



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: NIKU Farms
Date Submitted: 09/12/2022

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:

NIKU Farms

UPDATED AS OF:

09/12/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Products and Services
TOPIC	The company is an online retail/wholesaler that sources over 90% of their raw material expenses from animal products.
SUMMARY OF ISSUE	NIKU Farms is a online retailer of meat products that sources over 90% of their raw material expenses from animal products. The company sources from local Ontario family based farms that are all pasture raised animals (naturally on pasture). All of their beef is all 100% grass fed and grass finished.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	They do not work with any farmers that are associated with feedlots, barns or cages. The average herd size is approximately 100 head of cattle, and 3000 chickens.
IMPACT ON STAKEHOLDERS	Animals that are raised on pasture have access to natural habitats and the ability to express their natural behaviours.
IMPLEMENTED MGT PRACTICES	<p>All of the company's partner farms are required to go through an extensive vetting process before they can be a part of their platform. They are committed to the highest standards of animal welfare, and are focused on providing full traceability and transparency to their customers.</p> <p>The following criteria is required from their farmer suppliers:</p> <ul style="list-style-type: none"> -All animals need to be pasture-raised without antibiotics or added hormones; -Any feed has to be non-GMO; -No pesticides or chemicals can be used on the farms; -Animals must be slaughtered by provincially certified abattoirs; -2-3 farm visits are required by the NIKU Farms team prior to joining; -References to be checked with other farmers currently in our network; -Testing and practice shipping of the product <p>The company has not set any specific targets on animal welfare beyond ensuring that their supplier farmers meet the above targets.</p>



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UPDATED AS OF:

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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Biodiversity Impact
SUMMARY OF ISSUE	As an online retailer, NIKU Farms 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 90% of supplier expenses come directly from animal farms.
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 only partner with supplier farms who are focused on regenerative agriculture. As part of their farm onboarding process and auditing process, they require them to sign off on a number of standards that follow regenerative farming. This ensures that they are effectively managing their impact on biodiversity.</p> <p>They don't have specific targets but they ensure all of their farmers are pasture based farmers, which as a result both preserve and conserve biodiversity.</p> <p>They vet all of their suppliers based on criteria such as: pasture based, no antibiotics, no added hormones, no chemicals, etc.</p> <p>This is a topic they continue to discuss, and will likely get to the point of setting targets on some of these topics (since they all align with their mission at NIKU Farms) so the impact can be measured appropriately.</p>



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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As an online retailer, NIKU Farms operates in an industry that is water intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 90% of supplier expenses come directly from animal farms.
IMPACT ON STAKEHOLDERS	All of their farmers are pasture based so they don't use any additional water sources outside of the natural environment. They do not operate in water stressed areas or areas of drought.
IMPLEMENTED MGT PRACTICES	All of their farmers are pasture based so they don't use any additional water sources outside of the natural environment. They don't have specific targets, however they ensure all of their farmers are pasture based farmers, which as a result they don't utilize additional water throughout their supply chain.



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UPDATED AS OF:

09/12/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	As an online retailer, NIKU Farms 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 90% of NIKU Farms supplier expenses come directly from animal farms.
IMPACT ON STAKEHOLDERS	Animal agriculture is a major contributor to global carbon emissions.
IMPLEMENTED MGT PRACTICES	<p>The company vet all of their suppliers based on criteria such as: pasture based, no antibiotics, no added hormones, no chemicals, etc.</p> <p>It's part of their vetting process in general in terms of being pasture based farmers.</p> <p>They communicate their carbon footprint to their customers by choosing to source from local farmers. They plan to work on this more in the near future.</p>