



Danone North America

Disclosure Report

Date Submitted: October 29th, 2025



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	☐	☒
Biodiversity Impacts	☐	☒
Chemicals	☐	☒
Disclosure Alcohol	☐	☒
Disclosure Firearms Weapons	☐	☒
Disclosure Mining	☐	☒
Disclosure Pornography	☐	☒
Disclosure Tobacco	☐	☒
Energy and Emissions Intensive Industries	☒	☐
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	☐	☒

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	☐	☒
Breaches of Confidential Information	☐	☒
Bribery, Fraud, or Corruption	☐	☒
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 Case A Case B	☒	☐
On-Site Fatality	☐	☒
Penalties Assessed For Environmental Issues	☒	☐
Political Contributions or International Affairs	☐	☒
Recalls	☒	☐
Significant Layoffs	☐	☒
Violation of Indigenous Peoples Rights	☐	☒
Other	☐	☒



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	☐	☒
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☒
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	☐	☒

	Yes	No
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 Case A Case B	☒	☐

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	☐	☒



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Hazardous Discharges

Issue Date	2018-2022
Topic	Reportable spills and releases from manufacturing facilities with known or potential offsite impact.
Summary of Issue	In 2019, there was a reportable spill from a Danone North America manufacturing facility located in Dallas, TX, that had an offsite environmental impact and resulted in a fine from local environmental agencies. In 2022, there was a reportable spill from a Danone North America manufacturing facility located in Salt Lake City, UT, that had a potential environmental impact and resulted in a fine from local environmental agencies.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Spills/discharges occurred at two Danone North America manufacturing facilities representing ~21% of the company's facilities by area. Total fines and penalties represented <0.0002% of the company's annual revenue.
Impact on Stakeholder(s)	The spill from the Dallas, TX facility had an actual environmental impact, resulting in a limited fish kill. As for the spill from the Salt Lake City, UT facility had a potential environmental impact, but no known environmental impacts. Neither spill resulted in known impacts to workers or the local community.
Resolution	Danone North America paid the fines and implemented remediation and preventive measures.
Implemented Management Practices	Danone North America promptly responded to mitigate the spills, conducted the necessary cleanup activities, and developed and implemented preventative processes and procedures.
Related Incidents (Yes/No)	There have been other reportable spills deemed insignificant because they were contained onsite and/or did not have any known impacts to any offsite environment, workers, or the local community.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmental Management Penalties

Issue Date	2018-2022
Topic	Environmental management issues (besides hazardous discharges) resulting in regulatory fines or penalties
Summary of Issue	In 2019, Danone North America paid a fine to local environmental agencies for exceeding its indirect wastewater discharge permit limits at its Salt Lake City, UT facility. In 2022, Danone North America paid a fine to the U.S. Environmental Protection Agency for alleged violations of hazardous waste generator requirements at its Dallas, TX facility.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	These issues and associated fines/penalties occurred at two Danone North America manufacturing facilities representing ~21% of the company's facilities by area. Total fines and penalties were immaterial representing <0.0012% of annual revenue.
Impact on Stakeholder(s)	There were no known impacts to workers, the environment, or the local communities.
Resolution	Danone North America promptly responded to mitigate the actual or alleged violations and develop and implement preventative processes and procedures.
Implemented Management Practices	Danone North America promptly responded to mitigate the actual or alleged violations and develop and implement preventative processes and procedures.
Related Incidents (Yes/No)	There have been other actual or alleged violations, primarily related to wastewater management via indirect discharge permits, deemed insignificant because they resulted in immaterial fines and/or did not have any known impacts to the environment, workers, or the local community.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Product Recalls

Issue Date	2024-2025 (updated in September 2025)
Topic	Voluntary Product Recall
Summary of Issue	Danone North America is a subsidiary of Danone S.A. and it has achieved independent B Corp certification. In the last five years, Danone North America experienced two (2) voluntary recalls: - Recall 1: In 2024, Danone US, LLC voluntarily recalled 1,305 cases of 32 oz. International Delight (ID) peppermint mocha distributed in commerce. The recall was conducted because one batch of regular product containing sugar was accidentally packed in zero sugar packaging. Most of the batch was still in Danone's control and was destroyed, but 10,794 units had been shipped, so Danone US, LLC recalled it and notified the FDA of the recall. - Recall 2: In 2025 Danone US, LLC voluntarily recalled 67,766 cases of International Delight Hazelnut and International Delight Cinnabon 32 oz bottles. The product was recalled because there was suboptimal product quality and texture issues. Danone US, LLC recalled it and notified the FDA of the recall.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	- Recall 1 entails the recall of 1,305 cases (Only 33% of the product manufactured in the given batch were distributed to commerce, all other recovered products were destroyed). - Recall 2 entails the recall of 67,766 cases. The recalls represent less than 1% of the company's production in that year.
Impact on Stakeholders	The most significant impact in the context of a food recall is always on the potential harm effect on consumers' health and safety. - In recall 1, there were no illnesses or injuries reported. - In recall 2, the company received 11 reports of alleged illness all related to gastrointestinal upset and nausea.

Implemented Management Practices	(1) Based on its investigation, to prevent future similar errors in labeling, Danone North America decided to install visual automation scanners on the roll stock of bottle labels on the production line. This automation scans the roll stock to further ensure the correct label is applied to the bottles. Additionally, the company decided to conduct additional employee training across the manufacturing process on the manual checks we have in production and to review accountability procedures. (2) In addition to carrying out the product recall, the company conducted an investigation into the matter and has implemented corrective actions to help mitigate similar issues arising in the future. The company enhanced employee training and updated processes.
Report	https://www.accessdata.fda.gov/scripts/ires/index.cfm?Product=210609 https://www.accessdata.fda.gov/scripts/ires/index.cfm?Product=212695



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Disclosure Outcomes & Penalties - Labor Issues

Issue Date	From 2018 to 2019
Topic	Labor complaints filed against Danone North America due to workplace injury and safety
Summary of Issue	January 2018: An employee complaint prompted an onsite inspection by the Virginia Department of Labor and Industry. The inspection resulted in two citations regarding the Control of Hazardous Energy. August 2018: An investigation by the Occupational Safety and Health Administration (OSHA) was initiated after an onsite industrial accident that involved a third-party contractor employed. The employee was in the process of replacing the housing on a valve cluster and was injured, requiring hospitalization. June 2019: OSHA investigation initiated after an onsite industrial accident where an employee was injured (sprayed with hot water and chemical mix when changing a gasket).
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	January 2018: The company paid a fine of \$7,900. There were no individuals affected. August 2018: Danone North America received a fine of \$7,956. There was one contractor injured. June 2019: The company received a fine of \$13,260. There was one employee injured.
Impact on Stakeholders	The labor issues reported by the company involved directly impacted two workers that were injured.
Resolution	January 2018: Informal settlement conference with abated findings and modified citation; reduced civil penalty assessed. August 2018: Informal settlement conference with abated findings and reduced civil penalty. Abatement is the correction of the safety or health hazard/violation that led to an OSHA citation. June 2019: Appealed ruling, findings abated and penalties reduced by 50%.
Implemented Management Practices	January 2018 - Procedure followed at time of accident: Danone North America reviewed the Control of Hazardous Energy Standards and

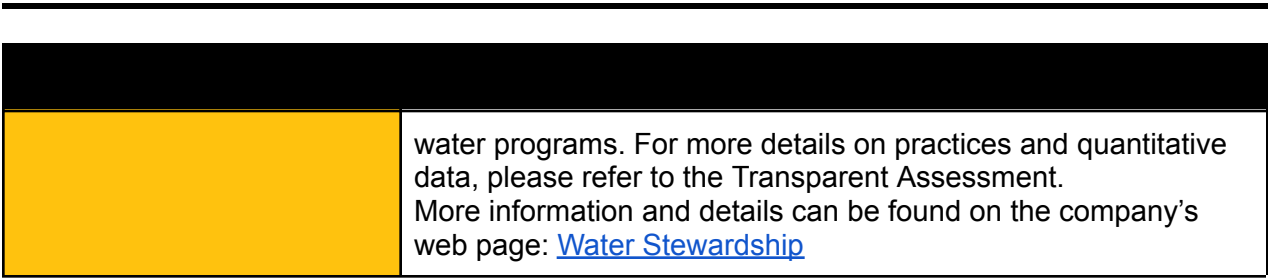
	Training programs, updating them to ensure compliance, - Financial Support and Leave: Workers injured on the job are subject to the workers compensation process. Any applicable leaves would be applied, - Corrective and Preventative Action: The two employees involved in the Control of Hazardous Energy were provided formal classroom and practical on-the-job training. August 2018 - Procedure followed at time of accident: The site performed an in-depth Root Cause Problem-Solving exercise to understand the cause of the accident and understand how to prevent future occurrences, - Financial Support and Leave: Workers injured on the job are subject to the workers compensation process. Any applicable leaves would be applied, - Corrective and Preventative Action: Several modifications (improvements) were made to the Contractor Safety Procedure to reduce similar risks. June 2019 - Procedure followed at time of accident: The company investigated the causes of the incident and shared with the Danone North America Health and Safety Network, - Financial Support and Leave: Workers injured on the job are subject to the workers compensation process. Any applicable leaves would be applied, - Corrective and Preventative Action: Line Break Permit process developed and implemented, requires risk assessment and control measure implementation. Created and trained employees and verified processes via audit process.
Report	OSHA Inspection (January 2018), OSHA Inspection (August 2018), OSHA opens investigation into The Dannon Co. injury - Sidney Daily News OSHA Inspection (June 2019)
Related Incidents (Yes/No)	No.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries

Topic	Water Intensive Industries
Summary of Issue	As a producer of dairy and plant-based products, Danone US, LLC operates in a water intensive industry, as defined by B Lab. Aspects of the industry as defined by B Lab that make it water intensive include the heating, cooling, washing, and cleaning activities during the production process.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 100% of the company's revenue was earned from the sale of food and beverages.
Impact on Stakeholders	As defined by B Lab, water-intensive industries like food and beverage manufacturing poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.
Implemented Management Practices	- Danone US, LLC is an indirect subsidiary of global parent company, Danone SA. Under Danone SA's 'One Planet. One Health' signature, Danone SA embraces the responsibilities and leverages its reach as a force for good – working towards preserving water resources, driving water circularity, and providing safe drinking water. The water stewardship at Danone SA includes three scopes – scope 1 of factory, scope 2 of operational watershed, and scope 3 of sourcing watershed. Scope 3 accounts for the major water footprint in Danone, as it includes water usage in agriculture. - Water is a key part of the company's global sustainability strategy, Danone Impact Journey. As part its roadmap, Danone SA has set targets for reducing its water footprint: • Scope 1 – by implementing a 4R approach (reduce, reuse, recycle, reclaim) in 100% of the production sites by 2030. • Scope 2 – by implementing in highly water-stressed areas, watershed preservation and restoration plans by 2030. • Scope 3 – by driving water footprint reduction across the value chain. - Danone SA has several tools to measure its water footprint and guide its water preservation action, including, Water Risk Assessment, Water Footprint Assessment, WWF Water Risk Filter, and an internal tool called Spring 2030. - Danone SA also uses an internal reporting tool for sustainability metrics - Greentrack- deployed in each Business Unit worldwide to track water consumption and efficiency of its

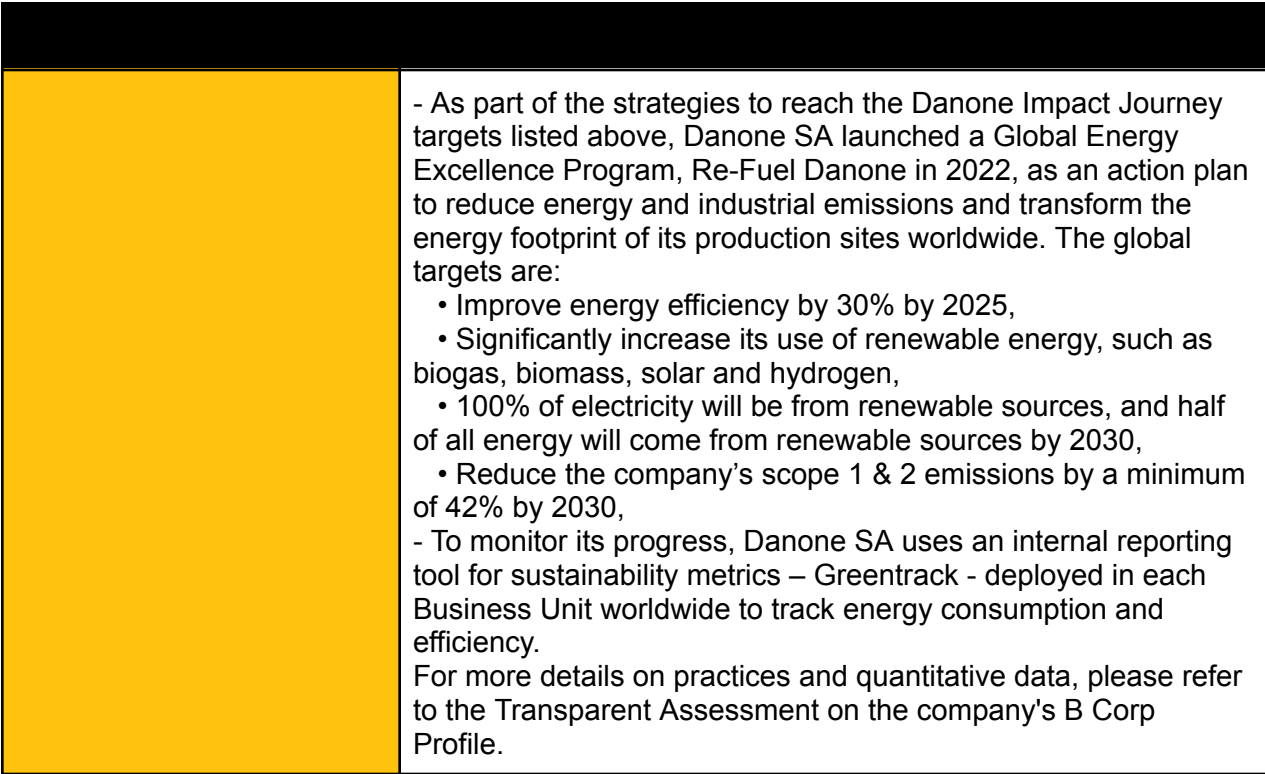




Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries

Topic	Energy and Emissions Intensive Industries
Summary of Issue	As a producer of dairy and plant-based products, Danone US, LLC operates in an energy and emissions intensive industry, as defined by B Lab.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	- In the previous fiscal year, 100% of the Danone US' revenue was earned from the sale of food and beverages, - Danone SA's (the parent company) main contributor to the carbon footprint is milk, which accounts for 36% of the overall emissions. The energy and industrial operations account only for 5% of Danone SA's total emissions.
Impact on Stakeholders	As defined by B Lab, Energy intensive activities like food and beverage manufacturing, pose an environmental risk due to the emissions produced by such energy use. The extent of environmental impact is dependent on the energy sources utilised and management practices in place to manage energy use.
Implemented Management Practices	- Danone US, LLC is an indirect subsidiary of the global parent company Danone SA, therefore it abides by Danone's Climate Action and Danone Climate Transition Plan. - Danone SA has a global ambition to help lead an industry-wide transition to a low-carbon economy, and Danone US operations play a critical role in that ambition. In 2015, Danone SA started engaging in climate change following the Paris Agreement. The company published the Climate Policy and set 1.5° reduction targets for 2030, officially approved by the Science Based Target Initiative (SBTi) in 2022. Danone SA has committed to reducing emissions through strategic programs and has a global ambition in line with the Science-Based Targets initiative and committing to net zero emissions by 2050 (the company is in the process of validating its long-term SBTi targets), - Energy & Emissions are also a key part of the company's global sustainability strategy, Danone Impact Journey. Danone SA's global targets on climate are: • Reduce its GHG footprint by 2030, in line with what science says is required to limit warming 1.5°C, • Achieve 30% reduction in methane emissions from fresh milk by 2030, • 30% improvement in energy efficiency by 2025, • Achieve net zero emissions by 2050.





Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation

Issue Date	Ongoing
Topic	Pending lawsuit related to environmental matters - recyclability claims.
Summary of Issue	In 2020, a lawsuit was filed against Danone US and multiple other manufacturers by environmental group Earth Island Institute , challenging the manufacturers' labeling of products as recyclable and alleging plastic pollution in California. The original complaint did not identify specific Danone products. In October 2023, following the court's order on the manufacturer Defendants' motion to dismiss the original complaint and the dismissal of the majority of Plaintiffs' claims, Plaintiffs filed an amended complaint which identifies some Danone products. The defendants have filed a motion to dismiss the amended complaint on multiple grounds, and that motion is pending before the court.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	While Danone vigorously denies the allegations in the complaint and any liability for Earth Island's alleged damages, the lawsuit seeks significant monetary and injunctive relief and has garnered some media coverage.
Impact on Stakeholders	The lawsuit alleges that consumers were misled by use of the chasing arrows recycling symbol on product packaging and contributed to marine plastic pollution. Danone vigorously denies these claims.
Resolution	This matter is ongoing.
Report	https://www.govinfo.gov/app/details/USCOURTS-cand-4_20-cv-02212
Other Management Comments	The company shared the following regarding this litigation: <i>"Danone denies the allegations in the lawsuit. Nevertheless, Danone remains committed to improving recycling infrastructure through appropriate extended producer responsibility (EPR) programs. As part of these efforts, Danone was a founding member of the Circular Action Alliance (CAA), which is the nonprofit that will serve</i>



	<i>as the Producer Responsibility Organization (PRO) that will administer Colorado and California EPR programs. Danone is also a founding member of Sustainable Food Policy Alliance, where it has actively promoted EPR legislation in Colorado, New York, and Tennessee."</i>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Labor Litigation

Issue Date	6/31/2021
Topic	Class action regarding wage and hour claims
Summary of Issue	On June 3, 2021 Danone North America received Private Attorneys General Act (PAGA) notice of class action wage and hour claim from plaintiff alleging a variety of wage and hour violations (missed meal breaks, failure to pay reporting time, inaccurate wage statements, rounding errors, no seats, failure to pay for temperature screens and failure to include incentive compensation in Regular Rate).
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Employee plaintiff filed on behalf of approximately 360 hourly employees who report to the City of Industries plant over a 4 year period.
Impact on Stakeholders	The primary impact related to labor litigation might be a financial impact on former employees and employees.
Resolution	The case was settled without any fines or sanctions.
Implemented Management Practices	Danone continues to monitor its pay practices to promote accurate and timely payment of wages.
Related Incidents (Yes/No)	No.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other disclosure practices

Issue Date	November 20th, 2023
Topic	Allegations of disrespect to Animal Welfare on Horizon Organic's milk supplier.
Summary of Issue	Horizon Organic Dairy was a wholly owned subsidiary of Danone North America for the duration of the reporting period in the B Impact Assessment (2022 FY), and therefore was included in scope of their assessment for recertification. In April 2024, Platinum Equity announced that the acquisition of a majority interest in Horizon Organic from Danone had been completed. Danone North America will continue to own a minority interest in the legal entity. During the verification process, Media coverage was discovered which shows a letter sent by People for the Ethical Treatment of Animals (PETA) alleging animal welfare issues at a farm that supplies to Horizon Organic Dairy, from whom Danone North America buys organic milk. As the claim was made within the years under Danone North America's ownership, B Lab must assess the case linked to Horizon Organic Dairy as part of Danone North America's recertification.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Danone North America shared that this was an isolated matter on a single third party organic dairy farm. At the time of the incident, approximately 1 % of direct supplier expenses were related to the farm in question.
Impact on Stakeholders	If animal welfare practices are not properly documented, implemented and monitored, Dairy farms may present a risk of causing cows physical pain, psychological distress, suffering, reduction of animal's quality of life in other ways, and/or death.
Resolution	As soon as Danone North America became aware of the allegations, the first step was immediate suspension of milk intake from the farm and deployment of a thorough review of the farm documentation and records, and at least 3 visits to the farm that resulted into a 10-point plan. After verifying satisfactory progress to the 10-point plan and recertification from VALIDUS and FARM (National Dairy Farmers Assuring Responsible Management), Danone reinstated milk sourcing on a 12-month probationary basis. This probation period includes both ongoing mandatory independent and Danone farm audits. Internally

	Danone deployed full communication steps with specific updates to all stakeholders and immediate engagement with our consumers via social and e-mail to answer questions.
Implemented Management Practices	Danone North America shared that have taken the allegations seriously and moved quickly to take the appropriate actions. The company immediately suspended all sourcing of milk from this farm, pending a full investigation. Since then, four different investigations have been conducted on the farm. Three of the four investigations were led by independent third-party experts, and the fourth by Danone. The company has worked with urgency, together with a new farm management and oversight team, to agree and implement immediate and specific actions to improve the care of the animals. These remedial actions have been verified, on farm, by Danone's team. With these improvements, Danone North America reinstated milk sourcing, on a 12-month probationary basis. This probation period includes both ongoing mandatory independent and Danone farm audits. Horizon Organic released a public update to the recent animal welfare issue on its webpage regarding cow care. Danone North America expects all of its suppliers to always uphold Danone's high standards of animal welfare and quality. Under Danone US LLC's Responsible Sourcing Policy, all the company's suppliers are required to adhere to the company's Sustainability Business Principles, by signing a formal contract. All Danone subsidiaries partners have to sign the group's Code of Conduct for Business Partners. To monitor compliance with these principles, the company has an internal to assess supplier performance and, when necessary, ensure corrective actions are taken. For organic dairy producers, the company requires an animal welfare audit either performed by a third party or an internal auditing team in addition to participating in the FARM animal welfare program.
Report	Media coverage: - Horizon Organic Suspends Supplier Following Reports of Cows Stuck in Fecal Soup, Dying in Doves Company's public policies: - DANONE ETHICS LINE WHISTLEBLOWING STATEMENT - Integrity Policy

Management Comments	<i>"Danone is committed to transparency and continuous improvement within our supply chain to address social risks in a responsible manner. In addition to rigorous internal processes, Danone has a whistleblower hotline where we accept anonymous, protected reports from any stakeholders pertaining to our own business or our suppliers. We also monitor news pertaining to our supplier sites to be aware of any reports of bad practices. We take received reports seriously, and in most instances require urgent on-site audits to identify and correct any issues that are raised to our attention."</i> <i>"We believe that fostering a culture of care is critical to maintaining good animal welfare. We are continuing to assess our animal welfare program and want to work with farms to help create this culture of care".</i>
Related Incidents (Yes/No)	No.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other Disclosure Industries

Issue Date	August 2021
Topic	Non-renewal of milk purchasing agreements with organic farms in New York, Vermont, Maine, and New Hampshire
Summary of Issue	Danone US, LLC communicated that they would not renew contracts with 89 suppliers consisting of small organic dairy farms in the US North East, and offered the impacted farmers an option to enter into new contracts until August 2022 (as of December 2021, Danone US, LLC offered to extend the term of the new contract from August 2022 to February 2023).
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	At the time of farmer contract cancellation, Danone US, LLC sourced from about 600 US farms and 89 farmers were impacted by the decision.
Impact on Stakeholders	At the time of cancellation, 89 farms needed to find a new buyer for their milk before the expiry of their contract and could suffer loss of revenue if they were unable to. Furthermore these farms were operating in a local eco-system consisting of local veterinarians, feed and farm suppliers etc, who could have also been impacted. The impact on each of the 89 farmers varied depending on the specific situation of their farm.
Implemented Management Practices	Danone US, LLC has taken the following steps to help mitigate the impacts of the decision for farmers, animals and the communities impacted: 1) Danone US, LLC provided the impacted farms an option to enter into an 18-month contract with the same pricing, premiums, and other terms (substantially exceeding both contractual and statutory notice requirements for non-renewals) in order to help and provide adequate time for impacted farmers to find a new buyer or path forward that is right for the individual needs of each farm. 2) During the 6 months after noticing the affected Northeast farmers, Danone US, LLC provided a transition payment. This transition payment was additional dollars per hundredweight on top of the price Danone US, LLC paid for organic milk. 3) Danone US, LLC offered consulting services to each impacted farm in partnership with a third-party company. This was completely voluntary and came at no-cost to the farmers. 4) At the time of contract notice, Danone US, LLC expected to maintain approximately 500 USDA Organic Standard farms

	across the US. Around the time of these notices, Danone US, LLC onboarded more than 50 small family farms that were closer to [with routes within 300 miles] the company's manufacturing footprint. This was also consistent with Danone US, LLC's expectation to sustain the 25% baseline volume of milk sourced from small farms. 5) Danone US, LLC contributed \$500,000 to the nonprofit The Organic Center which then leveraged our money with federal funds to create grants to support organic farming and particular dairy in the Northeast.
Report	Media coverage identified: - Nearly 90 Northeast Organic Dairy Farms To Lose Their Market (Aug. 2021), - Demand Danone/Horizon Stand with Northeast Organic Dairy Farmers, - Danone Abandons Organic Farmers - Upstate Dairy Farms Are Facing an Uncertain Future (Oct. 2021) - Upstate organic dairy farms facing crisis as key contract ending (Sep. 2021) - Danone North America Ignores Specific Requests to help the 89 Dropped Organic Dairy Farm Families - With Danone Cutting the Contracts of 89 Small Organic Dairy Farmers, B Corp has Made a Decision About the Company's Certification Status (Oct. 2021).
Related Incidents (Yes/No)	From 2018 to 2019 Danone US, LLC issued non-renewals to 25 farmers in the Pacific Northwest due to similar transportation and logistical issues cited above.