



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: Rhino Foods

Date Submitted: 04/26/2023

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:

Rhino Foods

UPDATED AS OF:

04/26/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a food manufacturing company, Rhino Foods uses water for cooling and for thermal processes. The majority of the company's water usage is during the cleaning and sanitation processes.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The company derives 100% of their revenues from manufacturing food products. Their water consumption per unit/product manufactured is not tracked.
IMPACT ON STAKEHOLDERS	As a water intensive industry, food production poses risks such as water stress or depletion of local water sources if water use is not appropriately managed. The company sources water from the public municipal system through the City of Burlington. Burlington is not a water stressed region. The municipal supply is not stressed by Rhino's water usage.
IMPLEMENTED MGT PRACTICES	Rhino Foods has not implemented water use reduction practices because it is not a resource of concern for the company. The company pays for water from the public municipality but does not currently distinguish water usage for manufacturing processes compared to water usage throughout their facility (i.e. employee kitchens, restrooms, or drinking faucets). The company does not currently have reduction goals. The company does not assess its water footprint compared to others in the industry.



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **Rhino Foods** UPDATED AS OF: **04/26/2023**

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy Intensive Industries
SUMMARY OF ISSUE	Food manufacturing companies operate in an energy and emissions intensive industry. Rhino Foods primary energy sources include natural gas and electricity. All products are kept frozen. Freezing/refrigeration is the main contributor to the company's energy footprint.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The company derives 100% of their revenues from manufacturing food products. The company does not track energy usage per unit/product manufactured.
IMPACT ON STAKEHOLDER(S)	Industries with energy and emission intensive productions can contribute to GHG production which contributes to environmental harm. The company uses natural gas and electricity from municipal public providers. The do not operate in an energy stressed region, nor does their energy footprint stress the grids or providers from which they source.
IMPLEMENTED MGT PRACTICES	The company replaces and upgrades motors for efficiency improvements and is actively working with the local utility provider to track impacts of the improvements made. The company does not assess its energy footprint compared to others in the industry.