



# Revolution Foods

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Disclosure Report

Date Submitted: September 11th, 2023



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## 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 that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of 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 practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check 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

## Industries and Products

	Yes	No
Please indicate if the company is involved in production or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Energy and Emissions Intensive Industries</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Water Intensive Industries</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Outcomes & Penalties

	Yes	No
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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Litigation or Arbitration</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Significant Layoffs</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



## Practices

	Yes	No
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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## 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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



# Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries

<b>Topic</b>	Water Intensive Industries.
<b>Summary of Issue</b>	As a company in the food production industry, <b>Revolution Foods</b> operates in an industry that is water intensive. Revolution Foods primarily uses water in sanitation to ensure food safety and production quality at scale through the cleaning of products and surfaces associated with food preparation and food service. Revolution Foods does not currently conduct assessments of how it compares with others in the industry.
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	In the previous fiscal year, <b>100%</b> of revenue was earned from operations associated with serving food.
<b>Impact on Stakeholders</b>	As a water intensive industry, manufacturing poses risks such as water stress or depletion of local water sources if water use is not appropriately managed. The water used by Revolution Foods is from the municipal and regional water utilities of the company's facilities which are located in regions that periodically impacted by drought.
<b>Implemented Management Practices</b>	Revolution Foods currently monitors and records water usage but has not set any reduction targets.
<b>Management Comments</b>	As a food production company, the water is used to make meals that feed children, the elderly, and other members of the communities that the company serves.



# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Environmentally Intensive Industries

<b>Topic</b>	Energy and Emissions Intensive Industries.
<b>Summary of Issue</b>	As a company in the food production industry, <b>Revolution Foods</b> operates in an industry that is energy and emissions intensive. Revolution Foods does not currently conduct industry comparison assessments or measure energy intensity or carbon intensity per unit.
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	In the previous fiscal year, <b>100%</b> of the company's revenue was earned from the sale of <b>food products and services</b> . Primary energy/emissions drivers are ovens, conveyor belts, industrial dishwashers, and trucks and vehicles for deliveries. The company produces hundreds of thousands of meals per day out of their production facilities.
<b>Impact on Stakeholders</b>	Revolution Foods is a food production facility that uses electricity and carbon-based fuels to produce and deliver meals. The company contributes to global carbon emissions by using electricity as their primary source of energy at their plant.
<b>Implemented Management Practices</b>	<p>The Revolution Foods fleet of delivery vehicles include some vehicles powered by Compressed Natural Gas. Within the company's production facilities, forklifts and material handling equipment are primarily electric-powered. One of the buildings the company uses has solar panels on the roof to provide some renewable energy.</p> <p>Suppliers deliver product to Revolution Foods and the company recycles the corrugate and reuses plastic crates through a return and reuse program. While some plastic is used as a one-time use for sealing finished goods, the company's secondary packaging (bins, crates, cambros, etc...) are returned and reused.</p>
<b>Management Comments</b>	Revolution Foods is researching ways to run their vehicle fleet more environmentally efficiently. As a food production company, the energy and emissions are used to make meals to feed children, the elderly, and other members of the communities that the company serves.



# Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Significant layoffs of >20% of workforce

Issue Date	May-23
Topic	Significant layoffs due to <b>restructuring and closing of facility locations.</b>
Summary of Issue	In 2022 the company experienced one round of lay-offs representing more than 20% of the workforce, due to: 1. Facility closures in four locations 2. Facilities sold in two locations 3. Organization restructuring
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	2022: 32% of the company's employees were laid off at that time.
Impact on Stakeholders	Primary impact was loss of employment for affected employees.
Implemented Management Practices	<ul style="list-style-type: none"><li>- Severance agreements were provided to all laid off employees. Severance amounts were based on a formula of 2 weeks + 1 week for every year of service.</li><li>- Company restructured for financial sustainability to avoid layoffs in the future.</li></ul>
Related Incidents (Yes/No)	2022 was the only layoff of >20% of employees.



# Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation, Arbitration, and/or Penalties

Issue Date	9/22/2023
Topic	Litigation
Summary of Issue	1 case has been settled out of court for a claim against the company alleging wage and hour, negligence, fraud, and FMLA violations.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The company settled out of court with a payment of \$200,000.00
Impact on Stakeholders	One stakeholder was affected through this settlement.
Resolution	This case was settled out of court.
Implemented Management Practices	Company has initiated policy changes and a more robust hiring practice.
Related Incidents (Yes/No)	No