



Lab
Global

Danone Nordics & Baltics

Disclosure Report

Date Submitted: December 15th, 2025



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 of 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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" 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: Energy and Emissions Intensive Industries

Energy and Emissions Intensive Industries	
Topic	Energy and Emissions Intensive Industries
Summary of Issue	<p>Österlenmejeriet AB (legal entity part of Danone NorBal's certification scope) is involved in the production and sale of plant-based products, or is part of an industry that can potentially be classified as energy and emission-intensive, meaning that they are more likely to have significant impacts on the environment based on their carbon emissions associated with their operations and their contribution to climate change. Österlenmejeriet AB understands its potential negative environmental impact and actively works to mitigate its impact.</p> <p>As per B Lab's rules, manufacturing companies in the food & beverage industry are required to make transparent their involvement in such activities or industries, irrespective of their actual intensity or impact.</p> <p>The entity is involved in the production and sale of plant-based products. Accordingly, the energy-intensive activities are related mostly to the company's manufacturing site at Lunnarp, Sweden. At the Lunnarp facility, the company uses a mix of energy sources for manufacturing and utilities, with some energy reduction efforts deployed at the site. For electricity, the company uses Grid electricity (renewable); our own produced electricity from solar panels represent 4 % of the factory's total consumption. The total energy consumed for electricity purposes is 6904 MWh. For thermal purposes, the company uses a combination of LPG & biomass, totaling 7420 MWh.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the previous fiscal year, 100% of Österlenmejeriet AB was derived from the manufacturing of plant-based products.</p> <p>Österlenmejerie's manufacturing facility has an energy intensity of 255 kWh per ton of product produced for its standard manufacturing processes.</p>
Impact on Stakeholders	Energy-intensive activities, such as food & beverage manufacturing, can pose an environmental risk due to the



	<p>related emissions derived from energy use. The extent of environmental impact depends on the energy sources utilised and the management practices in place to manage energy use.</p>
Global Implemented Management Practices	<p>Österlenmejeriet AB is an indirect subsidiary of Danone SA. As such, it is fully in line with the group's ambition to help lead an industry-wide transition to a low-carbon economy. In 2015, Danone started engaging in climate change following the Paris Agreement. The company published the Climate Policy and set 1.5° reduction targets for 2030, officially approved by SBTi in 2022. Danone's main contributor to the carbon footprint is milk, which accounts for 36% of the overall emissions. Energy and industrial operations account for only for 5% of the total. Nevertheless, Danone commits to reducing emissions through strategic programs and has a global ambition in line with the Science-Based Targets initiative, and is committing to net-zero emissions by 2050.</p> <p>Energy & Emissions are also a key topic of the company's sustainability strategy, Danone Impact Journey. Danone's global targets on climate are:</p> <ul style="list-style-type: none">• Reduce its GHG footprint by 2030, in line with what science says is required to limit warming to 1.5°C,• achieve 30% reduction in methane emissions from fresh milk by 2030,• 36% reduction on scope 1 & 2 by 2025,• Achieve net zero emissions by 2050. <p>As part of the strategies to reach the Danone Impact Journey targets listed above, Danone launched a Global Energy Excellence Program, Re-Fuel Danone in 2022, as an action plan to reduce energy and industrial emissions and transform the energy footprint of its production sites worldwide. The global targets are:</p> <ul style="list-style-type: none">• 36% reduction on scope 1 & 2 by 2025• Significantly increase its use of renewable energy, such as biogas, biomass, solar, and hydrogen• 100% of electricity will be from renewable sources, and half of all energy will come from renewable sources by 2030• Reduce the company's scope 1 & 2 emissions by a minimum of 42% by 2030



	<p>To monitor its progress, Danone uses an internal reporting tool for sustainability metrics – Greentrack - deployed in each Business Unit worldwide, including Österlenmejeriet AB, to track energy consumption and efficiency.</p>
Local Implemented Management Practices	<p>Österlenmejeriet AB works in line with Danone’s global targets on reducing its energy usage and emissions. At the Lunnarp facility, the company achieved a reduction in electrical energy consumption from a 2019 baseline of 8,339 MWh to a targeted 6,249 MWh. This reduction has been driven by key initiatives including green ventilation (-837 MWh), solar cells (-300 MWh), temperature optimisation (-319 MWh), and pre-cooling processes (-633 MWh).</p> <p>For more details on practices and quantitative data, please refer to the Transparent Assessment.</p>
Report	<ul style="list-style-type: none">• Danone's Climate Action• Danone Climate Transition Plan



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Water Intensive Industries

Topic	Water Intensive Industries
Summary of Issue	<p>Danone Nordics & Baltics (Danone NORBAL), a Danone company, includes several legal entities within its scope of certification:</p> <ul style="list-style-type: none">• SIA Nutricia (Office located in Riga, Latvia),• Danone UAB (Office located in Vilnius, Lithuania),• Danone A/S (Office located in Copenhagen, Denmark),• Danone Oy (Office located in Helsinki and co-working space located in Turku, Finland)• Danone AB (Headquarters office located in Stockholm, Sweden),• Danone AS (Office located in Oslo, Norway)• Österlenmejeriet AB (Manufacturing facility located in Lunnarp, Sweden)• ProViva AB (Office located in Stockholm, Sweden) <p>Österlenmejeriet AB is involved in the production and sale of plant-based products or is part of an industry that can potentially be classified as water-intensive, meaning that they are more likely to have significant impacts on the environment based on the water consumption associated with their operations and their potential contribution to water scarcity. Österlenmejeriet AB understands its potential negative environmental impact and actively works to mitigate its impact.</p> <p>As per B Lab's rules, manufacturing companies in the food & beverage industry are required to make transparent their involvement in such activities or industries, irrespective of their actual intensity or impact.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the previous fiscal year, 100% of Österlenmejeriet AB's revenues were derived from the manufacturing of plant-based products.</p> <p>Österlenmejeriet's manufacturing facility has a water intensity of 1,63 M3/t per unit of product produced for its standard manufacturing processes. Water used in Österlenmejeriet AB's production facility is sourced from well water, for which extraction limits are in line with local regulations.</p>

Impact on Stakeholders	<p>As a water-intensive industry, the manufacturing of food & beverage products poses risks such as water stress or depletion of local water sources if water used is not appropriately managed.</p> <p>By using municipal water supply for its manufacturing processes, the main stakeholders affected are other water users in the regions of operation, such as local water authorities & regulators, residents, other industrial plants, farmers, and the local biodiversity.</p>
Global Implemented Management Practices	<p>Österlenmejeriet AB is an indirect subsidiary of Danone SA. Danone works to protect and restore watersheds, reduce its water footprint, and improve access to safe drinking water. Water stewardship at Danone includes three scopes: scope 1 of the factory, scope 2 of the operational watershed, and scope 3 of the sourcing watershed. Scope 3 accounts for the major water footprint in Danone, as it includes water usage in agriculture.</p> <p>Water is also a key topic of the company's sustainability strategy, Danone Impact Journey. As part of its roadmap, Danone set targets and committed to reducing its water footprint for:</p> <ul style="list-style-type: none"> • Scope 1 – by implementing a 4R approach (reduce, reuse, recycle, reclaim) in 100% of the production sites by 2030. • Scope 2 – by implementing in highly water-stressed areas, watershed preservation and restoration plans by 2030. • Scope 3 – by driving water footprint reduction across the value chain <p>Danone has several tools to measure its water footprint and guide its water preservation action, including Water Risk Assessment, Water Footprint Assessment, WWF Water Risk Filter, and an internal tool called Spring 2030. Danone also uses an internal reporting tool for sustainability metrics - Greentrack-deployed in each Business Unit worldwide, including Österlenmejeriet AB, to track water consumption and efficiency of its water programs.</p>
Local Implemented Management Practices	<p>Österlenmejeriet AB works in line with Danone's global targets on water stewardship. The company is focused on continuously</p>



	<p>minimizing our water usage in the factory following Danone's 4R approach (reduce, reuse, recycle, reclaim). Water usage is tracked monthly and annually as a key performance indicator, and our wastewater management complies with legal permits. Over the years, the company implemented several initiatives that contributed to water savings.</p> <p>From a 2015 baseline of 393,773 m³, the company achieved a net reduction, reaching a result of 189,934 m³, with a target of 195,433 m³. Key initiatives include improvements in the Water Cooling Loop (+216,020 m³), while other processes such as UHT (-98,000 m³), RO (-7,200 m³), and CIP recovery (-13,500 m³) have also impacted overall consumption.</p> <p>For more details on practices and quantitative data, please refer to the Transparent Assessment.</p>
Report	<ul style="list-style-type: none">• Water Stewardship• Danone Water Policy



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Product Recalls

Issue Date	2022, 2023, and 2024
Topic	Recalls due to quality control issues
Summary of Issue	Product recalls have involved issues such as formulation problems, contamination concerns, and excessive nutrient levels. These incidents span multiple years and product types, affecting several countries in the region.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<ul style="list-style-type: none">● Issue 1: Nutilis Recall (Nordics - Denmark, Finland, Iceland, Norway, and Sweden, 2022) This recall involved Nutilis products distributed across the Nordics in 2022, due to an issue with product thickening. The recall was executed in line with local regulatory requirements. The estimated financial impact of the recall is around €50K based on internal documentation.● Issue 2: Strawberry Yoghurt Recall (Nordics - Denmark, Finland, Iceland, Norway, and Sweden, June 2023) The recall affected strawberry yoghurt products distributed in the Nordics in August 2022 due to the presence of a foreign object. The recall was carried out in accordance with applicable local regulations. The estimated financial impact of the recall is around €80K.● Issue 3: Dialamine and MSDU Recall (Finland, Estonia, Denmark, Sweden – Spring 2024) The recall affects Dialamine and MSDU products distributed in Finland, Estonia, Denmark, and Sweden in Spring 2024, due to excessive levels of B vitamins. The recall was initiated in compliance with local regulations. The case is ongoing and products have not yet been destroyed, as the process remains open due to insurance-related requirements. The issue has implications across approximately 30 countries, involving nearly all EU CBUs, and is being tracked at the global level. Destruction certificates are not yet available, and the financial impact has not yet been finalized.
Impact on Stakeholders	There have been no reported illnesses or injuries related to



	those three recalls.
Resolution of the Issue	<p>The recalls were executed in full compliance with local regulatory requirements. Internal investigations were conducted, and all actions followed the established Danone Global Recall Procedure, including risk assessment, media and stakeholder management, and alignment with the local recall procedure derived from the global standard.</p> <p>NorBal is recognized as having one of the strongest recall processes within Danone.</p>
Implemented Management Practices	<p>Implemented Danone's Management Practices (applies to Issues 1–3)</p> <p>For each of the three cases, the following Danone Management Practices were implemented as part of the established Danone Crisis Management and Product Recall Framework:</p> <ul style="list-style-type: none">• A lessons-learned session was held with the involved teams to review root causes, decision-making, communication, and mitigation steps.• Danone's Global Corrective and Preventive Actions (CAPA) were implemented, and a report was issued, originating from the relevant factory, and aligned with Danone's CAPA and Recall Processes.• Actions were documented and tracked in accordance with Danone's global quality and risk protocols, ensuring visibility at local and central levels.• Each event reinforced internal capability through cross-functional alignment, ensuring continuous improvement of the recall readiness and risk response procedures.
Related Incidents (Yes/No)	No