



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: Ecotone
 Date Submitted: 10/11/2022

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:

Ecotone

UPDATED AS OF:

10/11/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Industries at Risk of Human Rights Violations
TOPIC	Forced labor, child labor, and human trafficking risks in cocoa/chocolate industry
SUMMARY OF ISSUE	Ecotone is a parent company that owns several different food brands. As a purchaser of cocoa, coffee, tea and palm oil, they operate in an industry in which human rights issues such as forced labor, child labor, and human trafficking may exist.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The purchase of cocoa, coffee, tea and palm oil from the companies Bonnetterre, Destination, Danival, Bjorg and Ecotone UK, is approximately 12% of Ecotone's overall supplier expenditure.
IMPACT ON STAKEHOLDERS	High risk supply chains such as cocoa, coffee, tea and palm oil have a history of forced and child labor, which subjects workers to poor working conditions, low wages, and puts children at risk for human trafficking.
IMPLEMENTED MGT PRACTICES	<p>To guarantee the quality, safety and compliance of their products, Ecotone has defined the minimum requirements applicable to any supplier in their Product Quality Booklet, which includes responsible sourcing. Ecotone maintains an approved supplier list and requires all its suppliers to comply with their Supplier Code of Conduct, including a requirement to meet the ILO's Core Conventions including the Forced Labour convention.</p> <p>Their Code of Conduct forms part of their general purchase conditions and their manufacturing and supply agreements with all suppliers. Suppliers are required to confirm that they are working to reduce the risk of modern slavery and human trafficking in their businesses and supply chains and, where legally required to do so, to produce a Modern Slavery statement in line with the UK government's guidance. The ethical responsible sourcing policy, which is part of Ecotone's Supplier Quality Booklet, requires raw material and finished products suppliers to register on Sedex and comply to their code of conduct; yearly targets to increase supplier numbers subscribing to Sedex are set; and, a yearly review of ethical risks highlighted in Sedex is undertaken.</p> <p>Ecotone carries out a social risk assessment on the top 130 raw materials used every 4 years, with the last one being in 2018. A renewal of their ethical trade system is ongoing in order to anticipate changing EU regulations. In addition to their ethical responsible sourcing policy, an Ecotone Responsible Sourcing Policy has been set up and is available on their website.</p> <p>Steps taken to manage modern slavery risks: Ecotone works closely with Sedex and Fairtrade as key partners to support them to identify risks of forced labour and child labour in their supply chains, to engage their suppliers on modern slavery issues and to improve labour rights in their supply chains. Ecotone continues to work with Fairtrade sources where possible, in particular for tea, coffee and hot chocolate. They also work with the RSPO (Roundtable on Sustainable Palm Oil) to minimise the risks of forced labour and child labour in their palm oil supply chains. They achieved CDP forest score B for soy and palm oil and include forest-related risks including social impact and mitigation initiatives in their annual company-wide risk assessment.</p> <p>(CONTINUED ON NEXT PAGE)</p>

IMPLEMENTED MGT PRACTICES (CONTINUED)	<p>In addition, Ecotone has set up different programs for specific supplier groups:</p> <ul style="list-style-type: none"> - Good-buy program: Partners are assessed every year and there is a supplier questionnaire every three years on social and environmental topics - Fair trade agrichains: routine audits about every 18 months - the Agrobiodiversity ("COAT") Program to assess and guarantee biodiversity friendly practices that go beyond organic: monitoring chains + field audits every year that include screening the impact on workers - Ecotone UK complies to the modern slavery act (see modern slavery statement published on their website) and reported for the BHRCC tea-transparency report 2021.
REPORT	https://www.ecotone.bio/biodiversity-responsibility

B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Ecotone UPDATED AS OF: 10/11/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy Intensive Industries
SUMMARY OF ISSUE	Ecotone is a parent company that owns several different food brands. They own an organic coffee brand called Destination. As a coffee roaster, Destination operates in an industry that is energy intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>In 2021, revenue from the sale of Destination coffee products as percentage of overall net revenue for Destination accounted for 58%. Net revenue from Destination coffee products as percentage of Ecotone's overall revenue accounted for 1,6%.</p> <p>The company does not currently measure the energy output per product. As part of the energy efficiency program that they are conducting, energy efficiency is measured in kwh/tonnes produced.</p>
IMPACT ON STAKEHOLDERS	Energy intensive manufacturing activities, such as coffee roasting, pose an environmental risk due to the emissions produced by such energy use. The extent of environmental impact is dependent on the energy sources utilized and management practices in place to manage energy use.
IMPLEMENTED MGT PRACTICES	<p>At Destination, renewable electricity from hydropower is used and a system is in place to burn smoke from the roaster in order to reduce the NOx emissions into the atmosphere. A new factory is under construction with high environmental standards and energy efficiency process.</p> <p>There is a group-wide Environmental management system with a zero waste target and CO2 reduction targets based on Science Based target methodology with Action Plans in place. Target: To reduce CO2 emissions by 55% (absolute reduction) on scopes 1 & 2, and 43% (intensity) on raw materials, transport and packaging for scope 3 by 2030 (versus 2017). On Ecotone level, the major part of carbon emissions is related to scope 3 mainly due to raw materials. The company is also working on water conservation practices and an energy efficiency program with an external expert who brings in expertise on industry benchmarks and best practices.</p> <p>Ecotone is working on its Biodiversity footprint and received results for 15 commodities - coffee being one of them - and their pressure on land, water, loss of species and pollution. An action plan to reduce and mitigate the risk is being set up including public targets.</p>
REPORT	https://marque.destination-bio.com/nos-engagements/

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UPDATED AS OF:

10/11/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Sensitive Ecosystems
SUMMARY OF ISSUE	Ecotone is a parent company that owns several different food brands. Its subsidiary Danival is located in a sensitive ecosystem that is part of Natura 2000, a European network of protected nature areas where certain species of animal and their natural habitats are protected in order to preserve biodiversity.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Danival's site in Andiran, which is equal to 11,75% of the facilities of the company's French operations, is located in a sensitive ecosystem.
IMPACT ON STAKEHOLDERS	Companies that operate in sensitive ecosystems can have potential negative impacts to the surrounding flora and fauna if not correctly managed.
IMPLEMENTED MGT PRACTICES	<p>The Danival office and factory is located on a Natura 2000 classified site. Species known to be present on or in the vicinity of the site include otter, European pond turtle, freshwater sculpin, crayfish and eels. The company has also looked after two Gascon donkeys for over 10 years; their names are Shoyu and Miso, in honour of the Japanese products that the company is committed to manufacturing and selling.</p> <p>The company's location and history mean that they are required to protect the environment around them, keeping their environmental footprint as small as possible. Companies based in an area "Natura 2000", adhere to a strict and detailed charter of requirements for environmental protection, annual monitoring and tracking of practices to preserve the area (full program).</p>
REPORT	https://www.danival.fr/fr/bio-bien-bon

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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	Ecotone is a parent company that owns several different food brands. One of their subsidiaries, Abafoods, manufactures organic plant based drinks and cooking creams and therefore operates in an industry that is considered water intense.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	100% of Abafoods revenue comes from dairy-alternative products. Total revenue from Abafoods accounts for 3.7% of Ecotone's Net Revenue in 2021.
IMPACT ON STAKEHOLDERS	Water intensive industries pose risks such as water stress or depletion of local water sources if water use is not appropriately managed.
IMPLEMENTED MGT PRACTICES	Abafoods has been operating as an organic company in Italy for over 20 years and represents a European Centre of Excellence for plant-based drinks Research & Development. The company has achieved zero water waste through its full-cycle water system which relies on reverse osmosis, which provides the highest level of filtration without needing any chemical reagents. A remineralization process then returns all naturally occurring minerals removed by the osmosis. The water used in drinks undergoes periodic analysis and must meet specific chemical, physical and microbiological standards. Any water not used in their drinks are filtered by a biological wastewater treatment. It meets all legal standards and is released into a canal at the back of the factory where it is used for irrigation, and so closing the loop with the land.
REPORT	https://www.abafoods.com/sustainable-production/

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UPDATED AS OF:

10/11/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Material Recalls																		
ISSUE DATE	2020 and 2021																		
TOPIC	Material recalls across European brands related to ETO (Ethylene oxide).																		
SUMMARY OF ISSUE	In the EU, detections of ethylene oxide in sesame seeds from India started to increase in September 2020. This affected the whole food industry as more than half of the EU's annual imports of 70,000 tons of sesame comes from India. As a consequence all products containing the additive locust bean gum contaminated with ethylene oxide needed to be withdrawn or recalled to protect the consumer. Since 2020, there have been about 3,000 product recalls and notifications due to ethylene oxide in food in the EU. Ecotone subsidiaries in France, Germany, Italy, Spain and Benelux experienced recalls between 2020 and 2021 related to the Ethylene oxide contamination of raw materials. The products affected for the companies were dairy alternatives, crispbreads, muesli, granola																		
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<table><tr><td>Country</td><td>Year</td><td>% of Total Volume</td></tr><tr><td>France.</td><td>2020/2021.</td><td>0.16%/3.99%</td></tr><tr><td>Germany.</td><td>2020</td><td>0.016%</td></tr><tr><td>Italy.</td><td>2021</td><td>9.32%</td></tr><tr><td>Spain.</td><td>2021</td><td>0.86%</td></tr><tr><td>Benelux.</td><td>2020/2021</td><td>0.15%/0.14%</td></tr></table>	Country	Year	% of Total Volume	France.	2020/2021.	0.16%/3.99%	Germany.	2020	0.016%	Italy.	2021	9.32%	Spain.	2021	0.86%	Benelux.	2020/2021	0.15%/0.14%
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IMPACT ON STAKEHOLDERS	The EU position is that products containing the additive locust bean gum contaminated with ethylene oxide need to be withdrawn or recalled to protect the consumer. In the EU, the use of ethylene oxide to disinfect foodstuffs is not permitted.																		
RESOLUTION	Ecotone did take a precautionary approach and followed the authorities' requirements regardless of the % of sesame seed inclusion in the recipes. All recalls have been reported and were performed in full compliance with national authorities. Recalls were reported to customers and published on brand websites / the local Food Authority websites. All suppliers of finished products containing raw materials at ETO risk were contacted, made aware and asked to ensure compliance with relevant ETO regulations.																		
IMPLEMENTED MGT PRACTICES	Ecotone's quality team has strong food safety and food fraud systems and appropriate resources as well as appropriate risk and crisis management procedures in place. The detailed Supplier Quality Booklet is publicly available on their website (see link below). As a consequence of the crisis linked to ETO, there have been several actions in 2021 to upgrade the recalls management and crisis procedure. The re-vamp of the crisis procedure was performed with support of an external company specialised in recalls management and included extensive training of all leaders and cross-functions on the topic.																		
REPORT	https://www.ecotone.bio/wp-content/uploads/2022/01/2021_Ecotone-Product-Quality-Booklet.pdf																		