and reporting on its scope 3 emissions."</p>