



Cabot Creamery Co-operative

Disclosure Report

Date Submitted: September 14th, 2023



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.

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 checked="" type="checkbox"/>	<input type="checkbox"/>
Biodiversity Impacts	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" 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"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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	<input type="checkbox"/>	<input checked="" 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"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
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

Disclosure Questionnaire Category: Animal Products and Services

Topic	Cabot Creamery Cooperative is a dairy products manufacturer and sources >50% of their supplier expenses from animal farms
Summary of Issue	Cabot Creamery Cooperative sources dairy products from around 600 dairy farms located around New England and New York State.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The average herd size at these farms is around 200 head. In total, Cabot's network comprises around 120k dairy cows.
Impact on Stakeholders	Animal agriculture and products resulting from animal agriculture have a variety of impacts on local ecosystems that may create material risk. These impacts, if not properly managed, can relate to fundamental environmental topics like air, water and soil. Of particular interest is greenhouse gas emissions, where both enteric emissions from the animals and emissions from nutrients/manure need to be carefully addressed. In addition, the well-being of the animals themselves is of paramount importance.
Resolution	<p>Cabot Creamery Cooperative has been a pioneer participant and is actively engaged in the U.S. National Dairy F.A.R.M. (Farmers Assuring Responsible Management) Program. This program's initial module was exclusively related to Animal Care. Participation in this program is mandatory for all of Cabot's member farms. The company has a team of more than a dozen employees who work with member farms exclusively on topics related to this program. For animal care, the program involves both 2nd and 3rd party verification and the standards are updated every three years (version 4.0 will commence in 2024). The F.A.R.M. module for Environmental Stewardship addresses measurement and management of impacts related specifically to water and greenhouse gas emissions.</p> <p>Participation in this program is consistent with the co-op being an early signatory to the U.S. Dairy Stewardship Commitment. For details on both programs: U.S. National Dairy FARM Program (https://nationaldairyfarm.com/what-is-farm/)</p>



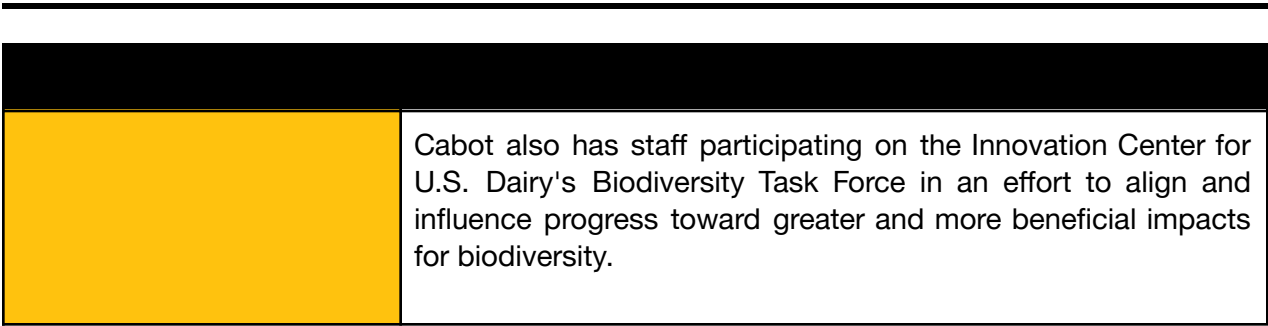
	U.S. Dairy Stewardship Commitment (https://www.usdairy.com/about-us/innovation-center/stewardship-commitment).
Implemented Management Practices	<p>All Cabot member farms are subject to FARM audits related to the U.S. National Dairy FARM Program, established in 2009.</p> <p>The FARM Animal Care Program demonstrates that dairy producers are committed to taking excellent care of their animals and producing safe, wholesome milk.</p> <ul style="list-style-type: none">• Detailing science-based animal care guidelines that evolve with the latest dairy research.• Providing on-farm evaluations by trained evaluators who work with farmers to identify strengths and, as necessary, outline improvements.• Ensuring the integrity of the program with third-party verification by qualified dairy experts who evaluate a representative percentage of farms each year to demonstrate that FARM is working as intended.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Biodiversity Impact

Topic	Biodiversity Impact
Summary of Issue	As a dairy products manufacturer, Cabot Creamery Cooperative operates in an industry in which biodiversity impact is a material environmental issue.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Approximately 100% of Cabot Creamery Cooperative's supplier expenses come directly from animal farms.
Impact on Stakeholders	Animal agriculture has a variety of impacts on local ecosystems that may create material risk, including to biodiversity. These impacts are inclusive of flora and fauna, habitats, as well as soils.
Implemented Management Practices	<p>Cabot Creamery Cooperative has been a key stakeholder in Manomet's Vital Capital Index (VCI) project. The VCI helps dairy farmers and product manufacturers assess their entire operation and consider how they might improve their operations. It also helps dairy farmers to share their sustainability story with neighbors, and customers. The VCI has successfully helped dairy farmers meet supply chain requirements; build their awareness and engagement on sustainability; create a model for continuous improvement; and supported the connection between farmers and consumers. For Cabot Creamery, the VCI helps assure supply chains and helps member farmers manage societal concerns about dairy agriculture. Learn more about the Vital Capital Index here: https://www.manomet.org/project/vital-capital-index/</p> <p>Many of Cabot's farmers have land enrolled in conservation programs or similarly manage lands with biodiversity in mind. The company endeavors to make member farms aware of support programs through, for example, state departments of agriculture and land-grant university extension programs that provide both technical assistance and often funding to address mitigation of potential.</p>





Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Water Intensive Industries

Topic	Water Intensive Industries
Summary of Issue	As a dairy products manufacturer, Cabot Creamery Cooperative operates in an industry that is water intensive. For US-produced dairy, an eight-fluid ounce glass of milk has an average water footprint of 50 gallons (188 liters), while cheese has a water footprint of 119 gallons (450 liters) per four ounces. (Foodprint)
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Approximately 100% of Cabot Creamery Cooperative's supplier expenses come directly from animal farms.
Impact on Stakeholders	Animal agriculture has a variety of impacts on local ecosystems that may create material risk, including water. 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.
Implemented Management Practices	<p>Cabot uses water for a variety of dairy processing purposes. The company relies on both municipal and private sources (wells) of water. Although Cabot's facilities operate in geographies that are abundant with renewable water resources, the co-op evaluates ways to reduce water needs. In 2014, Cabot invested in a project that would save water, conserve resources & increase productivity. Half of the water used at the company's Cabot, Vt., facility is upcycled from the water embedded in the milk. This technology has transformed the way Cabot facilities handle wash water. The use of upcycled water from milk has produced the following results:</p> <ul style="list-style-type: none">• Reduces ground water consumption• Limits fuel and labor required for land spreading of wash water• Requires a lower level of cleaning chemicals to be used on water• Saves energy typically needed to heat water for cleaning purposes• Reduces municipal potable water usage by 277,400 gallons annually



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Energy and Emissions Intensive Industries

Topic	Energy and Emissions Intensive Industries
Summary of Issue	As a dairy products manufacturer, Cabot Creamery Cooperative 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 100% of Cabot Creamery Cooperative's supplier expenses come directly from animal farms.
Impact on Stakeholders	Agriculture results in greenhouse gas emissions. According to the U.S. Environmental Protection Agency, total agriculture contributes about 10% of total GHG emissions (2021). Industry research shows animal agriculture represented by the U.S. dairy industry contributes 2% or less of national GHG emissions. Nevertheless, the industry is focused on this particular material impact.
Implemented Management Practices	<p>Cabot Creamery has worked to reduce emissions and energy usage in a few key areas:</p> <p>Transportation -- The company is working to reduce its greenhouse gas emissions by using less fossil fuel, prioritizing driver and dispatcher training, and utilizing technological innovation. Cabot Creamery's trucks are outfitted with energy efficient technology such as aerodynamic body modifications and low rolling resistance tires resulting in almost 20% more miles per gallon than the national average. Additionally, by equipping sleeper trucks with hybrid electric power units, the company's fleet reduced its idle time per truck by approximately 60%. All of these efforts combined result in savings of nearly 60,000 gallons of fossil fuel and decrease the company's annual greenhouse gas emissions by 5%. As a result, Cabot was awarded an EPA Environmental Merit Award in 2021.</p> <p>Renewable Energy -- Cabot has been a catalyst in pursuing circular solutions that involve renewable energy in ways that</p>

