



## 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

PROVIDED BY:

100km Foods

UPDATED AS OF:

07/17/2020

| 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   |     |    |
|   |     |    |
|   |     |    |
|   |     |    |

| 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:

100km Foods

UPDATED AS OF:

07/17/2020

|  |  |
|--|--|
| <b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>   | Environmentally Intensive Industries   |
| <b>TOPIC</b>   | Biodiversity Impact  |
| <b>SUMMARY OF ISSUE</b>  | As an agricultural company, 100km Foods operates in an industry in which biodiversity impact is a material environmental issue.  |
| <b>SIZE/SCOPE OF ISSUE</b><br>(e.g. \$ financial implication, # of individuals affected) | Approximately 98% of 100km Foods' supplier expenditures come directly from farms.  |
| <b>IMPACT ON STAKEHOLDER(S)</b>  | Agriculture poses a risk to local ecosystems of flora and fauna as well as the potential degradation of cultivated land.   |
| <b>IMPLEMENTED MGT PRACTICES</b>   | <p>100km Foods' core list of suppliers were Local Food Plus certified, which took into account things like on-farm wildlife habitat conservation as part of their holistic view of sustainable agriculture. Because that certification no longer exists, the company cannot independently verify this remains true. However, the company has long-term relationships with its farm partners, many for 12 years, and visits them up to 4 times per week over that time. Through this mechanism, little, if anything, has changed in the way of habitat preservation on these farms.</p> <p>100km Foods does not have any specific targets related to preserving or conserving biodiversity in its supply chain. The company has hosted events with its farm partners employing regenerative agriculture practices in an effort to share that knowledge with its broader supply chain as well as to better inform Chef customers about regenerative agriculture. The company does not screen for pesticide or chemical fertilizer use in its suppliers. Some supplier farms employ conventional agriculture practices and 100km Foods makes that information clear and available to its customers so they can choose the products that best suit their needs, price point, and values.</p>   |
| <b>OTHER MANAGEMENT COMMENTS</b>   | <p>Poor agricultural practices are ongoing around the world. Poor agricultural practices affect us all, including local communities, and the environment in one way or another, either through soil degradation, loss of biodiversity, loss of wildlife habitat, deforestation, etc., but our network of farms do not fall into this category. We work with local farms and the agriculture industry, which was cited as one of the examples of industries with a high potential impact on biodiversity. In the context of Ontario, local farms can have an impact on the life in the soil, on local bees and pollinators, through the use of certain pesticides as examples. Ontario farmland is well established so there is no deforestation and loss of animal habitat as a result of agriculture as there are in many places in other places. That being said, our farm network supply chain is mostly made up of small and medium sized producers employing sustainable agriculture practices, and in a few cases, regenerative agriculture practices. The foundation of our farm network were from the now defunct certifying body, Local Food Plus, which certified farms as being both local and sustainable. One of the components of that certification was on farm wildlife habitat conservation, limited use of pesticides, and a respect for the life in the soil that makes growing great food possible. Our farm network continues to reflect and practice these values.</p> |

|  |  |
|--|--|
| <b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>   | Environmentally Intensive Industries   |
| <b>TOPIC</b>   | Water Intensive Industries   |
| <b>SUMMARY OF ISSUE</b>  | As an agricultural company, 100km Foods operates in an industry that is water intensive.   |
| <b>SIZE/SCOPE OF ISSUE</b><br>(e.g. \$ financial implication, # of individuals affected) | Approximately 98% of 100km Foods' supplier expenditures come directly from farms.  |
| <b>IMPACT ON STAKEHOLDER(S)</b>  | <p>As a water intensive industry, agriculture poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.</p> <p>100km Foods suppliers do not historically operate in water stressed areas or areas of drought. Southern Ontario generally has a very good supply of fresh water and has not experienced drought in many years.</p>  |
| <b>IMPLEMENTED MGT PRACTICES</b>   | The company does not have any specific targets or objectives to reduce water use in its supply chain and does not screen or offer implementation support with suppliers to minimize water use and encourage best practices. However its core list of suppliers were all Local Food Plus certified, which is now defunct. It certified farms as being both local and sustainable by looking through a broad lens of sustainability, including water use and conservation, wildlife habitat conservation, treatment of farm workers, etc. Many of 100km suppliers employ best practices such as drip irrigation. |