



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

PROVIDED BY: **Mama Earth Organics**

UPDATED AS OF: **10/09/2020**

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		✓
Other		✓

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		✓

Other Disclosures	Yes	No
		✓

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:

Mama Earth Organics

UPDATED AS OF:

10/09/2020

DISCLOSURE QUESTIONNAIRE CATEGORY	Labor Issues
ISSUE DATE	2019-2020
TOPIC	Labor / Union Complaints
SUMMARY OF ISSUE	Employees of Mama Earth claiming better working conditions and voted to join the union
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>As of end of 2018 Mama Earth employees contacted the United Food and Commercial Workers (UFCW) union complaining of health and safety issues, as well as allegations of harassment and favouritism and a general lack of job security.</p> <p>In 2019 the majority of employees voted to join the union and the company was certified by the union in 2020.</p>
RESOLUTION	Mama Earth certified with the Union
IMPLEMENTED MGT PRACTICES	After learning of the intent to certify, management increased employee communication, encouraged employees to bring forward concerns (either directly or anonymously) so they could be actioned, and hired a full time onsite HR manager.
OTHER MANAGEMENT COMMENTS	<p>Mama Earth has recently ratified our first collective bargaining agreement with our employees who are now part of a union. The process of jointly creating this agreement was a productive and helpful one, as it provided a forum for our employees to share their concerns and suggestions for improvement at Mama Earth. We learned we had opportunities as an employer, many of which had a root cause in insufficient two-way communication.</p> <p>We have amazing staff who tell us through an annual survey that they feel extraordinarily connected to the mission of Mama Earth to nurture the planet while we nourish families (93% engagement). We also have very strong employee overall satisfaction and experience scores (81% and 82% respectively), but recognize that there is opportunity to close the gap between how employees feel about the company and how they feel about their everyday experience. We are committed to creating a great employee experience, so our teams then will feel equipped and motivated to create a great customer experience. Having the contract that we drafted in partnership with employees, will ensure the baseline needs of job security, equity, and safety are met. Further, we are committed as a company to go beyond the terms of the contract, to exceed their expectations of an employer, to ensure our staff continues to be engaged in the Mama Earth mission, and is excited to be part of our exciting growth story ahead.</p>