



Lab
Global

Gousto

Disclosure Report
Date Submitted: June 20th, 2025



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.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

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 of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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"/>
Recalls	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Significant Layoffs	<input checked="" type="checkbox"/>	<input 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"/>
Other	<input type="checkbox"/>	<input checked="" 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: Animal Products and Services

Risk associated with trawl fishing	
Topic	Risk associated with trawl fishing
Summary of Issue	<p>Gousto outsources animal-derived products used in its recipe boxes. B Lab was notified that some of the company's seafood suppliers use trawl fishing methods, which pose risks to marine biodiversity. Currently, B Lab does not have specific standards or minimum requirements addressing this specific fishing practice.</p> <p>The disclosure report is an opportunity for Gousto to demonstrate awareness of different stakeholder perspectives and provide transparency on how it is addressing elevated issues. Transparency is a key pillar of B Lab's standards, given its importance in improving collective accountability.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Gousto is a recipe box company that spends 19% of its budget on animal-derived products. Seafood accounts for about 4% of its total spending.
Impact on Stakeholders	Trawl fishing carries several risks, including high levels of bycatch, which leads to the capture of non-target species. It can also cause extensive damage to seafloor habitats, disrupting ecosystems and reducing biodiversity. Over time, intensive trawling may contribute to the overfishing of key species, threatening the long-term sustainability of marine life.
Implemented Management Practices	<p>To reduce these risks, Gousto outlined the following measures currently in place:</p> <ul style="list-style-type: none">• All seafood in their supply chain is sourced from suppliers who operate to Global Sustainable Seafood Initiative (GSSI) recognised certification schemes. This includes Marine Stewardship Council (MSC), Aquaculture Stewardship Council (ASC), Best Aquaculture Practices (BAP), or Global GAP, which include criteria for meeting the density of farming.• Gousto also worked with their prawn supplier to source prawns that are not ablated. All of their slaughter methods will also be done via electrical stunning.• The company currently works with 8 seafood suppliers. All suppliers must be British Retail Consortium (BRC)

	<p>audited. All fish sourced by Gousto must have a Global Food Safety Initiative (GFSI) accreditation, working in a Fishery Improvement Project (FIP) or a locally recognised sustainability scheme. All suppliers must sign the company's code of conduct and have a sustainable seafood policy.</p> <ul style="list-style-type: none"> • Supplier's nets are restricted to a certain size to reduce bycatch. Cod/Haddock fishing tends to have bycatch of coley and/ or plaice, although this may not be a targeted species, the product is still utilised and sold as a high-quality human-grade product, still within and maintaining set quotas. • The company's selected suppliers allow external organisations to monitor activities through the use of Closed-Circuit Television, so maritime activities can be monitored at any time. Making the process completely transparent for quotas and bycatch. Since 2018, selected suppliers have operated a discarding-free fishery. Any fish that may be caught as bycatch is used as fishmeal and recycled as feed for other carnivorous fish farming. • All farmed fish will be stunned and handled in a very short time frame to minimise and reduce any stress on the animal. • Some of their chosen suppliers support charities such as Fauna & Flora, • A number of their suppliers are members of the Sustainable Seafood Coalition (SSC), a coalition that aims to share best practices and collectively improve the seafood industry. It is a voluntary scheme that suppliers provide transparency on their impact and agree to a standard collectively.
<p>Management Comments</p>	<p><i>"When looking at the types of fish Gousto sources, it highlights the complex trade-offs often found in sustainability and the priorities being set. For example, trawl-caught fish may, in some cases, appear more sustainable, particularly when considering carbon footprint and reduced transportation emissions. However, depending on the species, trawling can be significantly more damaging from a biodiversity standpoint.</i></p>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Consumer Protection

Topic	Penalties assessed regarding the company's product safety
Summary of Issue	In 2020, the company promoted their Eco Chill Box as having been made with no plastic and that the entirety of the box was recyclable. HelloFresh raised a claim with the UK Advertising Standards Agency based on the idea that consumers would think the recyclability of the Eco Chill Box included the ice packs inside that are made with low-density polyethylene plastic packaging. The ASA decided to uphold the claim.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	All of the company's Eco Chill Boxes were advertised in this matter and included the ice packs.
Impact on Stakeholders	Misleading advertising.
Resolution	The company agreed to change all future marketing to comply with the CAP Code by not stating that their products and packaging were plastic-free, widely recycled, or 100% recyclable where they contained components that did not meet those criteria, such as the ice packs. The company disclosed a public report about the incident and updated marketing accordingly.
Implemented Management Practices	Gousto updated the marketing for future Chill Boxes, including an asterix clearly noting that the plastic ice packs re not at-home recyclable. (see link below).
Report	ASA Ruling Updated Marketing on Gousto Chill Boxes



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Industries at Risk of Human Rights Violations

Gousto is involved in the Cocoa Industry. This industry is reliant upon materials at high risk of human rights infringements, meaning that the company is responsible for ensuring they have enough practices and policies in place to prevent and mitigate negative impacts in their operations and value chain. Based on the size of the company, these impacts may be limited. Certified B Corps are required to make transparent their involvement in such industries.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation, Arbitration, Penalties, and/or Regulatory Complaints

Gousto reported having three material litigations filed against the company related to the following issue: Labor. Those cases had repercussions in the last five years.

Legal disputes, arbitration, penalties, and regulatory complaints can adversely affect external stakeholders by disrupting customer service, causing uncertainty and financial negative impacts for suppliers and employees, and diminishing investor confidence. Additionally, these issues may damage the company's reputation and result in broader economic and regulatory repercussions. Certified B Corps must make their involvement in Litigation, Arbitration, Penalties, and Regulatory complaints transparent under their B Corp Profile.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Recalls

Gousto reported conducting voluntary recalls in the past five years, representing 0.01% of the company's products for the same period. When a product is recalled, various stakeholders such as customers, suppliers, investors, commercial partners, and local communities may face negative impacts, including health and safety risks, financial losses, loss of trust, damage to credibility, and other inconveniences. Certified B Corps must make their recalls transparent under their B Corp Profile.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Significant Layoffs of >20% of the Workforce

Gousto experienced significant layoffs of more than 20% of the workforce within the last five years. Certified B Corps are required to make transparent when such practices have occurred.