



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: Happy Valley Meat Company
 Date Submitted: 04/29/2021

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: Happy Valley Meat Company

UPDATED AS OF: 04/29/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	Ongoing
TOPIC	Biodiversity Impact
SUMMARY OF ISSUE	Happy Valley Meat Company generates income from sales of a variety of animal-based products (beef, lamb, pork, poultry, and veal) sourced from animal farms, which is an industry known to have potential impacts on biodiversity.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 63% of Happy Valley Meat Company's supplier expenses come directly from animal farms.
IMPACT ON STAKEHOLDERS	Animal agriculture poses a risk to local ecosystems of flora and fauna as well as the potential degradation of farmed land.
IMPLEMENTED MGT PRACTICES	The company does not have specific biodiversity targets for its farms. Farms are required to feed a high percentage of hay and pasture-based feed, which helps minimize feed derived from corn monocultures. Most of the farms that the company works with intercrop and rotate crops on their fields, though this is not a guideline required by Happy Valley.



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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	Ongoing
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	Happy Valley Meat Company generates income from sales of a variety of animal-based products (beef, lamb, pork, poultry, and veal) sourced from animal farms, which is an industry known to be water intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 63% of Happy Valley Meat Company's supplier expenses come directly from animal farms.
IMPACT ON STAKEHOLDERS	<p>As a water intensive industry, animal agriculture poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.</p> <p>Happy Valley Meat Company conducts site visits, but don't strictly regulate water use. NRCS provides grants for fencing to keep animals out of streams and away from stream beds. Happy Valley Meat Company adds mushrooms and other natural fillers into its burgers to reduce water consumption per unit of final product.</p>
IMPLEMENTED MGT PRACTICES	<ul style="list-style-type: none"> • Happy Valley Meat Company currently does not have steps have a plan in place to ensure its supplier farms are effectively managing the water resources they use. • Happy Valley Meat Company currently does not have any specific targets or objectives to reduce water use in its supply chain. • Happy Valley Meat Company currently does not screen suppliers and/or offer implementation support for best practices to minimize water use.



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UPDATED AS OF: 04/29/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Products and Services
ISSUE DATE	Ongoing
TOPIC	Happy Valley Meat Company sells a variety of animal-based products and sources >50% of their supplier expenses from animal farms
SUMMARY OF ISSUE	Types of farm - Pasture based family beef cattle farms.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<ul style="list-style-type: none">• 99.9% of the company's total revenue is from the sale of animal-based products sourced from its suppliers. Herd sizes range from 20 to 500 head with the average being ~200 head.• 41.5%% of supplier expenses come from suppliers that are currently subject to third party audits on animal welfare.
IMPACT ON STAKEHOLDERS	<p>Animal welfare is a material issue of concern on animal farms, particularly in industrial farming settings where animals may be subject to poor living conditions. Happy Valley Farms explicitly addresses these concerns for its beef suppliers through an animal welfare standard developed in partnership with the ASPCA, which all of its beef suppliers must adhere to. These standards are designed to allow cattle to live according to 'The Five Freedoms' — freedom from hunger or thirst; freedom from discomfort; freedom from pain, injury, or disease; freedom to express normal behavior, and freedom from fear and distress.</p> <ul style="list-style-type: none">• Happy Valley Meat Company sells a very small amount of other animals so it only has 1-2 farms that do pork, lamb and chickens. The company inspects those farms and make an assessment on the welfare of those animals.• Happy Valley Meat Company conducts regular farm tours (less so from the pandemic, but it was previously conducting tours ~1 every other month), internal welfare calls, and welfare audits.
IMPLEMENTED MGT PRACTICES	Happy Valley Farms has partnered with the ASPCA to develop animal welfare guidelines applicable to all of its beef suppliers, and are working to get all of its supplier farms Certified Humane by third party certifying bodies. The company reports the number of certified yearly in its vision meetings and in emails to its followers, and has a formal goal to get all farms certified by 2023.
REPORT	The company's animal welfare commitments are made publicly available here: https://shop.happyvalleymeat.com/pages/our-commitment



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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	Ongoing
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	Happy Valley Meat Company generates income from sales of a variety of animal-based products (beef, lamb, pork, poultry, and veal) sourced from animal farms, which is an industry known to be emissions intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 63% of Happy Valley Meat Company's supplier expenses come directly from animal farms.
IMPACT ON STAKEHOLDERS	Animal agriculture is a major contributor to global carbon emissions.
IMPLEMENTED MGT PRACTICES	<ul style="list-style-type: none">• Happy Valley Meat Company has used the world resource institute report to calculate the impact of beef and has added mushrooms to the ground beef products to reduce environmental impact. https://www.wri.org/insights/flavor-packed-burger-saves-many-emissions-taking-2-million-cars-road• Happy Valley Meat Company currently does not have any specific energy and/or carbon reduction targets.• Happy Valley Meat Company currently does not screen for or provide implementation support for the best practices related to minimizing energy and carbon emissions.



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UPDATED AS OF: 04/29/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Significant layoffs of >20% of workforce
ISSUE DATE	FY2020
TOPIC	Layoff due to COVID-19 pandemic
SUMMARY OF ISSUE	Happy Valley Meat Company has a small team of 4FTE, with a layoff of 1FTE during the FY2020 due to hardships from the COVID-19 pandemic, as most of the company's client base (restaurants) shut down as a result of the pandemic.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	1 employee was laid off, representing 25% of the workforce at the time of the layoff
IMPACT ON STAKEHOLDERS	Primary impact was loss of employment for affected employees.
IMPLEMENTED MGT PRACTICES	The company offered a severance of a little over two weeks pay and a connection to another company that was hiring with a good recommendation.
RELATED INCIDENTS (YES/NO)	No