



New Seasons Market

Disclosure Report

Date Submitted: December 18th, 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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" 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: Litigation and Complaints

Issue Date	Ongoing
Topic	Litigation and administrative claims related to labor and consumer issues
Summary of Issue	<p>Complaints and administrative claims filed by former employees related to labor issues, including, but not limited to, alleged unfair labor practices, retaliation, discrimination, workplace safety, and COVID-19 protocols. Administrative agencies involved include the Occupational Safety and Health Administration (OSHA), the National Labor Relations Board (NLRB), the Oregon Bureau of Labor and Industries (BOLI), and the Equal Employment Opportunity Commission (EEOC).</p> <p>Additionally, customers have filed complaints against the company relating to alleged personal injuries.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>Among the matters faced by the company in the last five years, the following were considered material to B Lab:</p> <ul style="list-style-type: none">• 35 pending administrative claims related to alleged unfair labor practices, retaliation, and/or discrimination, without an associated financial value,• 5 closed/resolved/withdrawn administrative claims related to alleged unfair labor practices, retaliation, and/or discrimination, with a total value of US \$6,667.00,• 10 closed OSHA administrative claims related to workplace safety, with a total value of US \$3,458.00,• 14 administrative claims and 2 citations related to COVID-19 protocols, with a total value of US \$600.00, and• 3 settled and 1 pending alleged personal injury lawsuit with a total value of US \$290,832.00.
Impact on Stakeholders	The primary impact of administrative claims related to alleged unfair labor practices, retaliation, and/or discrimination, if proven, is harm to any affected former employees and/or possible economic damages,



	<p>The primary impact of administrative claims related to workplace safety, if proven, is physical risk and/or harm to any affected employees,</p> <p>The primary impact of claims related to COVID protocols, if proven, is health risks for society in general, and</p> <p>The primary impact of litigation involving alleged customer injury, if proven, is physical harm to any affected customers.</p>
Resolution	<p>For administrative claims pending before the National Labor Relations Board (NLRB):</p> <ul style="list-style-type: none">• Thirty (30) unfair labor practice claims are open and continue to be investigated by the NLRB. As the investigations remain open and ongoing, the NLRB has not yet determined on their merits. Additionally, unfair labor practice claims made in the same period that were investigated by the NLRB were either dismissed or withdrawn, except four (4) claims settled amicably with no financial cost associated. <p>For administrative claims related to employment issues (alleged retaliation and/or discrimination):</p> <ul style="list-style-type: none">• Five (5) administrative claims are open and pending investigation by BOLI/EEOC. New Seasons believes that these claims lack merit and that the agencies will issue no-cause findings for the claims, meaning that they will find no evidence to support that any unlawful activity occurred. Finally, one employment administrative claim is closed, with a settlement reached with a former staff member. New Seasons continues to deny that it engaged in any unlawful conduct. <p>For the issues related to workplace safety:</p> <ul style="list-style-type: none">• The majority of these complaints were resolved with remediation - immediate hazards were cleared and defective equipment and structures were replaced or serviced. Two complaints resulted in a citation. <p>For the issues related to COVID protocols:</p> <ul style="list-style-type: none">• The majority of these complaints were resolved with remediation and with one citation. <p>For the cases involving alleged customer injury:</p>

	<ul style="list-style-type: none"> Three (3) cases were resolved with a settlement, and one is still pending investigation.
Management Practices	<p>For the issues related to alleged unfair labor practices, retaliation, or discrimination: As no legal fault or liability has been found regarding pending claims, no changes have been implemented. Regarding the settled claims, the company complied with the terms of the settlement agreements. Regarding the withdrawn or dismissed claims, no further action by the company was required.</p> <p>For the issues related to workplace safety: Safety procedures were reviewed and updated, as appropriate and relevant, and the relevant staff members were re-trained on appropriate safety procedures.</p> <p>For the issues related to COVID protocols: The company updated policies and procedures, conducted required maintenance, and adhered to the recommended protocols.</p> <p>For the cases involving alleged customer injury: The company replaced structures that were claimed to have resulted in issues, if at all, and the company reviewed and updated policies and procedures associated with the alleged issues, as the company deemed necessary and appropriate in its reasonable judgment.</p>
Management Comments	<p>The company firmly believes that the allegations alleged against it lack merit and where such claims have not already been withdrawn, dismissed, resolved, or otherwise settled, the company plans to continue to vigorously defend its actions before the applicable courts or administrative agencies.</p>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Alcohol

New Seasons Market is involved in the production or sale of alcohol. Alcohol may have a negative impact on the health and well-being of individuals and their communities, particularly in cases of over-consumption, addiction, or under-age drinking. Certified B Corps are required to make transparent their involvement in such industries.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Accidental Hazardous Discharge

New Seasons Market reported that it had 9 refrigerant leaks in the last 5 years. Accidental hazardous discharge poses significant risks to both the company responsible for the discharge and the surrounding communities. Exposure to hazardous substances released during the discharge can pose immediate health risks to workers and residents. Accidental discharge can cause extensive damage to the environment, including contamination of soil, water bodies, and air. This pollution can harm ecosystems, wildlife, and vegetation, disrupt local habitats, and contaminate food and water sources. Certified B Corps must make their involvement in the industry transparent under their B Corp Profile.

For more information about the company's practices regarding this topic, please visit the company's webpage/ sustainability report, accessible [here](#).



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Recalls

New Seasons Market reported conducting 0 mandatory and 53 voluntary recalls in the past five years, representing 0.05% of the company's products for the same period. When a product is recalled, various stakeholders such as customers, suppliers, investors, commercial partners, and local communities may face negative impacts, including health and safety risks, financial losses, loss of trust, damage to credibility, and other inconveniences. Certified B Corps must make their recalls transparent under their B Corp Profile.