



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: Nutricia Middle East DMCC
 Date Submitted: 05/31/2023

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:

Nutricia Middle East DMCC

UPDATED AS OF:

05/31/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Operations in Conflict Zones
ISSUE DATE	Ongoing
TOPIC	The company operates in Lebanon
SUMMARY OF ISSUE	Nutricia DMCC has an active sales team in Lebanon. This country is listed as a region of institutional and social fragility according to the Worldbank
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the last year, around 7% of the company's revenues came from Lebanon.
IMPACT ON STAKEHOLDERS	Conflict zones are often characterized by widespread human rights abuses and violations of national or international law. The security of company workers who work in such areas could also be at risk.
IMPLEMENTED MGT PRACTICES	<p>The company has the following practices to mitigate the risk of operating in conflict zones:</p> <ul style="list-style-type: none"> - Integrity Policy & training available which includes anti-corruption, anti-bribery, fraud, conflicts of interest, and many more financial risk controls - Regular Pulse surveys with employees - Third party vetting to ensure we do not contract with any politically exposed person - International Sanctions policy covers dealings (lackthereof) with sanctioned entities by US & EU - Legal & compliance audit conducted on a regular basis. - All controls and measures for compliance are applied in full without any exception. - All of the above is covered under for all Danoners on mandatory e-learning - As part of our yearly risk mitigation plans, the Legal Department issues regular updates regarding the above to all Danoners. <p>Regarding specific risks for workers, the company reported the following practices:</p> <ul style="list-style-type: none"> - Security Director regularly sending to Country Director & HR team of all Lebanon security updates, depending on the incident which includes security recommendations. - Two security companies in Beirut which have already been identified by the Security team would be contacted should local staff need any support. - A full security assesment with security recommendations and improvements for staff has been completed. - An evacuation plan for local staff is available and new one will be validated when the new office is completed. - The company has a strong security plan and directives for any travel in Lebanon
REPORT	FY23 List of Fragile and Conflict-affected Situations: https://thedocs.worldbank.org/en/doc/69b1d088e3c48ebe2cdf451e30284f04-0090082022/original/FCSList-FY23.pdf