



## 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: Good Culture

Date Submitted: 04/10/2020

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	✓	
Other		✓

  

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		✓

  

Other Disclosures	Yes	No
		✓

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: Good Culture

UPDATED AS OF: 04/10/2020

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>TOPIC</b>	Biodiversity Impact
<b>SUMMARY OF ISSUE</b>	As a cultured dairy brand, Good Culture operates in an industry in which biodiversity impact is a material environmental issue.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	Approximately 54% of raw material purchases come directly from animal farms.
<b>IMPACT ON STAKEHOLDER(S)</b>	Animal agriculture poses a risk to local ecosystems of flora and fauna as well as the potential degradation of farmed land.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>Good Culture is committed to sourcing dairy from pasture raised cattle, and a majority of its supply is currently pasture raised. Pasture raised farms typically focus on grass growing (to feed the cows) along with rotational grazing which helps prevent erosion and increases the soil's ability to store carbon. The company's target is that 100% of its future milk is pasture raised, for both organic and non-organic supply.</p> <p>All new milk suppliers are screened for pasture raised practices, and has a Supplier Code of Conduct that includes specific criteria on waste, water, environmental management systems, and hazardous materials.</p> <p>In addition, Good Culture has dedicated all of its 1% For the Planet donations directly to farms to assist them in the transition to pasture raised farming practices. This includes 1) creating a scholarship in 2020 for 6 farms in its network, and 2) a larger "Path to Pasture" 3 year program in partnership with its co-op and farms. The company estimates total donations of \$250k over next 3 years. The company also sends auditors to check on the pasture grazing practices at both organic and non-organic farms.</p>
<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>TOPIC</b>	Water Intensive Industries
<b>SUMMARY OF ISSUE</b>	As a cultured dairy brand, Good Culture operates in an industry that is water intensive.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	Approximately 54% of raw material purchases come directly from animal farms.
<b>IMPACT ON STAKEHOLDER(S)</b>	As a water intensive industry, animal agriculture poses risks such as water stress or depletion of local water sources if water use is not appropriately managed. Good Culture's copackers and farms are not located in water stressed areas.

<b>IMPLEMENTED MGT PRACTICES</b>	<p>As part of Good Culture's work with its manufacturing/farming partners, the company has conducted a water tracking plan and been able to successfully reduce water waste in its manufacturing process. For example, the company conducted cycle time reduction work and was able to eliminate a 3rd rinse cycle, which saved over 1.2MM gallons of water a year and reduced the cycle by 30 minutes. There are no specific water reduction targets in place except for continuous improvement to improve water efficiency.</p> <p>Good Culture's "Supplier Code of Conduct" includes an environmental section that includes waste, water, EMS, and hazardous materials. The company also offers implementation support and has a full time employee on site at its co-packers that works side by side with them to find new efficiencies and ways to minimize water use in the manufacturing process.</p>
<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Animal Products and Services
<b>TOPIC</b>	Good Culture is a dairy company and sources >50% of their raw material expenses from animal farms
<b>SUMMARY OF ISSUE</b>	Good Culture works with with a copacker and co-op of small family dairy farms (the copacker is part of the co-op and owned by the farmers) that has a few hundred farms in their network. All farms are pasture raised and non-confined cows; some of which are organic and some not. The cows have access to pasture all year round, even though the region has about 7 months of pastoral climate.
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	Approximately 54% of raw material purchases come directly from animal farms. Good Culture's co-op small family owned dairy farms are all located in the upper Midwest region of the United States, mostly in Wisconsin with some in Minnesota. They average 60-85 cows per farm
<b>IMPACT ON STAKEHOLDER(S)</b>	Good Culture's co-op only includes farms that do not confine animals to individual cages and allow for access to outdoors and pasture all year long.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>Good Culture works closely with the farm's director to make sure certain farms don't deviate from these standards. If a farm is found to deviate from this or is sending milk that isn't up to code, they will be released from the co-op. The company has a continuous improvement goal to stay 100% committed to pastured raised milk in our supply chain from happy and non-confined cows.</p> <p>In addition, the company has partnered with Kiss the Ground (a 1% for the Planet partner) to help bring resources/training to small dairy farmers in need as well as a "path to pasture" program, which works with DFA Advancing Dairy (501 C5 charity) to help transition 50 dairy farmers to regenerative and pasture raised farming practices.</p>
<b>OTHER MANAGEMENT COMMENTS</b>	We believe happy cows from happy farmers make the best cottage cheese! We report on our progress through social media and to our board. We are working on our first ever Mission Report for 2020.

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Corporation

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	As a cultured dairy brand, Good Culture operates in an industry in which energy and carbon emissions is a material environmental issue.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 54% of raw material purchases come directly from animal farms.
IMPACT ON STAKEHOLDER(S)	Animal agriculture is a major contributor to global carbon emissions.
IMPLEMENTED MGT PRACTICES	Good Culture does not specifically and directly manage energy use and/or carbon emissions in its supply chain, but does work with its suppliers through its Supplier Code of Conduct as well as our own Environmental Policy. The company has a partnership with OVL where it is able to ship products on freight trucks that would otherwise not be fully utilized, which in turn helps greatly reduce the carbon emissions related to transporting its products.