



## **Danone France**

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Disclosure Report  
Date Submitted: August 2024



## 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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Disclosure Alcohol</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Disclosure Tobacco</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy and Emissions Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## 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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



## 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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems -SAEME -Volvic	<input checked="" type="checkbox"/>	<input type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## 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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



# Disclosure Questionnaire Statement

Company Name: Evian Resort

Disclosure Questionnaire Category: Alcohol

<b>Topic</b>	Company serves and sells alcohol products
<b>Summary of Issue</b>	Evian Resort has several points of sale including restaurants and bars which allow the sale and consumption of alcohol for their guests. The company earns a material amount of revenue from the sale of alcohol.
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	In the previous fiscal year (2022), alcohol sales represented less than 0,05% of sales of the entities in scope of certification.
<b>Impact on Stakeholders</b>	Alcohol may have a negative impact on the health and well-being of individuals and their communities. There are also risks related to irresponsible sales of alcoholic beverages (e.g. overserving) and serving or marketing alcoholic products to minors.
<b>Management Practices</b>	<p>The company reported the following measures to reduce risks associated with the sale of alcohol:</p> <ul style="list-style-type: none"><li>- The sale of alcohol complies with the French legislation,</li><li>- All bartenders are fully trained and have a diploma to serve alcohol and cocktails.</li></ul> <p>The company does daily reminders of best practices on serving alcohol during their briefings,</p> <ul style="list-style-type: none"><li>- Evian Resort has a policy in place that requires the staff to check the ID of every young adult. The policy also indicates best practices for employees on how to avoid over-serving situations.</li></ul>



# Disclosure Questionnaire Statement

Company Name: Evian Resort

Disclosure Questionnaire Category: Disclosure Tobacco

<b>Topic</b>	Company earned revenue from the sale of tobacco
<b>Summary of Issue</b>	<p>Evian Resort has a range of activities including casino, golf and spa hotels. Evian Resort has two points of sale in restaurants and bars which allow the sale of tobacco to their guests/clients only.</p> <p>While Evian Resort itself is not eligible for B Corp Certification and is not able to make use of the B Corp IP, the company is required to disclose the risks and share their practices to manage potential negative impacts associated with the sale of tobacco-related products.</p>
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	In the previous fiscal year (2022), tobacco sales to guests/clients represented less than 0,001% of sales of the entities in scope of certification.
<b>Impact on Stakeholders</b>	Tobacco products pose a negative risk to local communitys' well-being and health.
<b>Management Practices</b>	<ul style="list-style-type: none"><li>- The company follows <a href="#">legislation</a> in place that bans smoking in bars and restaurants,</li><li>- Smoking is prohibited in public places including workplaces. There are authorized and adapted areas available for smoking.</li></ul>

# Disclosure Questionnaire Statement

Company Name: Société Anonyme des Eaux Minérales d'Evian (SAEME)

Disclosure Questionnaire Category: Operations in sensitive ecosystems

<b>Topic</b>	Company extracts water from sensitive ecosystems
<b>Summary of Issue</b>	<p>The source of evian® natural mineral water comes from the heart of the French Alps, a unique geological site in the world. Its catchment area is recognised as a wetland by the <a href="#">RAMSAR</a> convention and a protected site. Wetlands included in the List acquire a new status at the national level and are recognized by the international community as being of significant value not only for the country, or the countries, in which they are located, but for humanity as a whole. The Convention establishes on Article 2.2. that "wetlands should be selected for the List on account of their international significance in terms of ecology, botany, zoology, limnology or hydrology."</p> <p>SAEME does not own the water sources used for producing evian® natural mineral water but is responsible for the water extraction and preservation operations in the area.</p>
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	The company's bottling site is not located in this sensitive ecosystem. It is located in the proximity of Evian's water sources.
<b>Impact on Stakeholders</b>	Having facilities/operations near protected/sensitive ecosystems can potentially impact the flora, fauna and quality of the ecosystem (e.g. noise & light pollution from the facilities, spills, air / soil / water pollution owing to the company's operations).
<b>Management Practices</b>	<ul style="list-style-type: none"> <li>- Société Anonyme des Eaux Minérales d'Evian abides by the obligations highlighted on the governmental order (Arrêté Préfectoral) on how to protect the sensitive ecosystems in which they operate,</li> <li>- The company has an association, L'Association pour la Protection de l'Impluvium de l'Eau Minérale Evian (APIEME) designed to preserve the environment and water resources of evian natural mineral water. This association is the result of a public-private partnership between the Evian water company and the 13 municipalities concerned by the Evian water resource. The actions are focused around 3 key objectives: maintaining sustainable and environmentally friendly agriculture (for example, with the development of regenerative agriculture), preserving natural environments (for example, with the BeeOmonitoring program to monitor the state of the environment), and supporting reasoned territorial development (for example, the zero pesticide program or environmentally friendly snow removal).</li> </ul>
<b>Report</b>	<a href="#">L'Association pour la Protection de l'Impluvium de l'Eau Minérale Evian (APIEME)</a>



# Disclosure Questionnaire Statement

Company Name: Volvic

Disclosure Questionnaire Category: Operations in sensitive ecosystems

<b>Topic</b>	Company extracts water from sensitive ecosystems
<b>Summary of Issue</b>	<p>Volvic® natural mineral water comes from Auvergne, a region in France known for its volcanic geology with the <a href="#">Chaîne de Puys - Limagne Fault</a> that is recorded in the 2018 <a href="#">UNESCO World Heritage Natural list</a>.</p> <p>Volvic does not own the water sources used for producing Volvic® natural mineral water but is responsible for the water extraction operations in the area.</p>
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	The company's bottling sites are not located in this sensitive ecosystem. They are located in the proximity of Volvic's water sources.
<b>Impact on Stakeholders</b>	<p>Having facilities/operations near protected/sensitive ecosystems can potentially impact the flora, fauna and quality of the ecosystem (e.g. noise &amp; light pollution from the facilities, spills, air / soil / water pollution owing to the company's operations).</p> <p>The company shared that the company's facilities are located at 4 km below the impluvium, therefore the potential impact on the ecosystem of the source is limited.</p>
<b>Management Practices</b>	<p>Volvic has put in place a full plan to ensure sustainable and responsible management of the water source and preserve natural environment and biodiversity through:</p> <p>(1) An expert team of hydrogeologists: In order for the water source to continue to renew itself at the pace of its natural mineral water cycle, Volvic ensures sustainable and responsible management, led by its expert team of hydrogeologists. In the large chain of the natural mineral water cycle, hydrogeologists are a major link in ensuring that the resource is conserved quantitatively and protected qualitatively,</p> <p>(2) The creation and run of projects through the CEPIV : Co-created by Société des Eaux de Volvic in 2006, the environmental committee for the protection of the Volvic impluvium (CEPIV) is a public-private partnership with the 4 local communities of the catchment area. Its mission is to implement actions with all territory stakeholders that reconcile local development and the protection of the catchment area and its biodiversity. The mission of CEPIV focuses on three areas: Preserve the natural environment and biodiversity; develop environmentally friendly agricultural practices and promote the careful planning and management of villages, roads and railways. For example, it supports local farmers in implementing sustainable agricultural practices with technical and financial assistance to farmers in the source area to convert to organic farming practices,</p> <p>(3) Partnerships to protect birds and flora: Through three long standing local partnerships, Volvic has being engaged to preserve biodiversity with specialized organizations, such as the conservatory of natural areas of auvergne (CEN auvergne) to protect the Alcon blue butterfly, Beeodiversity to assess the environmental quality of the fauna and flora of the area and the French league for the Protection of Birds (LPO) to protect the Red kite (Milan Royal) bird.</p>
<b>Report</b>	<a href="#">Volvic International - Environment and Biodiversity</a>