



**Abiocom**

Disclosure Report  
Date Submitted: July 10th, 2024



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## 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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" 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"/>
<a href="#">Recalls</a>	<input checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>



## 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	<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"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" 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"/>
<a href="#">Other</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

## 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	<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: Recalls

<b>Issue Date</b>	November 2021
<b>Topic</b>	Recalls of food supplements due to contamination with Ethylene Oxide (ETO)
<b>Summary of Issue</b>	<p>The company is involved in the manufacturing and sale of certified organic and natural-origin products, including supplements and cosmetics. Abicom had to recall certain batches of supplements due to contamination with Ethylene oxide (ETO). These batches contained ingredients with ETO levels higher than the maximum regulatory limit of 0.05 mg/kg within the EU Regulation No. 396/2005. After conducting laboratory analyses, the Belgian food safety authority informed all member countries of the EU through the European Union Rapid Alert System. As a result, all countries, including France, were required to withdraw and recall all batches of supplements that did not comply with the analysis results.</p> <p>The company reported the contaminated ingredients in their final products to the French Population Protection Department (DDPP), which registered the product recall on the official government website. The company's customers were informed and asked to withdraw the product from sale and provide information about their remaining stock. A monitoring table was set up between the Sales Administration department and the Quality department to track product returns by customers and ensure the recall of all affected products.</p>
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	All affected batches have been withdrawn and recalled. The total revenue lost due to the recalled products in 2021 is 1,06%. The following is a breakdown of the cost of each recalled product: All vegetable charcoal, Organic hepato complex, Anti-hair loss complex, and Organic anti-stress complex.
<b>Impact on Stakeholders</b>	At the moment of the investigation, the French authorities reported that they were not aware of any reports of consumer poisoning with ethylene oxide in connection with the recalled products. The company has not been made aware of any reported illness associated with the recalled products. However, there is a risk associated with ethylene oxide (ETO). ETO is typically used as a bactericide and fungicide to combat bacteria, mould, and other fungi. ETO is also known to be a carcinogen, mutagen, and reproductive toxin when consumed in high amounts or over a prolonged period of time.

<b>Implemented Management Practices</b>	<p>To ensure the no presence of ETO of the raw materials used, the company has implemented a control plan for their subcontractors. This plan requires subcontractors to provide third-party analyses that prove the absence of ETO in the raw materials. The company's control plan identifies risks such as ETO and PAH/AP, monitors substances and controls the traceability of the supply chain.</p> <p>Currently, the company is enhancing its control plan by integrating it with the Enterprise Resource Planning (ERP) system.</p>
<b>Related Incidents (Yes/No)</b>	No other related incidents.



# Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other - Cannabis Related Products

<b>Topic</b>	Company sells cannabis-derived products in the form of CBD oils, soap and balms
<b>Summary of Issue</b>	Abiocom is a food supplement and cosmetic product wholesale / retail company. Their products of natural / organic origins are being marketed under multiple brand names : NUTRIVIE, BENECOS, AQUASILICE - GSIL, CAP COSMETICS, FLEURS DE BACH - PROVENCE SANTÉ, BIORELAX, P.O.P - POUDRE DE CHAIR D'HUÎTRES. The company participates in the design and formulation of products but the fabrication is contracted to a 3rd party company. Abiocom uses Hemp as one of the ingredients for their cosmetic and personal care products marketed under the brand "Nutrive"
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	2.5 % of the company's revenue is derived from this product.
<b>Impact on Stakeholders</b>	CBD is in the cannabis family and laws around CBD are in flux.
<b>Implemented Management Practices</b>	The company abides to all laws and regulations: the marketing of CBD in cosmetic products is authorized in France and Europe. You will find a letter from the lawyer of our CBD supplier mentioning the legal framework as well as the conformity of the ingredient because it does not contain THC (the rate must be less than 0.03% here in Europe) The company only sells cosmetics containing CBD without THC (psychotropic molecule, prohibited).