



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:

Jamie Oliver Group

UPDATED AS OF:

07/10/2020

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:

Jamie Oliver Group

UPDATED AS OF:

07/10/2020

DISCLOSURE QUESTIONNAIRE CATEGORY	Significant layoffs of >20% of workforce; Business placed in administration
ISSUE DATE	mayo 2019
TOPIC	Significant layoffs at a separate Jamie Oliver venture due to business being placed in administration
SUMMARY OF ISSUE	All but three of Jamie Oliver's 25 UK restaurants closed as of May 2019, with the loss of 1,000 jobs, after the business called in administrators. These restaurants were managed by Jamie Oliver Restaurant Group Limited (JORG), a separate entity from Jamie Oliver Group with an independent Board, management team, head office, and ownership. The Jamie Oliver Group did provide financial assistance to JORG over the years.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 1,300 jobs were affected by the UK administration. 250 were saved when Jamie Oliver Group franchise partner SSP took over the running of the Gatwick restaurant operations. The administration resulted in around 1,000 job losses in total (roughly 75% of UK restaurant staff)
IMPACT ON STAKEHOLDER(S)	The closure of restaurants resulted in the loss of jobs and income for workers from the date which the business was placed into administration.
IMPLEMENTED MGT PRACTICES	<p>To mitigate the impact on staff, The Jamie Oliver Group made a voluntary "ex gratia" payment of £1million to ensure all staff salaries were paid up until the day the business went into administration.</p> <p>To mitigate the potential for future challenges of this type, the Jamie Oliver Group does not own or operate restaurants. It manages an international restaurant franchise business. Franchise restaurants are targeted at markets with strong restaurant sector fundamentals. Franchise restaurant standards are carefully controlled (including to ensure they deliver higher quality ingredients and animal welfare standards) and restaurants are supported by an experienced team overseen by the Jamie Oliver Group Senior Management Team.</p>
RELATED INCIDENTS	<p>In 2018 JORG entered into a CVA (Company Voluntary Arrangement) to restructure the business in light of challenging market conditions. This resulted in the closure of 12 sites and the loss of 250 jobs. The restructuring was planned to minimise impacts on staff and where possible team members were offered roles at other JORG sites.</p> <p>At its peak, JORG employed 1,900 staff across 42 sites and its head office operations. Before the CVA there were a small number of routine store closures and openings reflecting local business conditions.</p>

DISCLOSURE QUESTIONNAIRE CATEGORY	
TOPIC	Co-branded partnership between Jamie Oliver Group and Shell
SUMMARY OF ISSUE	Jamie Oliver Group licenses its brand and develops food products for the "Jamie Oliver Deli by Shell" range that provides to-go food options at over 500 Shell forecourt stores
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The collaboration represents a key partnership and a material amount of revenue for the Jamie Oliver Group in 2019
IMPACT ON STAKEHOLDER(S)	
IMPLEMENTED MGT PRACTICES	Food on the go is becoming an increasingly important part of everyone's busy lives, and the partnership with Shell is part of our work to provide better and healthier options for consumers. Across the range, levels of fat, sugar and salt content have been significantly reduced, and more portions of vegetables have been added to a wide range of products. In 2019 alone, 1.96 million portions of vegetables were served in Jamie Oliver deli by Shell sandwiches and salads. The range also carries best-in-class, clear front-of-pack labelling, so people know exactly what's in every product, and is made from better sourced ingredients, including higher-welfare chicken and free-range eggs.