



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: Hawksmoor

Date Submitted: 31-Aug-22

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:

Hawksmoor

UPDATED AS OF:

31-Aug-22

DISCLOSURE QUESTIONNAIRE CATEGORY	Alcohol
ISSUE DATE	Ongoing
TOPIC	Company serves alcohol products
SUMMARY OF ISSUE	Hawksmoor is a restaurant and bar that earns a material amount of revenue from the sale of alcohol.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 30% of Hawksmoor's revenue was earned from the sale of alcohol.
IMPACT ON STAKEHOLDERS	Alcohol may have a negative impact on the health and well-being of individuals and their communities,
IMPLEMENTED MGT PRACTICES	<p>Hawksmoor complies with all local regulations and laws with regards to the serving of alcohol. Alcohol licensing paperwork is displayed and the company operates a 'challenge 25' policy towards service of alcohol in the restaurants.</p> <p>All Designated Premises Supervisors are fully trained in responsible service of alcohol and license holders have all passed licensing, which includes exam questions on the sale and supply of alcohol to young people as well as responsible consumption.</p> <p>All relevant employees receive training on responsible service of alcohol during the company induction. Teams are briefed of the dangers of over-serving and the illegality of serving minors. There is a senior manager on premises at all times to ensure there is supervision of team members who serve alcohol. Employees receive additional briefings of the company policy during busy periods such as the run up to Christmas when there is more pre and post meal drinking happening in the restaurants.</p>

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DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Products and Services
ISSUE DATE	Ongoing
TOPIC	Hawksmoor is a restaurant and sources >50% of their supplier expenses from animal farms.
SUMMARY OF ISSUE	Hawksmoor source animal products (beef, pork, fish, seafood, dairy and eggs) from British higher welfare farms and suppliers. For example, cattle are raised outdoors (they're only brought into barns if the grass isn't fit for grazing in colder months) and are fed a diet of foraged grass and hay. Eggs are sourced from chickens raised on organic or free range farms. Fish are wild-caught or sourced from farms.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Hawksmoor source all animal products from 650 British farms and suppliers. Beef has an average herd size of 10 to 300 (depending on farm), other animal herd sizes can range from 20 to 600.
IMPACT ON STAKEHOLDERS	<p>All cattle farmers are required to comply with the Hawksmoor Beef Standards which sets out requirements around how the cattle are raised (taking in genetics, animal welfare, feed, environment). The procurement team works directly with all the cattle farms in the supply chain to support them and ensure standards are met through regular audits.</p> <p>For other animal products, the company sets standards in their Sustainability and Environmental Procurement Policy:</p> <p>Wild-caught fish: sourcing fish from FAO Fishing Areas or stocks within these areas, that have been caught using the most selective fishing methods e.g. hand or pole line, traps. Additionally no fish is sourced whilst in their spawning season.</p> <p>Farmed fish: sourcing fish from a recognised welfare scheme such as organic, Aquaculture Stewardship Council, Freedom Foods, Global GAP</p> <p>Dairy and eggs: sourcing from high welfare farms such as free-range or organic.</p>
IMPLEMENTED MGT PRACTICES	Hawksmoor has set the highest welfare standards across all animal produce. Hawksmoor has been awarded a three-star rating (the highest rating) for the past 12-years by the Sustainable Restaurant Association, who audit all protein sourcing. The Hawksmoor Instagram also celebrates some of the best practice followed and tells all the supplier stories publicly: https://www.instagram.com/hawksmoorrestaurants/

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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	Ongoing
TOPIC	Biodiversity Impacts
SUMMARY OF ISSUE	As a restaurant, Hawksmoor operates in an industry in which biodiversity impact is a material environmental issue.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	70% of Hawksmoor's supplier expenses are estimated to come directly from animal farms.
IMPACT ON STAKEHOLDERS	Animal agriculture poses a risk to local ecosystems of flora and fauna as well as the potential degradation of farmed land.
IMPLEMENTED MGT PRACTICES	<p>Hawksmoor encourage their cattle farmers to use clover and other forage legumes to reduce reliance of bought in proteins and fertiliser. In addition to using pollen and nectar mixes all of which encourage pollinators. The procurement team records what farmers are already doing and encourage best practices, many farmers are already in a countryside management scheme.</p> <p>The company holds webinars with all suppliers of animal products where they share best practice, and work with them to better understand new methods to introduce biodiversity and visit regularly.</p>

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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	Ongoing
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a restaurant, Hawksmoor operates in an industry that is water intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	70% of Hawksmoor's supplier expenses are estimated to come directly from animal farms.
IMPACT ON STAKEHOLDERS	<p>As a water intensive industry, animal agriculture poses risks such as water stress or depletion of local water sources if water use is not appropriately managed. Hawksmoor beef is consistently forage-fed and does not depend on water intensive animal feed.</p> <p>Hawksmoor sources their animal products from British farms that may experience occasional periods of drought or floods.</p>
IMPLEMENTED MGT PRACTICES	None

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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	Ongoing
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	As a restaurant, Hawksmoor operates in an industry in which energy and carbon emissions is a material environmental issue.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	70% of Hawksmoor's supplier expenses are estimated to come directly from animal farms.
IMPACT ON STAKEHOLDERS	Animal agriculture is a major contributor to global carbon emissions.
IMPLEMENTED MGT PRACTICES	<p>Hawksmoor is on track for net zero before 2030, the company is working with its farm suppliers towards Carbon Zero by 2035.</p> <p>The company's beef procurement partner is in the process of carbon auditing all of the cattle farms to form a baseline and then monitor this on a three yearly cycle. The carbon footprint includes water and energy usage. All farms have an action plan created from their baseline results highlighting strengths and weaknesses. The company also runs educational webinars and events on key focus areas to reduce GHG emissions reductions in energy, fertiliser and water usage. The company also surveys other animal product suppliers to understand their emissions and practices.</p>