



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: Cook Trading Ltd.
 Date Submitted: 06/08/2021

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:

Cook Trading Ltd.

UPDATED AS OF:

06/08/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Recalls
TOPIC	Recalls due to quality control issues
SUMMARY OF ISSUE	<p>7 recalls in the last 5 years related to quality control matters:</p> <p>2016: Human/training error: Sausage Casserole had an incorrect Gluten Free symbol on the front label.</p> <p>2016: Human error: Chilli Cheese Tortilla Cups had undeclared wheat gluten.</p> <p>2016: IT System malfunction: White Chocolate & Raspberry Cheesecake had an incorrect Gluten Free symbol on the front label</p> <p>2017: Supplier issue: Supplier of our vegetarian mince recalled their mince due to plastic fragments found. Due to us using the affected batch of mince, certain batches of our product had to be recalled.</p> <p>2018: Supplier issue: Supplier of chick peas recalled their product due to a sealing error but we had used the affected batch in our Vegetable & Chickpea Tagine. units made but none of it was actually released to shops so no risk was available to the public. 2019: Process issue: Sticky Soy Glazed Beef recalled due to egg noodles being used instead of rice noodles which meant undeclared wheat gluten and egg.</p> <p>2019: Process issue: Green Thai Chicken contaminated with milk protein which is not present within the dish.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	5 recalls due to undeclared allergens, 2 due to foreign materials
IMPACT ON STAKEHOLDERS	Recalls posed a temporary human health risks. The FSA classify recalls as either an Allergy Alert or Food Alert. In the past 5 years, 5 recalls have been Allergy Alerts and 2 recalls have been Food Alerts.
IMPLEMENTED MGT PRACTICES	<p>The company has carried out a number of system improvements in response to these issues and also have a continuous review and audit program in place.</p> <p>Specifically:</p> <p>The label verification process has been improved with extra layers and a "blind" check to improve accuracy</p> <ul style="list-style-type: none"> •System improvements have been made to the label database to ensure that symbols cannot be incorrectly applied •Supplier verification process has been enhanced to include specifically seeking detail on any internal issues when onboarding to ensure that processes are valid •2 Kettles in the main kitchen have been isolated specifically for sauces containing milk to prevent cross contamination •Total separation of Gluten and non-Gluten ingredients has been implemented in the process to help prevent incorrect usage •Production Planning has been utilised to segregate noodle production (egg/wheat noodles versus rice noodles) to prevent mix up of the ingredient. •A re-structure of the labelling and sleeving departments has occurred to bring new leadership and structure, in addition to removing printing of "additional labels" from the process and changing this so that only a supervisor can request additional labels to be printed, accompanied by an investigation as to why additional labels are needed.



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IMPLEMENTED MGT PRACTICES CONT'D

In addition, Cook Trading is ISO22000 certified and have just completed our transition to the 22000:2018 standard. This involves a program of continual improvement including external verification of our systems, an internal audit program and root cause investigation of internal issues. Training plans have been enhanced to improve our food safety culture and all leaders have been formally trained to higher levels in food safety and H+S.