



# Jamie Oliver

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Disclosure Report

Date Submitted: February 28th, 2024



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## 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.

**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.		
<a href="#">Animal Products or Services</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Disclosure Alcohol</a>	<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 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 type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Significant Layoffs</a>	<input checked="" type="checkbox"/>	<input 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"/>
<a href="#">Other</a>	<input checked="" type="checkbox"/>	<input 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: Alcohol

**Jamie Oliver Group** is involved in the production or sale of alcohol, which has risks of potential negative impact on the health and well-being of individuals and their communities. Based on the size of the company, these impacts may be limited. Certified B Corps are required to make transparent their involvement in such industries.

Any party aware of specific company practices related to their marketing or other topics that could contribute to the negative impacts of alcohol, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).



# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Animal Products and Services

**Jamie Oliver Group** is involved in the production or sale of animal products and services, meaning that they are more likely to have significant impacts on the environment and animal welfare. Based on the size of the company, these impacts may be limited. Certified B Corps are required to make transparent their involvement in such industries.

Any party aware of specific company practices that have had a negative impact related to their involvement in the sensitive industry, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).

# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Significant Layoffs

<b>Issue Date</b>	May/2019
<b>Topic</b>	Significant layoffs at a separate Jamie Oliver venture due to business being placed in administration
<b>Summary of Issue</b>	All but three of Jamie Oliver's 25 UK restaurants closed as of May 2019, with the loss of 1,000 jobs, after the business called in administrators. These restaurants were managed by Jamie Oliver Restaurant Group Limited (JORG), a separate entity from Jamie Oliver Group with an independent Board, management team, head office, and ownership. The Jamie Oliver Group did provide financial assistance to JORG over the years.
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	Approximately 1,300 jobs were affected by the UK administration. 250 were saved when Jamie Oliver Group franchise partner SSP took over the running of the Gatwick restaurant operations. The administration resulted in around 1,000 job losses in total (roughly 75% of UK restaurant staff)
<b>Impact on Stakeholders</b>	The closure of restaurants resulted in the loss of jobs and income for workers from the date which the business was placed into administration.
<b>Implemented Management Practices</b>	<p>To mitigate the impact on staff, The Jamie Oliver Group made a voluntary "ex gratia" payment of £1million to ensure all staff salaries were paid up until the day the business went into administration.</p> <p>The company has since opened one fully owned restaurant, Jamie Oliver Catherine St in November 2023, as part of the company's 5-year business plan signed off by the Jamie Oliver Holdings Board. The restaurant team is run by hospitality experts.</p>
<b>Related Incidents (Yes/No)</b>	<p>In 2018 JORG entered into a CVA (Company Voluntary Arrangement) to restructure the business in light of challenging market conditions. This resulted in the closure of 12 sites and the loss of 250 jobs. The restructuring was planned to minimise impacts on staff and where possible team members were offered roles at other JORG sites.</p> <p>At its peak, JORG employed 1,900 staff across 42 sites and its head office operations. Before the CVA there were a small</p>



	number of routine store closures and openings reflecting local business conditions.





# Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other - Partnership with client in Fossil Fuels industry

<b>Topic</b>	Historic Co-branded partnership between Jamie Oliver Group and Shell.
<b>Summary of Issue</b>	Jamie Oliver Group had a historic co-branded partnership with Shell. The company licensed its brand and developed food products for the “Jamie Oliver Deli by Shell” range that provided healthier food-to-go options at selected Shell forecourt stores.
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	The collaboration represented a key partnership and a material amount of revenue for the Jamie Oliver Group. The partnership officially ended in November 2023.
<b>Impact on Stakeholders</b>	<p>B Lab has flagged the involvement of companies with clients in controversial industries as a material issue as companies that work with clients in controversial industries can indirectly increase the harmful impact to stakeholders by enabling business growth.</p> <p>The partnership sits with Shell's retail business and is entirely separate from the oil &amp; gas part of the business. There are no negative impacts associated with this partnership directly.</p> <p>The oil and gas industry, in general, is a major contributor of global greenhouse gas emissions and is of particular concern and importance in relation to the future of climate change around the world.</p>
<b>Implemented Management Practices</b>	Jamie Oliver Group had dedicated food standards and a nutrition team who regulated all of its products to ensure strong health credentials.