



Bonduelle Eurasia Markets

Disclosure Report

Date Submitted: September 16th, 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.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

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 of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chemicals	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input checked="" type="checkbox"/>	<input type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Practices

	Yes	No
<p>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."</p>		
Animal Testing	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<u>Facilities located in sensitive ecosystems</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Supply Chain Disclosures

	Yes	No
<p>Please indicate if any of the following statements are true regarding your company's significant suppliers.</p>		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Biodiversity Impact

Issue Date	Ongoing
Topic	Biodiversity impact
Summary of Issue	<p>Bonduelle Eurasia Markets is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster is part of Bonduelle's group certification, and includes 1 assessment (BIA) with operations in Russia and Kazakhstan.</p> <p>1- Bonduelle Russia (Corporate office, 3 manufacturing plants, 2 agricultural farms) & Bonduelle Kazakhstan (Corporate office).</p> <p>As an agro-food company, the company depends directly on agricultural input, and therefore operates in an industry in which biodiversity impact is a material environmental issue.</p> <p>Bonduelle Russia manages manufacturing activities for canned and frozen vegetables, as well as agricultural activities for growing vegetables as raw materials input for its own production. On the company's fields, there is the presence of regional melioration forest belts and natural landscape ecosystems nearby: gullies, rivers, ravines, and groves. Forest belts are protected by law, and there are hunting grounds for public use on the territory of the farms, which means maintaining the natural eco-environment in the required condition.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Approximately 24% of the company's material input comes directly from farms.
Impact on Stakeholders	Conventional agriculture poses a risk to local ecosystems of flora and fauna, as well as the potential degradation of cultivated land.
Implemented Management Practices	<p>Bonduelle has taken concrete steps to address its biodiversity footprint, particularly through its Regenerative Agriculture Roadmap:</p> <ul style="list-style-type: none"> • Pollinator Protection Plans deployed across cultivated

	<p>surfaces, with a target of 100% coverage by 2030</p> <ul style="list-style-type: none">• Reduction of chemical inputs and substitution with biological alternatives• Promotion of cover crops, reduced tillage, and crop diversification• Soil health monitoring• Training programs to support partner farmers in adopting agroecological practices <p>These actions are supported by internal KPIs and partnerships with external stakeholders and experts.</p>
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Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Chemical Intensive Industries

Issue Date	Ongoing
Topic	Chemical Intensive Industries
Summary of Issue	<p>Bonduelle Eurasia Markets is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster is part of Bonduelle's group certification, and includes 1 assessment (BIA) with operations in Russia and Kazakhstan.</p> <p>1- Bonduelle Russia (Corporate office, 3 manufacturing plants, 2 agricultural farms) & Bonduelle Kazakhstan (Corporate office).</p> <p>As a company that manages agricultural processes directly, Bonduelle uses agricultural crop protection products such as Fungicides, Insecticides, and Herbicides in its agricultural farms. Dosage is made in g/ha depending on the crop and product.</p> <p>The handling of agricultural crop protection products is regulated by the state and recorded in the Federal information system. The company complies with all requirements has the following practices in place:</p> <ul style="list-style-type: none"> • 100% of used empty containers from agricultural crop protection products are handed over to a specialised company for correct disposal. • All chemical manipulations are recorded. • The introduction of chemical products is carried out in compliance with all requirements and safety standards. • Dosage control is carried out at several stages by the relevant staff. • All movements of agricultural crop protection products are recorded in the Federal information systems.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the last fiscal year (2023/2024), 98.9% of the company's agricultural farms use chemical crop protection.
Impact on Stakeholders	The primary potential impacts of chemical use in agriculture are

	<p>the potential negative effects on the environment and health impacts on workers and consumers exposed to chemical ingredients.</p> <p>Risks to workers exposed to chemical ingredients are mitigated through appropriate controls, such as the use of Personal Protection Equipment (PPE), regulated dosing, and mandatory training.</p>
Implemented Management Practices	<p>The company uses biological analogues of chemical products where these analogues are available. Moreover, 110 hectares (1.1%) of the company's agriculture fields are certified for organic production, where chemicals have not been used for over 7 years.</p> <p>The company applies the following practices in order to reduce chemical input on its fields:</p> <ul style="list-style-type: none">• Combining chemical methods with agrotechnical (crop rotation, soil cultivation) and biological (use of entomophages) methods to reach maximum efficiency and minimise negative impact on the environment.• Use of cover crops (weed suppression, improving soil fertility and biodiversity).• Optimisation of the use of crop protection products. The actual needs for agricultural crop protection products processing are monitored. Quantities and terms are regulated depending on the degree of damage strictly within the permissible limits.• Pollinator protection schemes by interacting with local apiaries to eliminate the risk of bee death during treatments by agricultural crop protection products.• Improving the safety of crop protection products use (mandatory training for agro specialists, compliance with safety standards, and use of personal protective equipment).

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Energy Intensive Industries

Topic	Energy Intensive Industries
Summary of Issue	<p>Bonduelle Eurasia Markets is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster is part of Bonduelle's group certification, and includes 1 assessment (BIA) with operations in Russia and Kazakhstan.</p> <p>1- Bonduelle Russia (Corporate office, 3 manufacturing plants, 2 agricultural farms) & Bonduelle Kazakhstan (Corporate office).</p> <p>As a company that manages agricultural and industrial processes, Bonduelle operates in an industry in which energy use is a material environmental issue.</p> <p>The company utilises a mix of energy sources, such as electricity from the grid (67%), natural gas (26%), propane (7%), and a small portion of solar electricity (~1%).</p> <p>The company's primary contributors to their carbon footprint are identified within Scope 1 & Scope 2. Scope 1 & 2: These include direct and indirect emissions from industrial operations and agricultural production, while scope 3 encompasses emissions from product end-of-life, upstream agriculture, packaging, and industrial processes.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the last fiscal year (2023/2024), 100% of revenues were derived from the sale of food products.</p> <p>In the last fiscal year, the total energy consumption for the manufacturing sites was 29,113.2 GJ.</p>
Impact on Stakeholders	<p>Energy-intensive activities, such as agricultural and industrial processes, pose an environmental risk due to the related emissions derived from energy use.</p> <p>The extent of environmental impact is dependent on the energy sources utilised and the management practices in place to manage energy use.</p>

Implemented Management Practices	<p>Bonduelle is committed to near-term science-based targets (SBTi) for carbon reduction, and its detailed carbon intensity data is aligned with these targets, in order to meet its sustainability goals (more details in the company's Sustainability report linked below).</p> <p>Each site has specific energy targets aligned with its overall carbon reduction trajectory. In addition, the company has dedicated energy managers responsible for implementing action plans and investing in energy efficiency projects.</p> <p>Bonduelle at the group level has a reduction target of 38% Scopes 1 and 2 greenhouse gas (GHG) emissions by 2035 (absolute), which is validated by SBTi.</p> <p>As of now, the company has not conducted any benchmarking assessments to evaluate its energy usage or management performance in comparison to others in the sector.</p>
Report	Sustainability report (2023/2024)

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Water Intensive Industries

Issue Date	Ongoing
Topic	Water Intensive Industries
Summary of Issue	<p>Bonduelle Eurasia Markets is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster is part of Bonduelle's group certification, and includes 1 assessment (BIA) with operations in Russia and Kazakhstan.</p> <p>1- Bonduelle Russia (Corporate office, 3 manufacturing plants, 2 agricultural farms) & Bonduelle Kazakhstan (Corporate office).</p> <p>As a company that manages agricultural and industrial processes, Bonduelle operates in an industry in which water use is a material environmental issue.</p> <p>Industrial production</p> <p>At Bonduelle plants, water is used as an ingredient in the finished product (liquids and sauces) and in manufacturing processes as a way of transporting and transferring heat or cold, and to clean vegetables and production lines. As water sources, the company utilises wells (manufacturing plants in the Krasnodar region) and utility water supply (plant in the Kaluga region).</p> <p>Agro production</p> <p>In the company's farms, water is used for irrigation of the crops' production fields. The company utilises its own water extraction from the river and reservoir for agricultural purposes and well water for technical use.</p> <p>The company operates two (2) manufacturing plants and two (2) agricultural farms in the Krasnodar region, an area of low/medium water stress. The remaining two (2) manufacturing plants are located in Kaluga and Belgorod regions, areas of medium/high and high water stress, respectively.</p>

	The company continuously monitors consumption and adheres to regulatory requirements, including during periods of droughts and low groundwater levels.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the last fiscal year (2023/2024), 100% of revenues were derived from the sale of food products.</p> <p>In the last fiscal year, the company's total water consumption was 28,627,340m³.</p>
Impact on Stakeholders	<p>As a water-intensive industry, agricultural and industrial processes pose risks such as water stress or depletion of local water sources if the water used is not appropriately managed.</p> <p>The main stakeholders affected are other water users in the regions of operation, such as local water authorities & regulators, residents, other industrial plants, farmers, and the local biodiversity.</p>
Implemented Management Practices	<p>To manage their water intensity, the company has set reduction targets at both the group and entity levels (see CSR report link below for more details). Specifically, the company aims for a 30% reduction in water usage at the group level and a 35% reduction in water intensity (m³/tfp) by 2035 compared to 2020 levels.</p> <p>In agro production, Bonduelle determines the rational use of resources. The company implements practices to reduce water use: monitoring water consumption, soil moisture sensors, and weather stations for optimal irrigation.</p> <p>Regarding the intake of water from the river or reservoir, the company operates in accordance with authorisations and limits provided by local authorities.</p> <p>The use of water in the field is regulated by the needs of specific crops, depending on rain, the development phase, the moisture reserves in the soil, the weather forecast, etc. The total volume of consumption depends on crop rotation, sowing dates, precipitation during the growing season, and moisture reserves before sowing, etc.</p> <p>As of now, the company has not conducted any benchmarking assessments to evaluate its water usage or management performance in comparison to others in the sector.</p>
Report	Sustainability report (2023/2024)

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation, Arbitration, and/or Penalties

Issue Date	2022
Topic	Labour litigation related to occupational safety
Summary of Issue	<p>Bonduelle Eurasia Markets is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster is part of Bonduelle's group certification, and includes 1 assessment (BIA) with operations in Russia and Kazakhstan.</p> <p>1- Bonduelle Russia (Corporate office, 3 manufacturing plants, 2 agricultural farms) & Bonduelle Kazakhstan (Corporate office).</p> <p>An accident involving a trainee in the Shebekino plant (Belgorod) on 10 September 10th 2021. The trainee put her hand into the mechanism to fix the problem, suffering a minor hand injury. According to the standard operating procedure, the trainee was supposed to be under supervision, but was alone at the time of the accident.</p> <p>Following the accident, the employee filed a claim for compensation for moral damages in the amount of 300,000 rubles and medical expenses of 4,504 rubles in connection with the accident.</p> <p>The legal dispute was about the amount of compensation (the company did not dispute its guilt).</p> <p>According to the Court Decision of November 30, 2022, compensation was paid to the employee.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	1 employee & 1 labour litigation in the last five years.
Impact on Stakeholders	The main stakeholder affected is the company's employee who suffered physical harm due to a lack of appropriate Health & Safety measures and compliance.
Resolution	The Court Decision of November 30, 2022, established to pay a compensation of 300,000 rubles for moral damage to the employee.

Management Practices	The shift supervisor was reprimanded for the incident. To prevent such accidents, mechanical protective devices were installed on the conveyors, eliminating the possibility of entering dangerous zones.
Related Incidents	No

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other disclosures

Issue Date	2022 - 2023
Topic	Negative News (the company is the target of misinformation)
Summary of Issue	<p>During 2022-2023, Bonduelle Group was the target of a misinformation and destabilisation campaign. Specifically, the group's operations in Russia were targeted as a sponsor of the Russian army in the Russian-Ukrainian conflict through food donations. The group has formally denied this misleading information in two (2) press releases.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The company is directly implicated in the false claims and is the key affected stakeholder.
Impact on Stakeholders	The spread of misinformation online has become a severe threat to the general mass public. Information that is fake or misleading and spreads unintentionally is known as misinformation. Prior research on misinformation in social media and online has highlighted various characteristics of misinformation and interventions thereof in different contexts. The issue of misinformation has become dominant with the rise of social media, attracting scholarly attention. The word 'misinformation' was listed as one of the global risks by the World Economic Forum.
Resolution	The company has released a public statement on the issue.
Implemented Management Practices	The company has refuted the claims. For further details, please see the company's public statement on the matter linked below.
Report	Bonduelle's public statement
Related Incidents (Yes/No)	No

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Facilities located in sensitive ecosystems

Issue Date	Ongoing
Topic	The company has agricultural fields located on the site of archaeological importance.
Summary of Issue	<p>Bonduelle Eurasia Markets is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster is part of Bonduelle's group certification, and includes 1 assessment (BIA) with operations in Russia and Kazakhstan.</p> <p>1- Bonduelle Russia (Corporate office, 3 manufacturing plants, 2 agricultural farms) & Bonduelle Kazakhstan (Corporate office).</p> <p>There are archaeological (burial) mounds on the Bonduelle farms' territory located in the Krasnodar region that are protected by the state. These archaeological (burial) mounds are objects of historical and cultural heritage of regional and local significance of the Krasnodar Region. Therefore, any land works (except agriculture-related activities) require preliminary approval by authorities to exclude the risk of damaging the burial mounds.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>Within 10,000 ha cultivated, there are approximately. 231 ha (~2%) with archaeological mounds:</p> <ul style="list-style-type: none"> • On a land plot of 3,133 hectares, there are 21 archaeological monuments (a total area of approx. 157 hectares). • On a land plot of 2,869 hectares, there are 10 archaeological monuments and 3 burial mounds with a protection zone on the land plot (a total area of approximately 74.8 hectares).
Impact on Stakeholders	Impact and damage to protected archaeological sites has a wide-ranging impact that affects a variety of stakeholders. The effects can be cultural, economic, scientific, and social, including archaeologists and the scientific community, local

	communities, government agencies and cultural heritage authorities, the local tourism industry, and current and future generations.
Implemented Management Practices	<p>In the Krasnodar region, burial mounds are objects of archaeological heritage and are protected by law.</p> <p>Despite not having restrictions for soil cultivation, before carrying out any work near or on the territory of burial mounds, Bonduelle has to obtain permits from authorised bodies.</p> <p>Any construction or repair works can only be realised after approval by the archaeological state body.</p>