



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: Plant Meat Limited T/A THIS
Date Submitted: 07/22/2022

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: Plant Meat Limited T/A THIS UPDATED AS OF: 07/22/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Recalls
ISSUE DATE	Dec-19
TOPIC	Recalls due to incorrect "Use by Date"
SUMMARY OF ISSUE	Plant Meat has had 2 recalls in the last five years due to incorrect ""Use by Date"". Two food products of the company were recalled due to an error leading to the incorrect ""Use By Date"" being applied: 'THIS Isn't Chicken Sea Salt & Black Pepper Pieces' and 'THIS Isn't Chicken Tikka Pieces'. The Use By Date showed as 08/12/20 instead of 08/01/20. The company also made another recall in February 2020 for one food product. The products were recalled for the same reason: the co-packer printed the incorrect date code on its products (12/02/22 instead of 12/02/20). The company was notified by a consumer of the error due to a misdated pack that they had purchased.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	There were no reported illnesses from consumers from these incident. 4,506 units, worth £9,687.24 were recalled in the first instance. This would be equivalent to 1.1% of overall sales for the fiscal year of reference (2019). 2,766 units, worth £6,120.54 were recalled in the second instance. This would be equivalent to 0.1% of overall sales for the fiscal year of reference (2020).
IMPACT ON STAKEHOLDERS	There was no involvement from the food/health safety regulators in this incident and while a risk of harm/illness was present, there was no actual harm or reported illnesses.
IMPLEMENTED MGT PRACTICES	Immediately following notification of the issue, Food Recall Alerts were promptly published, all retailers were alerted, and a dedicated phone line was set up for customers to contact the company directly regarding the recall. A Root Cause Analysis Report was done by the company following the incident. The summary of the report is as below: The operator in question [at the third-party co-packing facility] was terminated immediately for gross negligence to: a) prevent further mistakes of this gravity and, b) emphasise the crucial importance of diligently following Quality Control procedures to other staff members. The keyboard required to change the date code from its default of the present date (i.e. Expiring the day it's coded) is kept away from production and exclusively with one of the 3 most senior members of the company, meaning that at the start of every print run a senior member of staff must be present to confirm the date code is correctly set. A second supervisor must also confirm the date codes settings are correct, and are showing no other issues are present with the clarity of the print before the run begins. The procedures in place to verify printing accuracy throughout the shift have now been updated to include photographic evidence at the start, middle and end of every print-run.