



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: Five Senses Coffee Pty Ltd
 Date Submitted: 03/22/2023

| 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:

Five Senses Coffee Pty Ltd

UPDATED AS OF:

03/22/2023

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| DISCLOSURE QUESTIONNAIRE CATEGORY | Environmentally Intensive Industries |
| TOPIC | Energy and Emissions Intensive Industries |
| SUMMARY OF ISSUE | As a coffee roaster, Five Senses Coffee Pty Ltd operates in an industry that is energy intensive. |
| SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected) | 78.27 % of company's revenue comes from roasted coffee products. |
| IMPACT ON STAKEHOLDERS | Energy intensive manufacturing activities, such as coffee roasting, pose an environmental risk due to the emissions produced by such energy use. The extent of environmental impact is dependent on the energy sources utilized and management practices in place to manage energy use. |
| IMPLEMENTED MGT PRACTICES | <p>Five Senses Coffee Pty Ltd has chosen to purchase and utilize roasting machinery that burns natural gas to roast coffee. This is more environmentally effective than using electricity powered roasting machines, however not as clean as a solution that could utilize a renewable energy source to roast. Additionally, the roasting process gives off air that has some particulate, chaff, fumes and smoke. So, they chose to utilize afterburner methodology to clean air prior to exhausting from their roasting facilities. This also uses natural gas to remove the particles and smoke from the air, so they can meet the local regulations to operate as a business in Melbourne and Perth.</p> <p>Aside from natural gas consumption, there is substantial electricity consumption in the manufacturing facilities. They have the target to reduce electricity usage by 10%. Steps taken include the following:</p> <ul style="list-style-type: none">• LED lighting installed throughout the business premises (both owned and rented)• Solar array installed to generate own renewable power at the company's headquarters in Rockingham• Targets have been set with all staffs (whole company target) to reduce usage• They share the company's usage data, engage all staffs and empower them to have impact in minimizing waste in this area (lights on/off, usage of air conditioning, etc.)• Optimized roasting equipment which they have had tuned to minimize usage of natural gas <p>Company measures and assesses its energy usage and carbon emissions thru an external organization that conducts GHG assessment for them.</p> |

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| DISCLOSURE QUESTIONNAIRE CATEGORY | Disclosure Industries at Risk of Human Rights Violations |
| SUMMARY OF ISSUE | As a coffee roaster, Five Senses Coffee Pty Ltd operates in an industry that is subject to human rights risk violations in their supply chain. 100% of their coffee product can be traced back to the original source |
| SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected) | 78.27 % of company's revenue comes from roasted coffee products. |
| IMPACT ON STAKEHOLDERS | The coffee industry is subject to human rights risks and violations such as forced labour, bonded labour, and child labour. |
| IMPLEMENTED MGT PRACTICES | <p>The company has a Code of Ethics which states that "For any event, program or activity created or facilitated by Five Senses Coffee, we are dedicated to providing a welcoming and positive experience for all, regardless of background, culture, nationality, sexual orientation, gender identity, or accessibility needs. Five Senses Coffee works to develop positive relationships with suppliers and clients that are ethical. We will not engage with companies that exploit people in any form. We stand absolutely against any form of slavery or forced / compulsory labour. As a company we prohibit bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices."</p> <p>They also have a Supplier Code of Conduct which states "Suppliers must comply with applicable international and national laws and standards in relation to labour practices and human rights. It is expected that suppliers place the utmost importance on the human rights of workers and individuals in their own supply chain.</p> <p>Five Senses Coffee expects their suppliers to abide by:</p> <ul style="list-style-type: none"> • Freedom of association • Humane treatment of people • Legal wages and benefits to employees <p>Five Senses Coffee strictly does not support or condone suppliers use of:</p> <ul style="list-style-type: none"> • Child labour • Forced labour • Exceeding legal working hours • Discrimination • Deductions in wages or benefits" <p>Procedurally, they make sure that every staff member has read and signed off that they understand and accept their Code of Ethics at the commencement of employment. Also, all staff reread and resign if there is any updates or amendment made to the Code of Ethics. Additionally, the procedure for enforcing the Supplier code of conduct is at a stage of infancy, in the sense that it is provided to all suppliers, and they seek to review adherence were possible, but they do not have any formal audit or check program in place. If they do discover anything outside of the terms of the above policies at any stage, they would advise the supplier and most likely cease doing business with them. This has not yet occurred.</p> |



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| | <ol style="list-style-type: none">1. As per their statements above from FSC policy documents, they are strongly against human rights violations, forced labour and exploitation. To the best of their collective knowledge there is none of these practices taking place within thier business or supply chain.2. In terms of monitoring the risk of Forced labour and Human Rights violations occurring within the FSC supply chain, they are in regular communications with all their suppliers, both through remote video and also local (travel to supplier farms/destinations) to review these things. These behaviours along with actively choosing likeminded suppliers and also the sharing of their Supplier Code of Conduct are the main method of monitoring and mitigating the risk in this area. |
|--|--|