



## 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: Vescor Group  
Date Submitted: 10/27/2022

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:

Vescor Group

UPDATED AS OF:

10/27/2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>TOPIC</b>	Water Intensive Industries
<b>SUMMARY OF ISSUE</b>	As a food producer, Vescor Group operates in an industry that is water intensive.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	100% of Vescor Group's revenue is from the sale of food.
<b>IMPACT ON STAKEHOLDERS</b>	As a water intensive industry, food manufacturers poses risks such as water stress or depletion of local water sources if water use is not appropriately managed. Vescor Group uses water from UK municipal suppliers and not from a water stressed region.
<b>IMPLEMENTED MGT PRACTICES</b>	<ul style="list-style-type: none"><li>- Vescor Group has an implemented Environmental Management System that allows them to track their water usage.</li><li>- Vescor's practices and controlled environment allows them to use around 79% less water than traditional agriculture with a target of using 94% less water.</li></ul>



## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Vescor Group UPDATED AS OF: 10/27/2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>TOPIC</b>	Energy and Emissions Intensive Industries
<b>SUMMARY OF ISSUE</b>	As a food producer in a controlled environment, Vescor Group uses energy in their process to grow their products and therefore Vescor Group operates in an energy and emissions intensive industry.
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	100% of Vescor Group's revenue is from the sale of food.
<b>IMPACT ON STAKEHOLDERS</b>	As a energy intensive industry, food producing processes pose risks such as energy waste or overuse if this resource is not appropriately managed.
<b>IMPLEMENTED MGT PRACTICES</b>	<ul style="list-style-type: none"> <li>- Vescor Group majority uses renewable energy sources in their facilities and their largest carbon footprint contribution is employee commuting;</li> <li>- Company's Environmental Management System tracks their energy usage and emissions. They also track their heat and electrical efficiency across their operations;</li> <li>- Company's practices and operations have around 80% less carbon intensity than industry average in the UK (including Scope 1, 2 and 3 emissions).</li> </ul>



## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Vescor Group

UPDATED AS OF:

10/27/2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Significant layoffs of >20% of workforce
<b>ISSUE DATE</b>	August, 2017
<b>TOPIC</b>	Significant layoffs due to the closing of the farm facility
<b>SUMMARY OF ISSUE</b>	<p>In August 2017 the Unit 84 farm, which supplied premium salads, herbs, and microgreens to London restaurants, was closed down as part of a long-term strategy to focus on larger farms supplying to UK retailers at mass-market scale.</p> <p>As the farm was no longer in commercial production, this meant the laying off of the majority of staff.</p>
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	8 employees were laid off, representing 73% of the company's employees at that time.
<b>IMPACT ON STAKEHOLDERS</b>	Primary impact was loss of employment for affected employees.
<b>IMPLEMENTED MGT PRACTICES</b>	Affected employees were paid for 2 months beyond their notice period, and were supported in identifying and applying for new jobs. In particular, the four employees who had been hired through a local employment charity were given additional support and coaching to help them prepare for finding new jobs. All affected employees were successful in securing new positions with the 2 months after the company gave them notice