



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.

Certified



Corporation

DISCLOSURE QUESTIONNAIRE

Company Name: Daye
Date Submitted: 07/28/2022

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: **Daye** UPDATED AS OF: **07/28/2022**

DISCLOSURE QUESTIONNAIRE CATEGORY	Cannabis Related Products
TOPIC	Sale of CBD Products
SUMMARY OF ISSUE	Daye is a retailer of menstrual care products that earns a material amount of revenue from the sale of products containing CBD oil. CBD oils are derived from industrial hemp, a cannabis related product.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 59% of Daye's revenue was earned from the sale of products containing CBD oil.
IMPACT ON STAKEHOLDERS	Cannabis-related products are subject to controversy both because of their current and historic legal status around the world, as well as concerns about the potential harm that the products may cause. Current regulations governing the legality of cannabis-derived products are complex and vary widely by local jurisdiction.
IMPLEMENTED MGT PRACTICES	<p>Daye is compliant with all regulations related to the sale and distribution of cannabis-derived products. The company has an exclusive agreement with a commercial partner that has developed a proprietary technology to completely remove THC from the hemp plant and deliver CBD oil with 0.00% THC.</p> <p>Further, all regulatory bodies require that no THC is present in CBD oil. In order to ensure that the company's products do not contain THC, every batch of CBD oil supplied is THC-free certified. The certificate is issued from a calibrated machine and its calibration status is continuously verified as part of ongoing supplier evaluations. Samples from CBD batches are also tested at random with third-party laboratories. The company is not involved in the sale of medical or recreational marijuana products.</p>
REPORT	https://www.brookings.edu/blog/fixgov/2018/12/14/the-farm-bill-hemp-and-cbd-explainer/
MANAGEMENT COMMENTS	Daye exclusively purchases CBD that is derived from industrial-hemp. Unlike marijuana, hemp has been excluded from the United States' Controlled Substances Act with the introduction of the 2018 Farm Bill. The bill defines hemp as the cannabis plant that cannot contain more than 0.3 percent of THC. According to the new act, hemp can be commercially grown and manufactured into CBD products for sale to the public. Industrial-hemp derived CBD is also legal in the EU, UK, Japan, China and other regions.



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Daye

UPDATED AS OF:

07/28/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Testing
TOPIC	Daye produces and sells tampons that are legally required to be tested on animals for sale in the US in order to ensure their long-term safety in human use.
SUMMARY OF ISSUE	Tampons are required to be tested on animals to be commercialized in the US, per FDA guidelines, given that tampons are considered medical devices in the country. Daye conducted a one-off animal test and made a public statement on its website detailing how it was conducted and why it was required. The company attempted to use alternative methods but was informed that animal testing is required by law.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	87% of the company's products have undergone a single one-off animal test.
IMPACT ON STAKEHOLDERS	Animal experiments are widely used in food & drug research to evaluate the quality, safety and efficacy of new products. Many of these experiments can result in suffering to the animals involved or reduce their quality of life in other ways.
IMPLEMENTED MGT PRACTICES	<p>Daye outsourced animal testing. Daye chose animal testing companies that follow best practices, cover international standards, and are committed to animal welfare. The company selected by Daye to conduct its animal testing and animal studies was held to ISO10993 standards (https://www.iso.org/standard/68936.html), which include clear guidelines for the humane treatment of lab animals (https://journal.emwa.org/medical-devices/does-standardisation-improve-animal-testing-of-medical-devices/).</p> <p>The company's mechanisms to foster best practices include active participation in numerous national and international scientific meetings to ensure Daye obtains and imparts knowledge about best practices, and the establishment of an Ethics Committee or Institutional Animal Care and Use Committee. These committees are responsible for meeting on a regular basis to establish guidelines to identify and harmonize best practices used in testing sites. Regular site visits are also conducted by the senior members of the Animal Welfare and Training group to identify areas of excellence and facilitate sharing of information with others, and the establishment of a network of Animal Welfare Specialists for all business units worldwide. These individuals are appointed by Daye's CEO and work with the Department of Animal Welfare and Training on a regular basis.</p>
REPORT	<p>Daye Position on Animal testing:</p> <p>https://yourdaye.com/vitals/daye-in-the-life/animal-testing/</p>
MANAGEMENT COMMENTS	Daye addresses stakeholder concerns by openly speaking about the requirement of such testing on its products, explaining why they have had to do it and what they are doing to prevent this from being a requirement in the future. The company started working with a company called Printivo to try and develop an artificial vaginal canal and mucosa—this is a long-term project, which is still underway. They are in the final stages of developing an artificial vaginal fluid with Prof. Simon Gaisford from University College London. Daye has made the decision to open-source the artificial vaginal canal and vaginal fluid, so future female health companies can have access to them for their own product trials and not have to conduct animal testing.