



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: King Arthur Baking Co.
Date Submitted: 03/09/2023

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:

King Arthur Baking Co.

UPDATED AS OF:

03/09/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Other
ISSUE DATE	Ongoing
TOPIC	Company sources wheat from Milling Partners/Vendors
SUMMARY OF ISSUE	King Arthur Bakery sources all it's grown wheat from vendors and milling partners. King Arthur itself does not cultivate or have any control over any cultivated land or crops.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 85% of revenue was generated from wheat based products for the 2022 fiscal year
IMPACT ON STAKEHOLDERS	Agriculture, particularly in cases where a single crop is cultivated at a time, poses a risk to local flora and fauna ecosystems as well as the potential to degrade cultivated land.
IMPLEMENTED MGT PRACTICES	The company has engaged in a 20+ year partnership with a strategic mill partner, Farmer Direct Foods, to implement regenerative farming principles. Their regenerative approach starts with minimal tilling, crop rotation and dry farming, processes that reduce their water usage and carbon footprint while preserving the health of the soil. Additionally, the company has enrolled in a 20,000 + acre regenerative pilot program with Ardent Mills in Kansas.
MANAGMENT COMMENTS	By 2030, the company plans to lead in regenerative agriculture with 100% of flour milled from regeneratively grown wheat. Through efforts to implement regenerative principles, King Arthur will target an increase in habitat types and species diversity from baseline, assessed using empirical models and/or in-situ sampling of species.



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: King Arthur Baking Co. UPDATED AS OF: 03/09/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Recalls
ISSUE DATE	February 2019
TOPIC	Class 1 recall due to the presence of E. Coli
SUMMARY OF ISSUE	The company had a voluntary recall in 2019 for their All Purpose Flour. The recall was initiated due to the possible presence of Escherichia coli bacteria (E. coli). This recall was due to one of the company's milling partners (ADM milling Company), not King Arthur Baking Co itself. However, since King Arththur Baking Co. uses flour from ADM, King Arthur Baking Products where involved in the recall. It was considered at Class 1 recall by the FDA.
SIZE/SCOPE OF ISSUE	The recall accounted to less than 1% of product production for the 2019 fiscal year and 9 consumers felt ill and 3 sought medical attentiion.
IMPACT ON STAKEHOLDERS	Although most strains of E. coli are harmless, others can cause illness. Some kinds of E. coli can cause diarrhea, while others cause urinary tract infections, respiratory illness and pneumonia, and other illnesses. Other kinds of E. coli are used as markers for water contamination as well.
IMPLEMENTED MGT PRACTICES	The company met several times with ADM Milling Company to review their practices and perform on site audits of the facility to ensure that nessesary measures such as machine sterilization, cleaning procedures, and other safety pratices where being adhered to in order to prevent further E.Coli outbreaks.
REPORT	<p>Link to FDA Recall Report</p> <p>https://www.fda.gov/safety/recalls-market-withdrawals-safety-alerts/king-arthur-flour-updates-three-lot-codes-voluntarily-recalled-unbleached-all-purpose-flour-5-lb</p>