



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: Earth Animal
 Date Submitted: 27 Sep 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: **Earth Animal** UPDATED AS OF: **27 Sep 2022**

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|--|--|
| DISCLOSURE QUESTIONNAIRE CATEGORY | Animal Testing |
| TOPIC | Company tests their pet food for digestibility and palatability. |
| SUMMARY OF ISSUE | Earth Animal is a US-based company that produces and sells veterinarian-formulated dog foods, pet treats, pet remedies, and supplements for both dogs and cats. In partnership with veterinarian clinics, the company conducts non-invasive digestibility and palatability tests on animals. This process is not legally required by local or national regulation, the company undertakes this process in aid of production and marketing standpoint. Testing involves feedings dogs their products in regular quantities and measuring analysis through animal preference (on preference tests - palatability) and fecal outputs (for digestibility tests). |
| SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected) | Earth Animal runs palatability, digestibility and longevity tests for the products it produces. These represent about 90% of the company's annual revenue. |
| IMPACT ON STAKEHOLDERS | Animal testing and experimentation is widely used to develop new products and to test the safety of other products. Many of these experiments can cause pain to the animals involved or reduce their quality of life in other ways. The company does not partake in any invasive procedures with their animals, thus, minimizing the discomfort to the animals. |
| IMPLEMENTED MGT PRACTICES | <p>Earth Animal has a public Animal Welfare Framework where the company states respecting the Five Freedoms of Animal Welfare, committing to making sure that animals have a good life and that a good life requires good nutrition, good environment, good health, good behavior, and good mental state,</p> <ul style="list-style-type: none"> - The company conducts testing for its own products. The external products are not tested on animals, but rather tested in a simulated environment, without the animal present (ie – flea/tick collar), - The tests conducted by the company are the following: preference (determining which flavors dogs choose when presented with options), palatability (determining if the dog enjoys the flavor enough to keep chewing), digestibility, and longevity (how long it takes the dog to chew it). These all happen in a free-range environment with no forced behavior or laboratory involvement. - Earth Animal conducts in-home tests with pet parents (which represents 75% of the company's tests) as well as testing on a facility located at a farm (which represents 25% of the testing), - The company has a partnership with this facility located on a farm. This facility has a formal Animal Welfare Statement where it states conducting only non-invasive tests on the animals (cats and dogs). At this farm, the animals receive routine veterinarian care where the professionals monitor the animals' health, - The company conducts in-house testing with consumers who own pets. For preference tests, that determine pet preference between samples, pet owners presented the samples to their animals and registered the results that were analyzed by a specialized company. Digestibility tests are conducted in-home with a panel of owners and their pet dogs. The dog feed is tested for acceptability, feed efficiency, mass balance, and stool quality. Owners are trained to feed their pets exclusively the test dog food, excluding all other foods, treats and table scraps from their diets during the full-test period. Owners also have to observe their pets' behavior. Pet owners collect their pet's feces on a daily basis and submit the materials for laboratory analysis. |
| REPORT | Company's Animal Welfare Statement: https://earthanimal.com/wp-content/uploads/2022/08/Branded-Animal-Welfare-Framework_3.22-2.pdf |
| OTHER MGT COMMENTS | As a health and wellness company, Earth Animal stated being committed to guaranteeing that all animals impacted by the business have a good life. This is shown on the company's Animal Welfare Framework. To that end, the only tests conducted by the company are non-invasive. It does not conduct laboratory experiments with any animals. |