



Happy Family Organics

Disclosure Report

Date Submitted: October 16th, 2025



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 that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of 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 practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check 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.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.



Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	☐	☒
Biodiversity Impacts	☐	☒
Chemicals	☐	☒
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	☐	☒

Outcomes & Penalties

	Yes	No
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 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

	Yes	No
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 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	☐	☒

	Yes	No
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	☒	☐

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	☐	☒



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation and Arbitration

Issue Date	November 2021 and April 2022
Topic	Consumer class action lawsuits (false advertisement) alleging deceptive practices regarding nutrient claims
Summary of Issue	Two consumer class action lawsuits, "Thomas" and "Sanchez" were filed against Happy Family Organics products. The allegations include claims that certain products are misleadingly advertised as healthy and that certain nutrient claims on certain products are improper.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The proposed class represented in the litigation is purchasers of Happy Family Organics in California.
Impact on Stakeholders	The complaints accuse the company of misrepresenting the product as healthier than other food products for children and toddlers. Consumers and other stakeholders' trust may be eroded by these lawsuits.
Resolution	The Sanchez litigation is currently pending. The plaintiff voluntarily dismissed the Thomas complaint.
Implemented Management Practices	The company claims that the challenged statements are statements of fact and are being vigorously defended as they are truthful.
Report	• In re Nurture Baby Food Litigation, No. 1:21-cv-01217-MKV (S.D.N.Y.); MDL No. 3101, In Re: Baby Food Liability Litigation (N.D. Cal.); JCCP No. 5317, Hain Celestial Baby Food Cases (L.A. Cnty Super. Ct.) • Thomas v. Nurture, Inc., No. 4:22-cv-02501-JSW (N.D. Cal.); Sanchez v. Nurture, No. 5:21-cv-08566 (N.D. Cal.)
Related Incidents (Yes/No)	No



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other Disclosures - Presence of heavy metals in baby food products

Issue Date	2021-2025 (updated in September 2025)
Topic	Presence of heavy metals in baby food products followed by class action lawsuits, multidistrict litigation (MDL), and individual civil litigations.
Summary of Issue	Nurture, Inc. (Happy Family Organics) was one of 7 baby food companies named in a report by the House Subcommittee on Economic and Consumer Policy regarding heavy metals in baby food products in 2021. Following the publication of the report, several lawsuits were filed against the company regarding the presence of heavy metals in their product In 2019, the House Subcommittee requested information about baby food products sold by Nurture, Inc. and six other companies, including information about the existence of inorganic arsenic, lead, cadmium, and mercury in the products. In its response, Nurture, Inc. explained that the amount of these elements in baby food is determined by the naturally occurring levels in the vegetables, fruits, and grains when they are harvested, its approach to metals in ingredients, and its efforts to reduce levels of metals over time. These metals are naturally occurring in the environment and are not added by Nurture, Inc. to its products and they cannot be extracted from ingredients. Nurture also produced finished product testing to the Subcommittee. Beginning in February 2021, Nurture, Inc. was sued in multiple jurisdictions by various consumer plaintiffs following the publication in February 2021 of a Congressional Report on heavy metals found in baby food from seven of the US's largest baby food companies. False advertising class actions were brought by plaintiffs against baby food manufacturers, claiming that certain products should have the presence of those elements disclosed and were misleadingly labeled as safe.

	In total, eight (8) class action lawsuits related to false advertising against Nurture were consolidated into a single (1) class action proceeding in federal court in the Southern District of New York. Moreover, claims have also been asserted against baby food manufacturers that trace levels of heavy metals found in certain baby food products caused plaintiffs' physical harm. Individual plaintiffs sued Nurture, Inc. in federal lawsuits in multiple states, which, in 2024, were consolidated into a multi-district litigation (MDL) proceeding in the Northern District of California against all defendant manufacturers, including seventy-three (73) cases against Nurture, Inc. In California, nine (9) California state lawsuits were consolidated into a Judicial Counsel Coordination Proceeding (JCCP) in Los Angeles County. The first California case set for trial was dismissed by the court in 2023. Similar class action and personal injury lawsuits were brought not only against Nurture, Inc. but also against a number of companies in the baby food industry, and copies of the complaints are publicly available.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	This topic is an industry-wide matter for the baby food industry, as these elements are ubiquitous in the agricultural environment. Therefore, stakeholders impacted are consumers of baby food products as a whole.
Impact on Stakeholders	When trace elements like inorganic arsenic, lead, cadmium, and mercury are consumed over long periods of time in excessive quantities, they can have adverse health effects. The FDA acknowledged as recently as April 8, 2021, that its own testing "shows that children are not at an immediate health risk from exposure to toxic elements at the levels found in foods (...)"
Resolution	One of the California personal injury lawsuits was dismissed by the court in 2023 following the judge's decision to exclude some of the plaintiffs' expert witnesses because they lacked scientific support linking heavy metals in baby food to the plaintiff's autism or ADHD. All the other cases regarding this matter are pending.
Implemented Management Practices	Nurture follows the guidance levels for lead issued in the January 2025 "FDA's Action Levels for Lead in Processed Food Intended for Babies and Young Children: Guidance for Industry.

	In the absence of federal standards, Nurture Inc. develops its own testing levels and goal levels for trace elements based on leading laws, regulations, and guidance from the US and around the world, its surveillance of the marketplace for both finished products and raw ingredients, and its food scientists' assessment of what is feasibly achievable in the available supply of ingredients. The company only sets testing or goal levels that it believes are safe for the children who eat its foods. The Company also complies with California AB 899, which requires manufacturers to publish finished product testing results for lead, arsenic, cadmium, and mercury in products manufactured since January 1, 2025 and marketed to children under 2 years of age.
Report	Nurture Inc's Quality and Safety Practices FDA's Action Plan for Reducing Exposure to Toxic Elements from Food for Babies, Young Children
Management Comments	Nurture, Inc. respectfully disagrees with how the Subcommittee interpreted and characterized much of the data in its report. Nurture, Inc. remains committed to its mission to “change the trajectory of children’s health through nutrition,” both with respect to its products and its actions as a company. Nurture, Inc. fully supports the FDA’s “Closer to Zero Action Plan,” which seeks to develop the first set of science-based federal standards to reduce heavy metals in young children’s food, and will take all actions required to ensure that its baby food products meet those levels. Final guidance for lead was issued in January 2025 and Nurture follows the action levels for applicable products as set forth in that guidance document.