



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: Danone North America
 Date Submitted: February 26, 2021

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:

Danone North America

UPDATED AS OF:

February 26, 2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation and Arbitration
ISSUE DATE	Ongoing
TOPIC	Pending class action consumer lawsuit
SUMMARY OF ISSUE	In July 2019 a lawsuit was filed against Whitewave Foods Co., a subsidiary of Danone North America, in which a putative class alleges some Vega products contain non-functional slack fill.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 2.8% of Danone North America PBC's sales came from the affected Vega products in the last fiscal year (FY2019). The class size of the affected products is unknown.
IMPACT ON STAKEHOLDERS	The lawsuit alleges that consumers were misled due to the amount of empty space included in the affected products' packaging.
RESOLUTION	This matter remains ongoing.
RELATED INCIDENTS (YES/NO)	One consumer class action lawsuit in the past 5 years was (and remains) stayed. All other consumer class action lawsuits from the past 5 years have been dismissed.



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PROVIDED BY: Danone North America

UPDATED AS OF: February 26, 2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation and Arbitration
ISSUE DATE	2017-2018
TOPIC	Litigation related to compliance with California's Proposition 65
SUMMARY OF ISSUE	Two separate lawsuits filed in 2017 and 2018 respectively alleged that certain Vega products did not comply with California's Proposition 65. Both lawsuits were settled.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The total settlement amount for both lawsuits was \$397,500 USD
IMPACT ON STAKEHOLDERS	California's Proposition 65 law requires businesses to disclose exposures to chemicals that cause cancer, birth defects or other reproductive harm if they are present above specific thresholds.
RESOLUTION	In both cases, Vega denied the allegations and agreed to pay a settlement amount as well as to follow certain product testing and monitoring protocols
RELATED INCIDENTS (YES/NO)	Two related cases described above



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UPDATED AS OF:

February 26, 2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Hazardous Discharges
ISSUE DATE	2017
TOPIC	Reportable spills and releases from manufacturing facilities with potential offsite impact
SUMMARY OF ISSUE	In 2017, there were two reportable spills from Danone North America manufacturing facilities that had potential offsite environmental impact and resulted in a fine/penalty from local environmental agencies. In 2019, there was one reportable spill from a Danone North America manufacturing facility that had actual offsite environmental impact and resulted in a fine/penalty from local environmental agencies.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Spills/discharges occurred at three facilities, representing ~33% of the company's facilities by area. Total fines/penalties were immaterial (0.001% of annual revenue).
IMPACT ON STAKEHOLDERS	All three discharges had potential for environmental impact, and one instance resulted in limited fish kill. The other two instances had no known impact.
IMPLEMENTED MGT PRACTICES	"To date, Danone North America has implemented the following processes to prevent future incidents: 1. New 2020 Network corrective and preventative guideline addressing EHS incidents 2. New 2020 EHS Risk Assessment Standard 3. Environmental compliance has been incorporated into the EHS Pillar of DaMaWay, Danone's adaptation of Procter and Gamble's integrated management system focusing on zero defects and losses and employee ownership at the line level 4. Existing Incident investigation and Reporting standard"
RELATED INCIDENTS (YES/NO)	There have been other reportable spills deemed to be significant because they were contained onsite and did not impact any offsite environment, workers, or the local community.