



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: Pieminister
Date Submitted: 10/21/2022

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:

Pieminister

UPDATED AS OF:

10/21/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Other
ISSUE DATE	May, 2022
TOPIC	Other disclosures - rat spotted on a Pieminister restaurant site
SUMMARY OF ISSUE	<p>Pieminister is a company that sells food products and manufactures the majority of products (99%) in-house.</p> <p>In May 2022, a rat was spotted inside the entrance of Pieminister's Leeds restaurant. A video recording of the event was posted on social media by a former worker, who was the first Pieminister staff to know about the issue. The probable cause of the event was major roadworks in front of the restaurant around that time, causing disturbance to groundworks.</p> <p>It was an isolated event and the company conducted proper remediation actions immediately.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In an isolated event, one rat was found on the restaurant premises. There were no reported health-related issues.
IMPACT ON STAKEHOLDERS	The presence of rodents poses a risk to people's health and the cleanliness of the environment. As a restaurant and food manufacturer, the company needs to have practices in place that guarantee food safety and proper hygiene for employees and clients.
IMPLEMENTED MGT PRACTICES	<p>As soon as the video was posted, Pieminister called pest control who visited immediately. They found no sign of rodent activity anywhere in the building. On the request of Pieminister, the site was deep-cleaned twice. The restaurant was signed off as pest free.</p> <p>The pest control visits Pieminister's restaurants eight times a year as part of its contract with the company.</p> <p>Leed City Council EHO also inspected the site. They produced documentation to confirm that the company conducted appropriate remediation actions. Pieminister continues to hold a 5 Star EHO rating for food & hygiene standards in the restaurant.</p>
MANAGEMENT COMMENTS	Pieminister is a Grade A BRC accredited food producer – which means they hold the highest rating in terms of food safety and hygiene.
REPORT	Please See Below



Customer Service Report

Site Name & Address

Summary of Findings

Report No : 520518/3452959 Page 1 of 2
Service Date : 25/04/2022 10:13:16
Service End : 25/04/2022 11:13:03
Service Specialist : 520518 Wood, Phillip
Visit Type : Routine
Customer : PIEMINISTER LTD
Customer ID : 70PI0397-0006
Order No :

PIEMINISTER - LEEDS
15-17 DUNCAN STREET
LS1 6DQ
Customer Ref :

Pest Elimination

Q: Business Risk	A: None
Q: Pest Activity Level	A: None
Q: Evidence of Internal Pests	A: None
Q: Evidence of External Pests	A: None
Q: Is a follow-up visit required ?	A: Yes

Instructions

Service: 00010/00064 - Rodent/C'roach/Occlnvider

Conditions Found and Action Taken

Purpose of visit

- Comment** Carried out a routine Pest Elimination Service also whilst on today's visit to site
- Comment** Carried out a call out visit for reports of a rat to the raised section of the restaurant.

Evidence of pests

- Comment** **Location:** Equipment/Tray Wash - No rodent activity was noted at time of today's visit.
- Comment** **Location:** Stock Room - No rodent activity was noted at time of today's visit.
- Comment** **Location:** Internal Area - No rodent activity was noted at time of today's visit.
- Comment** **Location:** Office Area - No rodent activity was noted at time of today's visit.
- Comment** **Location:** Riser/Service Duct - No rodent activity was noted at time of today's visit.
- Comment** **Location:** Serving Counter - No rodent activity was noted at time of today's visit.
- Comment** **Location:** Storage Area - No rodent activity was noted at time of today's visit.
- Comment** **Location:** Kitchen - No rodent activity was noted at time of today's visit.
- Comment** **Location:** Equipment/Tray Wash - No insect activity was noted at time of today's visit.
- Comment** **Location:** Stock Room - No insect activity was noted at time of today's visit.
- Comment** **Location:** Internal Area - No insect activity was noted at time of today's visit.
- Comment** **Location:** Serving Counter - No insect activity was noted at time of today's visit.
- Comment** **Location:** Storage Area - No insect activity was noted at time of today's visit.
- Comment** **Location:** Kitchen - No insect activity was noted at time of today's visit.

Structural Comments

- Comment** No Findings Noted During Service.

Hygiene Issues

- Comment** No Findings Noted During Service.

Permit to work

- Comment** No permit to work required.
- Comment** Risk assessment: a site specific risk assessment has been carried out.

Service Related Comment

- Comment** Whilst performing the pest service today, the following actions were carried out: Inspection was carried out to the contracted areas. Internal rodent monitoring equipment inspected, serviced and cleaned. Insect monitoring equipment inspected, serviced and cleaned.

Products Used

Monitor Point Activity

No monitor point activity recorded during this visit.



Wood, Phillip

On behalf of Ecolab



Customer Signature

Customer Name: Tom Cole