

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: Chehalem Winery
 Date Submitted: 08/01/2021

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:

Chehalem Winery

UPDATED AS OF:

05/31/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Biodiversity Impact and Monoculture Agriculture
SUMMARY OF ISSUE	As a vineyard and winery, Chehalem Winery operates in an industry in which biodiversity impact and monoculture agriculture are material environmental issues.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 93.5% of Chehalem Winery's revenue was earned from the sale of wine. 60% of the land under the company's control is cultivated as vineyard, with the remaining uncultivated. The vines that the company plants are perennial so there is no need to replant yearly. Uncultivated land is used for meadow, oak savannahs, and some restoration efforts, including pollinator pathway native plantings and hedgerows.
IMPACT ON STAKEHOLDERS	Agriculture, particularly in cases where a single crop is cultivated at a time, poses a risk to local ecosystems of flora and fauna as well as the potential degradation of cultivated land.
IMPLEMENTED MGT PRACTICES	While Chehalem farms grapes primarily, through LIVE certification, the company commits to leaving green/unplanted space within the vineyards. Chehalem also maintains a large native oak savannah and plants many different cover crops to benefit soil and pollinators. The company is currently working with Ash Creek Forestry to restore oak savannahs, create pollinator pathways, and encourage endangered species such as the Blue Fender's and Taylor's Checkerspot butterflies. Landscaping around buildings includes many pollinator-friendly plant species. Between vineyard rows, the company carefully selects cover crops for erosion control, nutrients, and pollinators. Chehalem is adopting more no-till farming to support soil strata and reduce human interventions. The use of pesticides and chemical fertilizers is kept to an absolute minimum; by supporting biodiversity, they can rely on natural predators to keep pests in check and utilize cover crops and no-till strategy for nutrients.

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05/31/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a vineyard and winery, Chehalem Winery operates in an industry that is water intensive. Aspects of the industry that make it water intensive include irrigation used in the cultivation of vines, water used in the winemaking process (e.g. for cleaning tanks and barrels), and water used in the bottling process.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 93.5% of Chehalem Winery's revenue was earned from the sale of wine. All of the company's vineyards are irrigated with well and pond water governed by the state of Oregon
IMPACT ON STAKEHOLDERS	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.
IMPLEMENTED MGT PRACTICES	The company has transitioned water usage to reservoir and water retained from onsite drainage as much as possible to allow wells to begin recovery. They also use winery waste water to irrigate fields. The company has no reduction targets as of yet. However, the average winery has 7 gallons of waste water to 1 gallon of wine produced
OTHER MANAGEMENT COMMENTS	The company keeps their own data and does not conduct formal assessments on usage. However, based on DEQ info, an average winery has 7 gallons of waste water to 1 gallon of wine produced. The company's usage is 4.29/1 gallon of wine produced. The Company is also LIVE Certified for using best practices for wine cultivation



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DISCLOSURE QUESTIONNAIRE CATEGORY	Alcohol
TOPIC	Company produces alcohol products
SUMMARY OF ISSUE	Chehalem Winery is a winery that earns a material amount of revenue from the sale of alcohol
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 93.5% of Chehalem Winery's revenue was earned from the sale of alcohol
IMPACT ON STAKEHOLDERS	Alcohol may have a negative impact on the health and well-being of individuals and their communities
IMPLEMENTED MGT PRACTICES	The company complies with all of the regulations and laws related to the sale of alcohol in the jurisdictions where it operates. Chehalem Winery is licensed and regulated in-state by the Oregon Liquor Control Commission (OLCC). All of the staff who serve alcohol are required to obtain a servers' permit through training and a test. Part of responsible alcohol service requires asking for ID in many instances and being sure not to overserve alcohol. The company also follows federal guidelines set forth by the BATF and TTB regarding permits, labeling, wholesale, taxes, etc and follow all direct wine shipping compliance by utilizing ShipCompliant.

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DISCLOSURE QUESTIONNAIRE CATEGORY	Compulsory Overtime
ISSUE DATE	May 2022
TOPIC	Hourly workers required to work overtime due to season of crops grown
SUMMARY OF ISSUE	Overtime is compulsory due to the peak growing/harvesting seasons of grapes used to make wines. In weeks where overtime is required, employees usually work 8 days but 4 - 10 hour shifts may be utilized over a 12 week period.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 52 employees were subject to required overtime hours at some point during the year, which represents 30% of the total workforce. Compulsory overtime was required during approximately 12 weeks in the previous fiscal year.
IMPACT ON STAKEHOLDERS	Employees that work compulsory overtime can experience increased stress and have less time to spend on activities outside of the workplace, such as spending time at home. At Stoller Family Estate, if an employee is unable to meet the overtime requirement or refuses to work overtime, the company would work with the employee or find coverage for the extended shift. The company's harvest intern job description mentions long hours, so expectations are set at the time of job posting and hiring.
IMPLEMENTED MGT PRACTICES	The company hires enough harvest team staff to effectively handle workload, and during harvest, runs shifts in a 24-hour period to eliminate long hours for any one individual. During peak season events, the company hires enough personnel to stagger shifts and have brought in fresh post-event crews for clean-up, as well. In general, managers carefully monitor overtime hours and try to minimize overtime as much as possible, both for the sake of employees and the operation, and from a cost perspective. Frequency of overtime work did not differ in the previous fiscal year



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DISCLOSURE QUESTIONNAIRE CATEGORY	Onsite fatality
TOPIC	Employee fatality while performing a work-related task.
SUMMARY OF ISSUE	The employee was involved in a quadricycle accident while riding on a considered unsafe terrain and, unfortunately, this accident was fatal.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Only one occurrence during the past five year period.
IMPACT ON STAKEHOLDERS	Loss of life experienced by the deceased employee and the related loss experienced by their family.
IMPLEMENTED MGT PRACTICES	To reduce the risk of other accidents the company has significantly increased the following: making sure safety records are analyzed and revised as needed; tagging unsafe areas in the vineyards and drafting safety area maps around all locations and distributing them to employees; employee training on safe vehicle operations and unsafe areas of terrain in vineyards.