



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: La Fourche SAS
 Date Submitted: 07/19/2022

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: La Fourche SAS UPDATED AS OF: 07/19/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Recalls
ISSUE DATE	November 2020
TOPIC	Recalls due to supplier contamination
SUMMARY OF ISSUE	La Fourche has had a recall in 2020 due to issues with supplied products. Ethylene oxide was detected in some raw materials imported from India.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	199 product units were included in the recall. About 7000 customers purchased an affected product. In 2020, 0.29% of the company's turnover came from the product that had a batch affected by the recall.
IMPACT ON STAKEHOLDERS	Ethylene oxide is a pesticide forbidden in Europe therefore EU regulations asked the recall of all the products containing any materials contaminated by this pesticide (both organic and non-organic products). Long-term exposure to ethylene oxide increases the risk of cancer. No illnesses were reported.
IMPLEMENTED MGT PRACTICES	La Fourche removed all the concerned products from their stock as soon as they received a notification from one of their suppliers. All consumers were informed about the issue, both by email and through a dedicated page on the company's website (https://lafourche.fr/pages/rappels-produits). La Fourche's suppliers were asked to provide documents of conformity of the products containing raw materials from India, where the presence of this pesticide was identified in many products in 2020. They also implemented a control plan with an accredited laboratory. All the bulk and private label products are analysed at least once a year for pesticides and especially ethylene oxide. Moreover, La Fourche make sure that their suppliers are compliant with regulations and have implemented a solid control plan to ensure products conformity.
OTHER MANAGEMENT COMMENTS	La Fourche is currently writing a procedure which stipulates all the requirements a supplier needs to meet to be registered at La Fourche. They plan to review all the requirements at least once a year to make sure their suppliers maintain an acceptable level of compliance.
RELATED INCIDENTS	<p>A Tea Tree essential oil was recalled in November 2019 because of a mislabeling problem.</p> <p>Tea Tree essential oil bottles were filled up with another essential oil: clove leaf essential oil. There is no risk to people health as the dosage (the frequency and amount) of clove leaf essential oil is the same as the tea tree and contains no allergens. The recall did not present any risks to customers.</p>



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

La Fourche SAS

UPDATED AS OF:

07/19/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Alcohol
TOPIC	Company sells alcohol products
SUMMARY OF ISSUE	La Fourche is a online retailer that earns a material amount of reveue from the sale of alcohol.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 1.8% of La Fourche'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	<p>La Fourche complies with French law andincludes has a mandatory text and warnings at the very bottom of its website and on all alcohol product descriptions, we provide a mandatory warning. Further, the CEO has completed an alcohol safety training course and the company has an alcohol sales license.</p> <p>As the company is an online retailer, there are no employees involved directly in the sale of alcohol.</p> <p>The company does not currently have a process to ask their age to its customers. However, this process is being explored by the company's Product and Tech Team to ensure the age of users prior to the purchase of alcohol.</p>
OTHER MANAGEMENT COMMENTS	N/A