



## 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: Daylesford Organic Ltd  
Date Submitted: 03/06/2023

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:

Daylesford Organic Ltd

UPDATED AS OF:

01/18/2023

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Alcohol
<b>TOPIC</b>	Company serves and sells alcohol products
<b>SUMMARY OF ISSUE</b>	Daylesford Organic Ltd is a retail and hospitality business that earns a material amount of revenue from the sale of alcohol
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	In the 2021 fiscal year, 3.6% of Daylesford Organic Ltd's revenue was earned from the sale of alcohol.
<b>IMPACT ON STAKEHOLDERS</b>	Alcohol may have a negative impact on the health and well-being of individuals and their communities.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>Daylesford Organic Ltd is fully compliant with all regulations and laws relating to both the sale and consumption of alcohol in the jurisdictions in which it operates.</p> <p>All employees who sell or serve alcohol undertake mandatory age related training which includes the sale of alcohol and other potentially hazardous materials. All store managers are required to hold a valid personal alcohol licence and all premises are licensed by their local council(s) for the sale of alcohol.</p> <p>The company manages risks related to the sale and consumption of alcohol through regular training and spot checks by management. Over-serving is mitigated through strict use of measures and a ban on free-pouring. Serving/selling to minors is managed through the Challenge 25 policy, with all of the company's staff given confidence to ask for proof of age if customers appear underage.</p>
<b>MANAGEMENT COMMENTS</b>	N/A



## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Daylesford Organic Ltd

UPDATED AS OF:

03/06/2023

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Recalls
<b>TOPIC</b>	Recalls due to undeclared ingredients.
<b>SUMMARY OF ISSUE</b>	<p>Daylesford Organic Ltd has had two recalls in the last five years due to undeclared ingredients/ allergens on the product labeling.</p> <ol style="list-style-type: none"> <li>1. February 2020, undeclared egg and hazelnut in biscotti, detected by supplier.</li> <li>2. March 2020, undeclared almonds in loose bakery (croissants), detected by shop staff.</li> </ol>
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	The total amount of revenue represented by the two recalls was <0.2% of the company's annual revenue.
<b>IMPACT ON STAKEHOLDERS</b>	The affected products did carry a potential risk of consumer illness or injury, due to the nature of the ingredients that could pose an allergy risk. However, no issues were reported by consumers and no classifications from regulators.
<b>RESOLUTION</b>	Daylesford alerted customers through a public recall and offered a full refund.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>The company has taken the following actions:</p> <ul style="list-style-type: none"> <li>• Conducted thorough investigations with their suppliers to review the process, identify root causes and introduce measures to prevent reoccurrence.</li> <li>• Clear action plans were implemented in each case, working with the suppliers to ensure improved quality control, labelling and allergen notices.</li> </ul>
<b>RELATED INCIDENTS</b>	<p>The company had two other non-material recalls within the past five years:</p> <ol style="list-style-type: none"> <li>1. October 2018, Raw Chocolate Goji Berries – possible metal contamination, detected by the supplier.</li> <li>2. December 2018, Cottage Pie incorrectly dated, detected by shop staff.</li> </ol>