

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: Luke's Lobster
 Date Submitted: 10/15/2021

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		√
Tax Advisory Services		√

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		√

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:

Luke's Lobster

UPDATED AS OF:

10/15/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Alcohol
TOPIC	Company serves alcohol products.
SUMMARY OF ISSUE	Luke's Lobster is a restaurant that earns more than 1% of revenue from the sale of alcohol.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 1.54% of Luke's Lobster's revenue was earned from the sale of alcohol
IMPACT ON STAKEHOLDERS	Alcohol may have a negative impact on the health and well-being of individuals and their communities.
IMPLEMENTED MGT PRACTICES	The company complies with all of the regulations and laws related to the sale of alcohol in the jurisdictions in which it operates. All managers and shift leaders in locations serving alcohol are TIPS/Servsafe certified. The main functions of this training are to teach how not to over-serve and ensure proper identification so minors are never served. These best practices are followed by the Luke's Lobster team.

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PROVIDED BY:

Luke's Lobster

UPDATED AS OF:

10/15/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Significant layoffs of >20% of workforce
ISSUE DATE	Spring 2020
TOPIC	Significant layoffs due to COVID-19 Pandemic.
SUMMARY OF ISSUE	Due to COVID19 Luke's Lobsters laid off a significant portion of their restaurant teams and corporate staff.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	236 employees were laid off, representing 61% of the company's employees at that time.
IMPACT ON STAKEHOLDERS	Primary impact was loss of employment for affected employees.
IMPLEMENTED MGT PRACTICES	The company assisted each individual laid off in their application for Pandemic Unemployment Insurance in their given state.
OTHER MANAGEMENT COMMENTS	<p>The company carried out layoffs in March 2020 due to lost restaurant revenues. The owners all ceased taking compensation of any kind for several months, and continue to take significantly reduced compensation to this day.</p> <p>The majority of employees that were laid off found other employment or returned to education.</p>
RELATED INCIDENTS (YES/NO)	No

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Luke's Lobster

UPDATED AS OF:

10/15/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Products and Services
TOPIC	Company involvement in seafood industry.
SUMMARY OF ISSUE	Luke's Lobster is a seafood company specializing in the sale of Lobster, Crab, Shrimp and Scallops. 88% of sales come from ingredients with MSC Certification. Shellfish such as lobster and crabs are killed on site using an electric stunner which is viewed as the best practice for the humane handling of shellfish.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	93% of company's revenues come from the sale of seafood.
IMPACT ON STAKEHOLDERS	<p>There are several social and environmental risks associated with the global seafood industry, including poor labor conditions, human rights violations, impacts on biodiversity, and impacts on ocean health. Supply chain traceability in the seafood industry can be challenging, which contributes to the continued prevalence of these issues globally. In the case of Luke's Lobster, the company holds MSC Chain of Custody Certification, and 100% of its raw materials are traceable back to the original supplier.</p> <p>The MSC certification accesses and certifies that fisheries are well managed and sustainable on the following themes: Sustainable Fish Stocks, Minimising Environmental Impact, and Effective Fisheries Management.</p>
IMPLEMENTED MGT PRACTICES	<p>The company have dedicated, trained employees whose only function is to operate the stunner for the lobsters. They also have a code of conduct for their harvesters that mandates gentle handling methods, and they provide bonuses to them based on how those gentle handling methods affect the health of the lobster.</p> <p>Luke's Lobster has 100% visibility into its supply chain and holds MSC Chain of Custody Certification at the company level for its processing plant. In addition, 75% of its cost of goods sold are MSC certified.</p> <p>In addition to these third-party certifications, Luke's Lobster has a formal supplier Code of Conduct that 100% of animal product suppliers receive and are required to adopt that includes provisions about forced labor and labor rights. The company also has formal supplier evaluation procedures that reviews suppliers to ensure that they adhere to relevant regulations and company social and environmental standards.</p> <p>The company has currently set targets to reduce the climate impact of their fishery by implementing biodiesel, energy efficiency measures, and renewable energy. Socially, they implement unique bonusing programs and give preference to cooperatives in order to return more value to fishing communities.</p>