



Danone Global R&I Center

Disclosure Report

Date Submitted: June, 2024



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 or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input 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: Penalties regarding labor issues
(including supply chain)**

Issue Date	Between November 2016 & December 2017 Penalty date: September 2019
Topic	Penalty pertaining to breach of statutory maximum daily working time
Summary of Issue	<p>Danone Global Research & Innovation Center includes two locations Utrecht (Netherlands, B.V.) and Paris-Saclay (France, S.A.S.) which are subsidiaries of Danone S.A., a global food and beverage company with the mission of bringing health through food to as many people as possible. Danone Global Research & Innovation Center is a research and innovation organization involving in designing food and beverage concepts that feed into Danone's portfolio.</p> <p>Between November 2016 and December 2017, 32 different individuals exceeded daily or weekly working hours, resulting in a total of 53 breaches of maximum hours at Danone Research & Innovation Center Paris-Saclay. 44 were breaches of daily maximum hours and 9 were breaches of weekly maximum hours.</p> <p>As a result of this, in September 2019, Danone Research & Innovation Center Paris-Saclay received an administrative penalty notification issued by the « Direction Régionale des Entreprises, de la concurrence, de la consommation, du travail et de l'emploi d'Ile de France ».</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The number of employees that exceeded maximum working hours, represented 4.9% of the total staff at the Danone Research site at the time.
Impact on Stakeholders	Exceeding maximum statutory working times may pose risks to the health and safety of concerned employees.
Resolution	The total penalty amount of 20,750 Euros was paid by Danone Research to the pertinent government agency.
Management Practices	<p>Management up to the highest levels of hierarchy within Danone Research were informed about this penalty. They connected with their respective teams to ensure compliance with the maximum statutory working time. Different physical control means have been implemented to track attendance times. KPIs have been implemented and are shared with HR managers to be presented in teams and operational committees.</p> <p>Compliance with maximum statutory working time has also been included as one of the criteria to determine the quantum of employee profit-sharing within Danone Research.</p>
Related Incidents (Yes/No)	No



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other- Mandatory testing

Issue Date	Ongoing
Topic	Danone Global Research & Innovation Center B.V. in Utrecht conducts animal research and testing.
Summary of Issue	<p>Danone Global Research & Innovation Center includes two locations Utrecht (Netherlands, B.V.) and Paris-Saclay (France, S.A.S.), which are subsidiaries of Danone S.A., a global food and beverage company with the mission of bringing health through food to as many people as possible. Danone Global Research & Innovation Center is a research and innovation organization involving in designing food and beverage concepts that feed into Danone's portfolio.</p> <p>Danone Global Research & Innovation Center B.V. (previously Danone Nutricia) has a license to conduct animal research as filed by the Dutch Competent Authority, and is also involved in animal research conducted in collaboration with her academic partners (under the license of the partner).</p> <p>All Animal Research where Danone is involved in or contributes to, is conducted in accordance with Danone Policy on Animal Research that only allows animal research to be conducted in limited circumstances when deemed necessary to ensure the safety and efficacy of products. In some cases, these tests are used to understand the mechanism of action of Danone's innovations or are part of the safety assessments required by national regulatory authorities for premarket approvals. Animal research is sometimes required to establish ingredient safety under FDA Generally Recognized as Safe processes, or other regulatory requirements. Animal research may also be required as part of mandatory preparation for clinical testing to establish safety and/or efficacy.</p> <p>Danone mainly outsources required animal research via academic partnerships, and some CRO-studies for FDA and EFSA. The Animal Welfare Quality and Compliance Committee of Danone Global Research & Innovation Center B.V. reviews proposals to conduct animal research and screens for 3R opportunities (Replace animal research, Reduce the number of animals being used, and Refine the procedures) & Humane End Points etc. The Research Agreements of studies that involve animals reflect the principles and guidelines set in the Danone Policy on Animal Research securing compliance to regulations, guidelines, and animal welfare standards, as well as mandatory reporting and evaluation of animal welfare. Additionally, under Danone policy, vendors must be evaluated through Danone third party vetting procedures and contracts require vendors to agree to Danone's Sustainability Principles and Code of Conduct for business partners.</p> <p>Only a few studies per year are conducted under the Ethical License of Danone Global Research & Innovation Center B.V. (NL). The Ethical License is obtained from the national competent authority, after independent Ethical Review, and is fully compliant to the EU- Directive for the protection of animals used for scientific purposes (Directive 2010/63/EU). The Animal Welfare & Quality Committee reviews the experimental design, 3R opportunities, refinement of housing, care and procedures, and only approves the detailed protocols if a statistical analysis plan is in place that is approved by a</p>

	<p>biostatistician.</p> <p>Animal research cannot always be avoided in the process to investigate the biological mechanisms behind certain nutrients or the efficacy and safety of nutritional products.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	As the whole development process entails Danone's own scientific research as well as at academic institutes and suppliers, it is not possible to provide percentages of products that might have at some point used data from animal models.
Impact on Stakeholders	Animal research is widely used to develop new medicines and to test the safety and efficacy of other products . Experimental procedures can cause discomfort to the animals involved or reduce their quality of life in other ways.
Management Practices	<p>By following its Animal Research Policy, Danone limits its participation in research involving animals, challenging it and, whenever possible, using available approaches based on alternative methods. Danone does not perform animal research: - for the development of conventional food products like waters, milk, creamers, and consumer products not aimed at a specific health condition, unless explicitly required by local law; - for comparison of Danone products against competitor products. Where no other options are available, Danone involves external experts and secures the right approach by obtaining independent ethical committee review, before the animal research is conducted. As per Danone's Animal Research Policy, all animal research in which Danone participates complies with mandatory guidelines to take into consideration animal welfare and protocols recommended by authorities and NGOs (WHO, OIE, ILSI, etc.). Danone applies strict existing standards for the protection and care of animals used for scientific purposes, based on the European Union guidelines and is compliant to local regulations. Danone is also extending these standards as referential to all collaborations in other countries. Strict governance is followed where the need for animal research models is evaluated and alternative approaches are assessed. In case animal research cannot be avoided, the research proposal is reviewed and challenged by the internal Danone Animal Welfare & Quality Committee on need, type and number of animals involved, quality and 3R (Replace, Reduce, Refine) principles, and advice is provided to the Danone Animal Research & 3R Steering Committee before a project involving animal research is approved.</p> <p>Danone collaborates with academic institutes, using the available expertise, sharing interests and data to increase quality of research and reduce the number of animals. Danone's policy is to publish in peer reviewed journals, making the research visible and transparent and making it possible for others to leverage the methods and data. Furthermore, Danone is engaged in several initiatives related to alternatives to animal research and non-animal methods / new approach methodologies (NAMs).</p> <p>Danone has a Public Disclosure Policy and related process and strives to comply with the ARRIVE* guidelines [*Animal Research: Reporting of In Vivo Experiments]. Originally published ARRIVE in PLOS Biology, June 2010 available at: http://journals.plos.org/plosbiology/article?id=10.1371/journal.pbio.1000412, and updated to ARRIVE 2.0 in 2020 (https://pubmed.ncbi.nlm.nih.gov/32663096; https://arriveguidelines.org/arrive-guidelines); Manuscripts containing data of animal models are screened for this.</p> <p>To foster progress in 3R research, Danone takes part in a number of concrete</p>

	<p>initiatives that include participation in several research-projects in which alternative methods are developed and validated, and collaborates with the 3R center in the Netherlands. In addition, Danone plays a key role in the ILSI Europe multi-stakeholder task force: Alternatives to Animal Testing in Food Safety, Nutrition and Efficacy Studies.</p> <p>Some of Danone's initiatives to foster Replacement models include:</p> <ul style="list-style-type: none"> - Active participation in the Netherlands in "SLIM", a multi-stakeholder project under a public private consortium focusing on the development and legal approval of alternative methods. This project led to the development of a robust and sensitive in vitro assay (RBL) to test the safety of cow's milk hydrolysates (important for infants with cow's milk allergy). - Development with TNO in the Netherlands of "TIM systems" which simulate the gastrointestinal tract from stomach to small intestine. Danone Global Research & Innovation Center B.V. also set up a project on the use of these models with the University of Clermont-Auvergne in France. - Development of an in vitro model, the GIDS [Gastro-Intestinal Digestive System] at Danone Global Research & Innovation Center B.V. to simulate upper gastrointestinal tract conditions. The use of this in vitro model of digestion allows significant reduction of animal testing in this area of research. The system is constantly optimized to increase its field of application. - Routine use of in vitro gut fermentation models in research projects, such as SHIME (Simulator of Human Intestinal Microbial Ecosystem). Danone Global Research & Innovation Center B.V. has also developed a model system to simulate the colonic fermentation (COGAM). This system is used to monitor the impact of food on microbiota profile and function such as production of metabolites or gas. - Realization of the Nutrition Clinical Research Unit (NCRU) in the Danone Global Research & Innovation Center. This facility provides new opportunities to gather insights to pioneer nutritional discoveries. The high standard clinical studies with food and nutrients in volunteers will facilitate earlier translation into concepts for specific human application. - Participation in Create-2-Solve: an initiative supported by the Dutch Government and an NGO to develop alternatives to animal research models, as part of the program: 'More Knowledge with Fewer Animals', of which the Dutch Ministry of Agriculture, Nature and Food Quality is the commissioning organization. - Engagement in several academic partnerships where currently development and validation of human organoids, human cell-lines, and organ-on-a-chip is ongoing. - Investment in silico methods and Systems Biology as part of our research-portfolio.
Report	Danone Position Paper on Animal Testing