



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: TEBRIO
Date Submitted: 11/02/2022

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:

TEBRIO

UPDATED AS OF:

11/02/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	November 6th 2022
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	The company breeds the mealworm Tenebrio Molitor and manufactures diverse products and operates in an industry that is energy and emissions-intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	100% of the company's revenue consists of processing tenebrio molitor
IMPACT ON STAKEHOLDERS	Manufacturing and animal agriculture are major contributors to global emissions.
IMPLEMENTED MGT PRACTICES	<p>TEBRIO has carried out the following actions to reduce energy expenditure to reduce CO2 footprint:</p> <ul style="list-style-type: none"> -Training actions: awareness training focused on the responsible use of energy and efficiency in driving (worker training) has been carried out. -Approval of investment in more efficient technology and new energy sources: Installation of self-consumption photovoltaic panels. Commitment to biomass as a source of heat generation, - Substitution of equipment for more efficient and lower consumption models (eg low consumption motors and lights). - Installation of independent energy meters for each work sector, to manage energy expenditure through the ERP System (Enterprise Resource Planning) to determine methods for consumption efficiency - Installation of heat recuperators in the animal breeding chambers. - Heat generation source for offices and common areas from aerothermal energy. - Installation of air conditioners with a "free-cooling" option when outside conditions are favorable. - Collaboration agreements with local entities to carry out emission compensation projects. All these actions are included in the ""Industry 4.0"" process for the centralized and efficient management of energy consumption. -Tebrio's electric energy is supplied by Iberdrola and with a Guarantee Certificate indicating that 100% of the energy consumed by the company comes from renewable energy sources. -Biomass is used to feed heating boilers



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **TEBRIO** UPDATED AS OF: **11/02/2022**

DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Products and Services
TOPIC	Company breeds the mealworm <i>Tenebrio Molitor</i> and manufactures diverse products based on this insect.
SUMMARY OF ISSUE	The company breeds the mealworm <i>Tenebrio Molitor</i> on an industrial scale.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	100% of TEBRIO's revenue comes from products derived from processed mealworm <i>Tenebrio Molitor</i> .
IMPACT ON STAKEHOLDERS	Animal farms may have adverse impacts on the environment and animal welfare concerns.
IMPLEMENTED MGT PRACTICES	<p>TEBRIO applies the following welfare practices for the <i>Tenebrio Molitor</i> although the industrial use of this species of insect is not regulated:</p> <ul style="list-style-type: none"> ▪The temperature and humidity conditions are controlled and are ideal for the growth of the animal. ▪The number of animals per breeding box is controlled to avoid overpopulation. ▪The diet offered is based on cereals from wheat, barley, and corn and does not include raw materials derived from urban waste or similar. ▪The sacrifice is carried out in a way that avoids theoretical suffering (since the animals lack a nervous system), by means of cooking that causes instantaneous mortality. This process is regulated (time/temperature pair) and controlled. ▪Pressure or crushing of live animals is never performed. KPIs associated with the indicated well-being techniques have not been determined; control points are monitored and corrections are made when deviations are detected.