

## 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: Toast Ale  
 Date Submitted: 06/04/2021

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:

Toast Ale

UPDATED AS OF:

06/04/2021

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Significant layoffs of >20% of workforce
<b>ISSUE DATE</b>	March 2020
<b>TOPIC</b>	Significant layoffs due to COVID-19
<b>SUMMARY OF ISSUE</b>	Due to the COVID-19 pandemic's impact on the hospitality industry, Toast Ale had to put 5 members of the sales & customer services team on furlough in March 2020.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	1.2 FTE positions were made redundant, which by October represented 20% of the team.
<b>IMPACT ON STAKEHOLDERS</b>	Primary impact was loss of employment for affected employees.
<b>IMPLEMENTED MGT PRACTICES</b>	Toast Ale paid all employees full salary & benefits. The company supported the team in finding new positions with aligned companies.
<b>OTHER MANAGEMENT COMMENTS</b>	2020 was a very difficult year for us as a business. We had to furlough five of our team when our industry closed, but supported them all with regular check-ins, connections with job opportunities and links with our charity partners so they were able to put their passion and skills to good use whilst still receiving full pay. Three of the team found new jobs, one used the opportunity to set up their own business and one (1 day per week) continued to work with their other employer.
<b>RELATED INCIDENTS (YES/NO)</b>	No.



## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Toast Ale

UPDATED AS OF:

06/04/2021

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>ISSUE DATE</b>	Ongoing
<b>TOPIC</b>	Water Intensive Industries
<b>SUMMARY OF ISSUE</b>	As a brewing company, Toast Ale operates in an industry that is water intensive. Aspects of the industry that make it water intensive include water for the beer itself and for the cooling and cleaning processes.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 99% revenue was earned from the sale of alcohol.
<b>IMPACT ON STAKEHOLDERS</b>	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.
<b>IMPLEMENTED MGT PRACTICES</b>	Toast Ale outsources the production of our beer to Hepworth brewery. They operate on a site with a bore hole so that water is taken directly from the ground rather than municipal systems, water-recovery schemes, and reedbed filtration for waste water (before it goes back into the river).



## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Toast Ale

UPDATED AS OF:

06/04/2021

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Alcohol
<b>ISSUE DATE</b>	Ongoing
<b>TOPIC</b>	Company produces and sells alcohol products
<b>SUMMARY OF ISSUE</b>	Toast Ale earns a material amount of revenue from the sale of alcohol
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 99% of the company's revenue was earned from the sale of alcohol
<b>IMPACT ON STAKEHOLDERS</b>	Alcohol may have a negative impact on the health and well-being of individuals and their communities.
<b>IMPLEMENTED MGT PRACTICES</b>	Toast Ale complies with all regulations and laws related to the sale of alcohol, including operating from a licensed premise, providing all legally required information on packaging and ensuring we do not sell to anyone under legal drinking age, or who are intoxicated. Through the company's marketing, there is a focus on the mission behind the business and Toast Ale is careful not to encourage excessive drinking. The pricing strategy is also intended to discourage over-consumption.
<b>OTHER MGT COMMENTS</b>	We have also introduced alcohol free options (0.5%) to our range to support a shift to responsible drinking.