



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: Vital Farms
 Date Submitted: 11/10/2021

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:

Vital Farms

UPDATED AS OF:

11/10/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Disclosure Industries
TOPIC	Animal Product or Services
SUMMARY OF ISSUE	Vital Farms is a food company that sells shell eggs, butter, ghee, and egg-based products.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	All of Vital Farms' revenue comes from the sale of animal-based eggs, butter, and related products. Almost 95% of Vital Farms' revenue currently is derived from egg and egg-based products
IMPACT ON STAKEHOLDERS	Animal operations can raise questions regarding animal welfare concerns related to the manner in which the animals are treated, including access to adequate space and the ability to express normal behaviors. Vital Farms' suppliers are small, independent family farms and all of their hens and cows are pasture-raised, meaning that they have daily access to roam pastures and graze/forage outside.
IMPLEMENTED MGT PRACTICES	While Vital Farms does not own or operate family farms directly, Vital Farms requires that the practices of all of its egg farmers are certified by a non-profit charity, Humane Farm Animal Care ("HFAC"). HFAC publishes and certifies compliance to a comprehensive set of standards to elevate the treatment of egg laying hens above the battery cage confinement in which most such hens spend their entire lives. Because Vital Farms follows HFAC's "Humane Farm Animal Care Standards", Vital Farms' eggs are Certified Humane®.
REPORT	https://vitalfarms.com/vital-farms-2020-stakeholder-summary/



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UPDATED AS OF:

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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Biodiversity Impacts - Egg Production
SUMMARY OF ISSUE	Vital Farms is a food company that sells shell eggs, butter, ghee, and egg-based products.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	All of Vital Farms' revenue comes from the sale of animal-based eggs, butter, and related products. Almost 95% of Vital Farms' revenue currently is derived from egg and egg-based products
IMPACT ON STAKEHOLDERS	Industrial dairy production can have negative impacts on biodiversity, either through erosion because of concentration of animals in small spaces or effluent runoff into streams and water ways among other things.
IMPLEMENTED MGT PRACTICES	Vital Farms minimizes impacts to biodiversity by requiring farmers to dedicate a minimum of 108 sq feet per hen. By requiring more space for each hen, the hens are spread across a much larger area and have a smaller impact on the environment. This reduces the concentration of effluent and makes it less likely to leach into waterways. The use of organic practices also reduces environmental impacts and mitigates impacts to biodiversity.

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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy and Emission Intensive Industry - Egg Production
SUMMARY OF ISSUE	Vital Farms is a food company that sells shell eggs, butter, ghee, and egg-based products.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	All of Vital Farms' revenue comes from the sale of animal-based eggs, butter, and related products. Almost 95% of Vital Farms' revenue currently is derived from egg and egg-based products.
IMPACT ON STAKEHOLDERS	Energy intensive activities pose an environmental risk due to the emissions produced by such energy use. The extent of environmental impact is dependent on the energy sources utilized and management practices in place to manage energy use.
IMPLEMENTED MGT PRACTICES	Electricity for Vital Farms' primary egg processing facility is provided by local utilities and is comprised of 45 percent renewable energy sources. The company does not have any specific management practices related to monitoring and reducing energy use in its processing operations. Additionally, Vital Farms works to maximize overland freight for shipping eggs and works with farms that are proximate as possible to its processing facilities to reduce some aspects of shipping.



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11/10/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industry - Egg Production
SUMMARY OF ISSUE	Vital Farms is a food company that sells shell eggs, butter, ghee, and egg-based products.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	All of Vital Farms' revenue comes from the sale of animal-based eggs, butter, and related products. Almost 95% of Vital Farms' revenue currently is derived from egg and egg-based products.
IMPACT ON STAKEHOLDERS	Agriculture and food production is highly dependent on clean water. In egg production, water is relied upon for hen nutrition, to maintain operating facilities and pastures, and to wash the eggs. Because of the need for large amounts of water in food and agriculture production, food agriculture production may lead to negative environmental impacts when natural resources like water are not managed properly.
IMPLEMENTED MGT PRACTICES	<p>"Vital Farms does not monitor the water usage of the family farms that provide its shell eggs, and does not have any specific management practices related to monitoring and reducing water use in its processing operations.</p> <p>At its sole egg processing facility, Egg Central Station (ECS), Vital Farms uses Xeriscape water-conservation techniques, employing bioretention landscaping and permeable pavers to reduce runoff and improve water quality in local waterways. Additionally, following initial production of the facilities, the ECS site landscape was replanted with native plants for drought resistance and soil permeability. At ECS, the company also utilizes water-efficient handwashing stations and toilets in its facility."</p>



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DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation and Arbitration
ISSUE DATE	May 2021
TOPIC	Class action consumer lawsuit alleging deceptive marketing practices regarding humane treatment of animals
SUMMARY OF ISSUE	PETA Foundation attorneys helped file a class-action lawsuit in federal court alleging Vital Farms has deceived consumers by marketing its products as utilizing ethical animal welfare practices.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The proposed class represented in the litigation is purchasers of Vital eggs in California, Florida, Michigan, New York, and Texas.
IMPACT ON STAKEHOLDERS	The lawsuit alleges that Vital Farms' suppliers utilize cruel and unethical practices raising its hens, and that consumers were deceived into paying super-premium prices
RESOLUTION	The litigation is currently pending
IMPLEMENTED MGT PRACTICES	Vital Farms refutes the claims in the litigation and maintains that its animal welfare practices are consistently and independently audited against HFAC's "Humane Farm Animal Care Standards."
REPORT	https://www.fooddiver.com/news/peta-affiliated-lawsuit-accuses-vital-farms-of-lying-about-ethical-treatment/600551/