



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: O'Brien Fine Foods

Date Submitted: 01/27/2023

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:

O'Brien Fine Foods

UPDATED AS OF:

01/27/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Products and Services
TOPIC	Company's revenue is derived from the sale of animal products.
SUMMARY OF ISSUE	O'Brien Fine Foods (OBFF) produce and package precooked meat products, which includes Pork, Beef, Chicken and Turkey; all OBFF products are animal based. The company sources its Pork and Beef from Irish Processors (Tier 1 suppliers). These processors in turn source the meat from multiple small hold farms (Tier 2 suppliers), that the company does not have direct contact with. OBFF sources its white meat (chicken and turkey) from meat processors across the EU, namely farms and processors in the Netherlands and Germany. In 2023 white meat will also be sourced from Poland, Lithuania as well as Ukraine (Non-EU).
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	96% of the company's supplier expenses are purchases from animal meat processors. Meat processors supply 100% of OBFF meat from small scale farmers across Ireland.
IMPACT ON STAKEHOLDERS	<p>The sale or use of animal products and animal-related services by businesses poses a risk to the humane treatment of animals if adequate management practices are not in place.</p> <p>All of the meat sourced in Ireland is Bord Bia Approved (https://www.bordbia.ie/industry/) - The Bord Bia is Ireland's Food Board and have specific standards required to be kept in order to use their Quality Mark, one of these being animal welfare, which is audited at the Farms and the meat processing sites to ensure the animal welfare standards are maintained.</p> <p>White meat purchased from the Netherlands is aligned to IKB poultry standards and from Germany is aligned to QS poultry Standards.</p>
IMPLEMENTED MGT PRACTICES	<p>OBFF have continued to push the agenda with their Meat Processors, through Annual Questionnaires asking the suppliers to disclose their animal welfare standards when it comes to the transportation and slaughtering of the animals. OBFF works with these during their internal supplier engagement and audits.</p> <p>OBFF also engages continuously with Bord Bia, through the use of the Quality Mark. The company has plans to engage with Bord Bia further, specifically focusing on Animal Welfare and better understanding the role that OBFF can play in supporting higher animal welfare standards within the sector.</p> <p>For OBFF, animal welfare is a key part of its Purpose/Sustainability Agenda going forward.</p>