

## 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: Ceres Organics  
 Date Submitted: 2 August 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:

Ceres Organics

UPDATED AS OF:

2 August 2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Recalls
<b>TOPIC</b>	Recalls due to control issues.
<b>SUMMARY OF ISSUE</b>	<p>"Ceres Organics has had 8 recalls in the last five years due to contamination, mislabelling and regulations around laxatives/weightloss products.</p> <p>February 2019: Supplier/process issue: Voluntary recall of product that may contain undeclared gluten due to incorrect production scheduling.</p> <p>April 2019: Supplier issue: Potential choking hazard due to packaging issues.</p> <p>November 2019: Ingredient classification issue: Product contained input material classified by NZ Ministry of Health as a drug and Pharmacy only medicine.</p> <p>January 2020: Supplier/process issue: Iodine levels exceeded RDI levels.</p> <p>April 2020: Supplier/process issue: Undeclared gluten found in product.</p> <p>July 2020: Human/training error: Kombucha cans sold in ambient temperatures mislabelled as ""Keep Refrigerated"".</p> <p>January 2021: Supplier issue: Product tested to have Ethylene Oxide residue higher than maximum residue limits. Global recall required.</p> <p>August 2021: Supplier/process issue: Undeclared gluten found in product."</p>
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	<p>"At total of 43,902 units were recalled across the 8 recalls in question with no reported illnesses.</p> <ul style="list-style-type: none"> <li>- February 2019 (&lt; 2% of the sales)</li> <li>- April 2019 (&lt;1% of the sales)</li> <li>- November 2019 (~0% of the sales)</li> <li>- January 2020 (&lt;1% of the sales)</li> <li>- April 2020 (&lt;1% of the sales)</li> <li>- July 2020 (&lt;1% of the sales)</li> <li>- January 2021 (&lt;2% of the sales)</li> <li>- August 2021 (&lt;1% of the sales)"</li> </ul>
<b>IMPACT ON STAKEHOLDERS</b>	<p>"Ceres Organics had no reports of consumer illness/injury (other than minor dental work), however, the potential for injury/illness included allergic reaction, choking hazard, risks associated with laxatives, and thyroid gland inflammation.</p> <p>The Ministry for Primary Industries (MPI) in New Zealand classified 3 products as an Allergen Product Recall and MedSafe classified another product as Physical Contaminant (Choking hazard). The other products are unclassified as they were product withdrawals. "</p>
<b>IMPLEMENTED MGT PRACTICES</b>	<p>"Depending on the product, classification and severity of the recall, Ceres Organics has either;</p> <ol style="list-style-type: none"> <li>implemented additional testing, controls and verification requirements at a supplier level;</li> <li>worked closely with suppliers on remediation;</li> <li>ceased importation and distribution, or;</li> <li>stopped production of product.</li> </ol>
<b>RELATED INCIDENTS (YES/NO)</b>	Ceres Organics has not experienced other product recalls or withdrawals.