



## 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: Pact Coffee  
Date Submitted: 07/26/2022

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: **Pact Coffee** UPDATED AS OF: **07/26/2022**

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>TOPIC</b>	Energy and Emissions Intensive Industries
<b>SUMMARY OF ISSUE</b>	As a company that produces and sells coffee, Pact Coffee operates a coffee roasting facility located in the Haslemere area in the UK. The company has practices in place to reduce energy use and waste as well as to mitigate its emissions.
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	In the previous fiscal year, 98% of revenue was earned from the production and sale of coffee.
<b>IMPACT ON STAKEHOLDERS</b>	<p>Coffee roasting requires high amounts of natural gas, which is the primary contributor to Pact Coffee's carbon footprint. Therefore this activity can be considered energy and emissions intensive, posing risks such as energy waste or overuse if this resource is not appropriately managed.</p> <p>The following carbon intensity is taken from energy emission factors for the reporting period (2020).  Natural gas = 0.3073 kWh per order. So 0.0565 kgCO<sub>2</sub>e per order.  Electricity = 0.05445 kWh per order. So 0.0127 kgCO<sub>2</sub>e per order (this is assuming non-renewable).  Overall intensity = 0.3618 kWh per order. So 0.0692 kgCO<sub>2</sub>e per order (this is assuming non-renewable).</p>
<b>IMPLEMENTED MGT PRACTICES</b>	<ul style="list-style-type: none"> <li>- Company uses four energy sources: natural gas (84.95%), wind (11.33%), hydro (3,16%), and solar (0,65%),</li> <li>- The company uses coffee roasters that reduce gas usage by 70%,</li> <li>- The roastery facility has a 10% electricity reduction target per unit of product. These reduction targets have been in place since mid 2021,</li> <li>- Electricity usage is the second-most carbon emitting source, used mainly for air-conditioning units due to the heat output of the facilities roaster for employees on the first level of the roastery,</li> <li>- Air-conditioners have been moved onto timed operation, these units will only be operational at peak roasting periods and will automatically shut off in line with the roasting schedule, typically 10am-3pm,</li> <li>- The main source of uncomfortable heat in the roastery is the roaster's ventilation unit. In order to address this, the company increased insulation on this unit in order to reduce the need for counter-active air-conditioning,</li> <li>- The distribution of the products is the third-most carbon emitting source of the company. This is due to Pact Coffee's business model which is direct-to-consumer and business-to-business that involves transporting products through third-parties. Your Grind Ltd, trading as Pact Coffee is verified carbon-neutral for scope 1 &amp; 2. This has been verified through a third-party consultancy Seismic in-line with PAS 2060:2014 protocols,</li> <li>- Pact Coffee installed occupancy light sensors in all 3 toilets in the roastery facility,</li> <li>- The company attached to large appliances (fans, printers, etc) to ensure minimal operation,</li> <li>- Pact Coffee replaced all high level lighting with low energy LEDs and purchased energy-efficient products in-line with Pact Coffee's Environmental Preferable Purchasing Policy is ensured,</li> <li>- The company updates equipment seen as obsolete to eliminate any equipment which may be running suboptimally and requiring higher amounts of energy than necessary.</li> </ul>
<b>REPORT</b>	The Pact Coffee PAS 2060:2014 verification report is enclosed for further information on the verification of carbon-neutral for scope 1 & 2.