



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: Farm Company A/S
Date Submitted: 08/10/2022

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:

Farm Company A/S

UPDATED AS OF:

08/10/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Biodiversity Impact
SUMMARY OF ISSUE	As an investment company, Farm Company operates in an industry in which biodiversity impact is a material environmental issue.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 4.2% of Farm Company A/S supplier expenses come directly from animal farms. 80-90% of 2020 annual revenue came from animal products.
IMPACT ON STAKEHOLDERS	Animal agriculture poses a risk to local ecosystems of flora and fauna as well as the potential degradation of farmed land.
IMPLEMENTED MGT PRACTICES	<p>The company operates and works with portfolios that align with the Food and Agriculture Organization of the United Nations' definition of sustainable agriculture whereby land, water, plant and animal genetic resources are conserved, and our farming practices are environmentally non-degrading, technically appropriate, economically viable and socially acceptable.</p> <p>FarmCompany favours climate-smart agriculture methods, including low tillage, soil and water conservation practices, natural or alternative pesticide use and better land use across its farm clusters, with the objective to reduce energy use and input costs, increase productivity and minimize disruptions from pests, disease, drought and flooding. FarmCompany successfully contributed to a "green" zone of nearly 40 hectares where no fertilizers or chemicals are used. The biodiversity of fauna and flora in this area is naturally flourishing. As part of their ESG investment policy and due diligence procedures, FarmCompany might require an independent evaluation on the environmental status of the farms and farmland prior to any eventual acquisition, along with soil quality testing. In FarmCompany's agreements with the farm operators, they agree upon the operating strategy of each farm and supervise its implementation on the ground. These agreements typically involve crop rotation, handling of manure, fertilizers used (if any), alternative energy used on the farms (e.g. straw heating and wind mills), limited use of watering crops (if any).</p> <p>Going forward, FarmCompany wishes to increase cultivated wetlands, providing grassing opportunities for livestock.</p> <p>By reinforcing farm waste management, FarmCompany contributes to reducing the methane gas emissions. Across the agriculture sector, the greenhouse gas emissions reaches 10-12% and is thereby the largest contributor of non-carbon dioxide. Through carbon farming (capture carbon in soils and biomass), the company participates in mitigating the impact on the environment, while building a more resilient cost effective agricultural sector for the future.</p>



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Farm Company A/S UPDATED AS OF: 08/10/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Products and Services
TOPIC	Farm Company A/S farms cattle to produce dairy products.
SUMMARY OF ISSUE	FarmCompany currently operates 6 farm clusters in total, of which 3 are dairy clusters, with Holstein-, Jersey- and Danish Red breeds. Production is estimated to an average of 11,000 kilograms of milk per cow and year. The company houses dairy cows and their calves in free-stall dairy producing facilities with open fronts, comfortable mattresses along with automated- and semi-automated milking machines. They practice both housed farming system, and grassing during the Jersey cow's gestation period of approx. 280 days. High quality fodder, mostly produced on their farms, is provided to the bovine livestock.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The supplier expenses coming direct from animal farms, related to purchase of bull-calves, amounted to approx. 4.2% of the total supplier expenses. Per 31 December 2020, FarmCompany owned 1,595 dairy cows and 2,000 slaughtering calves. 80-90% of 2020 annual revenue came from animal products.
IMPACT ON STAKEHOLDERS	The dairy farming industry raises animal welfare concerns such as confined spaces and repeated insemination.
IMPLEMENTED MGT PRACTICES	The protein producing facilities with open fronts include wall separations to optimize the size of herd, thus reducing fights between the calves. Facilities are operated with automated cleaning of slurry, regular disinfection of stables and mattresses, ventilation, routines for hoof trimming etc. Independent veterinaries perform regular and strict health check-ups of the animals, reducing the need for eventual medication to a strict minimum on a needed basis only. The company has not currently set targets related to animal welfare on their farms.



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Farm Company A/S

UPDATED AS OF: 08/10/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a agricultural company, Farm Company operates in an industry that is water intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 4.2% of Farm Company A/S supplier expenses come directly from animal farms. 80-90% of 2020 annual revenue came from animal products.
IMPACT ON STAKEHOLDERS	<p>As a water intensive industry, agriculture poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.</p> <p>FarmCompany declares to do not operate in water stressed regions.</p>
IMPLEMENTED MGT PRACTICES	<p>Water consumption is permitted with limitation and under surveillance by the local environmental authorities, thus ensuring that the company's water consumption does not impact other stakeholders.</p> <p>FarmCompany currently reports to ""Arla Klimatjek"" on its water consumption per farm cluster. The company is currently working to adhere to SEGES' service of "ESGreen Tool" whereby the company's climate impact would be measured and digitalized, allowing them to better adjust their food production practices.</p>



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UPDATED AS OF:

08/10/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	As a agricultural company, FarmCompany operates in an industry in which energy and carbon emissions is a material environmental issue.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 4.2% of Farm Company A/S supplier expenses come directly from animal farms. 80-90% of 2020 annual revenue came from animal products.
IMPACT ON STAKEHOLDERS	Agriculture is a contributor to global carbon emissions.
IMPLEMENTED MGT PRACTICES	<p>FarmCompany currently reports on its energy consumption per farm cluster to ""Arla Klimatjek"".</p> <p>The company's farm waste, including livestock manure, is collected by local biogas plants where the GHG emissions are reduced. In return, the company benefits from a dryer organic fertilizer used on the farmland improving soil health and carbon soil sequestration. Furthermore, the implementation of lids on their slurry tanks guarantees dryer farm waste, subsequently reducing use of machinery when used as fertilizer.</p> <p>FarmCompany's use of fossil fuel is optimized through sharing of farm machinery in order to reduce the quantity of machinery. Regular service and exchanging old machinery against new, limits the consumption of fossil fuel.</p> <p>FarmCompany's best practices to minimize energy use and carbon emissions include, but are not limited to, geothermal - and milk cooling heating, wind powered electricity, LED lights, farm waste management, slurry tank lids, diversified row crops to preserve soil health, and grassland to favour soil carbon sequestration.</p>