



## 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: Organic Ocean Seafood Inc.  
 Date Submitted: 06/16/2022

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: Organic Ocean Seafood Inc. UPDATED AS OF: 06/16/2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Animal Products and Services - Seafood
<b>TOPIC</b>	Company is a manufacturer and sources >50% of their raw material expenses from animal products being seafood.
<b>SUMMARY OF ISSUE</b>	91% of the company's seafood are from suppliers, with 9% from the company's own vessels. 93% of their seafood is sourced from Canada and 7% from the United States.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	<p>70% of the company's seafood supply is Ocean Wise Certified            25% of the company's seafood supply is Marine Stewardship Council Certified            3% is Fair Trade Certified</p> <p>61.48 % is fully traceable back to the source. The remaining seafood is traceable back to a minimum of one level down but in many cases it can be traceable back to multiple levels down including harvest date and vessel groupings.</p> <p>All of the company seafood products must meet a minimum criteria level of sustainability that include environment and social topics. They recognise the following rankings and certifications for their products:</p> <ol style="list-style-type: none"> <li>1. Marine Stewardship Council certified</li> <li>2. Fair Trade Certified</li> <li>3. OceanWise recommended</li> <li>4. Seafood Watch best choice or good alternative</li> <li>5. Credible Fishery Improvement Projects as registered on FisheryProgress.org.</li> </ol>
<b>IMPACT ON STAKEHOLDERS</b>	B Lab Standards has acknowledged the need to conduct an Eligibility Review of the Seafood Industry which is scheduled to begin in late 2022. Any Certified B Corps will have one recertification cycle (3 years) to meet any new additional standards that are applicable as a result of the review. This review will consider all material environmental and social topics.

## B Corp Certification - Disclosure Questionnaire Documentation

DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Products and Services - Seafood Cont.
IMPLEMENTED MGT PRACTICES	<p>In all cases the supplier must have either a chain of custody certification or be an approved vendor from these ranking and certification schemes for the company to purchase from them. The company is audited by Marine Stewardship Council and OceanWise on an annual basis which require updated certifications and audits from all of their suppliers. Each supplier must provide them with an annual updated Chain of Custody certification. They also reserve the right to conduct in person audits should they believe the certifications supplied do not meet their requirements. Their Supplier Code of Conduct is applicable to all suppliers. The Code outlines requirements related to Child Labour, Forced Labour, Employment Contracts, Freedom of Movement &amp; Personal Freedom, Documentation, Recruitment, Harassment &amp; Abuse, Non-Discrimination, Freedom of Association, Grievance Procedures, Wages, Working Hours, Healthy &amp; Safety, and the Environment.</p> <p>The company does not have any KPIs related to animal welfare, however they do publicly list the sustainability ranking of their products. They support one open net pen that raises Sablefish which are native to the environment (which minimizes issues surround escapement). The same farm is in an economic and employment partnership with the local first nation group that occupy and steward the land where the farm is situated. They also support land-based farms that are demonstrated to ethically raise fish without the use of chemicals, coloring agents, or harmful materials, and have received an ecological certification.</p> <p>While the company does not source much seafood outside of Canada and the United States, they recognize the potential forced labour and human rights risk of sourcing seafood from other countries. They regularly reference the US Bureau of International Labour Affairs (ILAB) for all at risk countries associated with human rights or exploitative labour. There are currently 14 countries and areas that are at high risk.</p> <p>The company states the following:</p> <ul style="list-style-type: none"> <li>• They source, purchase, and promote products that meet their sustainability criteria. Additionally, they will selectively work with those fisheries and aquaculture projects that do not meet current sustainability criteria to help assist these groups in improving their sustainability performance.</li> <li>• They work with their fishers and supplier partners to improve and provide complete, detailed, and transparent seafood product traceability information for their customers.</li> <li>• They openly collect and share current and relevant information regarding their sustainability practices with their customers, employees, supplier partners, and the public.</li> <li>• They educate their employees, fishers, harvesters, producers, partners, and customers on their guiding principles associated with sustainably sourced seafood products.</li> <li>• They support initiatives that encourage and maintain the ocean's ability to provide us access to a healthy source of protein. They believe that this is fundamental in supporting food sovereignty to their nation and increasing Canadians' food security.</li> <li>• They encourage policymakers to improve and develop laws and regulations that support the improvement of fisheries and aquaculture management and enforcement.</li> </ul> <p>The company has the goal that 100 percent of their items meet their sustainability criteria and for those few items that do not meet these criteria, they will continue to work with industry, government, and NGOs to improve the sustainability of these species.</p>