



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: The Honest Kitchen
Date Submitted: 02/10/2021

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:

The Honest Kitchen

UPDATED AS OF:

02/10/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Breaches of Confidential Information
ISSUE DATE	January 2017
TOPIC	Breaches of Online Confidential Information
SUMMARY OF ISSUE	A malicious script was found to be running on the company website that had the intent to retrieve customer data, which for visitors making purchases on the website would include name, address, and credit card number, and send that information to an undetermined offsite location not controlled by the Company.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	6,099 customers were impacted by the security breach, which represents about 4% of The Honest Kitchen's customers in a 12 month period.
IMPACT ON STAKEHOLDERS	Breaches of confidential information can have negative impacts to affected stakeholders in the form of identity and financial fraud and illicit third party access to sensitive information.
IMPLEMENTED MGT PRACTICES	<p>Upon discovery of the script, it was immediately removed by the Company's external digital agency. The Company put into place additional remediation/security actions. Specifically, they engaged CrowdStrike Services, Inc. to complete a forensic analysis of thehonestkitchen.com server, to determine how many customers were impacted by the event. Additionally, the Company made material changes to strengthen the security of its website to ensure that this could not happen again.</p> <p>In terms of customer notifications, the Company engaged cybersecurity and data privacy specialists at DLA Piper LLP (US), to advise and provide guidance regarding the Company's legal obligations in connection with this event, as well as other suggested remedial steps to take, in connection with this event. The Company offered credit monitoring services to all impacted customers as it felt it was important to support its impacted customers and provide peace of mind. 5% of impacted customers availed of and activated credit monitoring services offered by the company.</p> <p>No legal action has been taken against the company in regards to this event.</p>



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PROVIDED BY:

The Honest Kitchen

UPDATED AS OF:

02/10/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Other - Complaints due to wording on labelling
ISSUE DATE	2007-2022
TOPIC	Company had wording on labelling that resulted in complaints of discrimination.
SUMMARY OF ISSUE	<p>"The Honest Kitchen is a pet food company and from 2007 until mid 2022, included the wording ""No ingredients from China"" on all of their product labels. The company implemented this phrasing on their labels since eliminating all Chinese ingredients from their supply chain in 2007/2008 according to a supply chain risk assessment, following industry wide product recalls as a result of Chinese ingredients that were contaminated with melamine and resulted in the death of cats and dogs. The Honest Kitchen did not experience recalls and no dogs or cats have ever been killed as a result of consuming The Honest Kitchen's products, which have never been contaminated with these ingredients. The Honest Kitchen chose to add this label to reassure customers by providing transparency into ingredient origin due to quality concerns and the 2007 recalls. Throughout this time period, the company labels were reviewed by all state regulatory agencies / departments of agriculture, as well as the federal FDA without any negative comment, objection, penalty or request to remove it. In 2021, the company received about 40-50 consumer comments, complaints or requests to remove the statement from their packaging due to concerns of discrimination. The company responded by committing to remove the wording. They also received comments and requests to address this from various retailers. The company did not receive any complaints or comments before 2021.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Between the years 2007 and mid 2022, 100% of all their product packaging contained the phrase.
IMPACT ON STAKEHOLDERS	<p>Where the company claims that there was no intent or motive to discriminate, the wording on their products may have resulted in a discriminatory effect.</p> <p>As the company was already in the process of removing the phrasing from their labeling, as part of The Honest Kitchen's verification process, B Lab required the company to remediate by fully removing the phrasing ""No ingredients from China from 100% of their packaging before being eligible to proceed with B Corp Certification. B Lab also suggested that the company consider reconciliatory action and an increase in internal diversity and equality initiatives. "</p>



B Corp Certification - Disclosure Questionnaire Documentation

DISCLOSURE QUESTIONNAIRE CATEGORY	Other - Complaints due to wording on labelling Cont.
ISSUE DATE	2007-2022
TOPIC	Company had wording on labelling that resulted in complaints of discrimination Cont.
RESOLUTION	<p>In mid 2022, The Honest Kitchen presented B Lab with verification that the remediation had been completed and an additional signed affidavit that stated:</p> <p>""The Honest Kitchen has removed all wording stating 'No Ingredients from China' from its packaging files and labels across all SKUs and product lines, and is no longer packing any foods, supplements, or treats into packaging that includes this statement. Any old packaging that did include the statement is being disposed of at the company's expense.""</p> <p>Additionally, the company also opted to make a donation as part of reconciliatory action to The Center for Asian Pacific American Women, which focuses on enhancing leadership skills for Asian American and Pacific Islander women.</p> <p>The company has implemented a diversity and inclusion training planned as part of their staff trainings. They have also created a Diversity and Inclusion Committee who is responsible for selecting guest speakers at their All Hands meetings and implementing the Diversity, Equity and Inclusion employee survey.</p> <p>At the time of the complaints, the company also addressed the entire company to explain the scope for misinterpretation of their ingredient statement, so that everyone is clear on the reasons for the statement's removal as well as reiterating the company's position on anti-discrimination and commitment to inclusivity.</p> <p>A public response from the company on the issue is available online at the below link.</p>
REPORT	<p>Public response to complaints:</p> <p>https://www.thehonestkitchen.com/blogs/thk-updates/ingredient-origin-statement</p>
OTHER MANAGEMENT COMMENTS	<p>The Honest Kitchen is fundamentally opposed to discrimination by our organization's leadership, employees, by our partners, or in our communications with consumers. In our Employee Handbook, we have established clear guidelines to create an environment that enables all employees to identify and safely report any instances of discrimination, which are immediately addressed. Finally, our intent to communicate that no ingredients in our products were from China was an effort in transparency. We recognize that we need to be better in how we communicate this.</p>