



Glenisk

Disclosure Report

Date Submitted: September 8th, 2026



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.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

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	☒	☐
Biodiversity Impacts	☐	☒
Chemicals	☐	☒
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	☐	☒

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	☐	☒
Breaches of Confidential Information	☐	☒
Bribery, Fraud, or Corruption	☐	☒
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

	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	☐	☒
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☒
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	☐	☒

	Yes	No
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	☒	☐

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	☐	☒



Disclosure Questionnaire Statement

Disclosure Questionnaire Category:

During its B Corp Certification journey, **Glenisk** had the following topics flagged:

- Animal Products or Services
- Energy and Emissions Intensive Industries
- Water Intensive Industries



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Breastmilk Substitutes and Complementary Foods (BMS/CF)

The current B Corp Certification assesses a company's risk (potential negative impacts) separately from its positive impacts. B Lab's risk standards are additional minimum requirements that companies in controversial industries and/or practices must meet in order to be eligible for B Corp Certification under V1.6. Risk standards are a necessary method to maintain credibility, manage risk, and achieve the impact B Lab seeks in the world.

Glenisk is directly involved in the Breastmilk Substitutes and Complementary Foods Industry; an industry which B Lab requires additional minimum standards. During this assessment, it was confirmed that Glenisk fully meets the minimum requirements for the Breastmilk Substitutes and Complementary Foods (non-ATNI listed companies) as outlined in the [Guidance for Eligibility Concerns and Minimum Requirements under V1.6](#) link.

As part of the minimum requirements, the company also needs to publicly disclose its approach on the following topics:

1. Glenisk's Marketing Practices: *"Glenisk is committed to responsible marketing that supports breastfeeding as the optimal source for infant nutrition. Complementary foods will be marketed only for infants aged 6 months and older as part of infant nutrition. Marketing will not imply that these products are equivalent or superior to breastmilk or discourage breastfeeding. All communications will provide accurate, evidence-based information and comply with the applicable legal and regulatory requirements."*
2. Glenisk's areas of non-compliance with the [International Code of Marketing of Breast-Milk Substitutes](#): *"As of the date of this disclosure, Glenisk is not aware of any material breaches of the International Code of Marketing of Breast-Milk Substitutes and has not been subject to any known findings of non-compliance relating to the Code."*
3. Glenisk's Lobbying policies and practices in reference to the [Responsible Lobbying Framework](#), including industry association affiliations, in the specific context of BMS/CF: *"Glenisk is committed to conducting any public policy engagement, advocacy, and stakeholder relations activities in a transparent, ethical, and responsible manner. The company believes that engagement with policymakers, regulators, industry organisations, and other stakeholders should support the long-term interests of consumers, sustainable agriculture, public health, rural communities, and environmental stewardship."*



Glenisk does not make political contributions and does not engage in lobbying activities that are inconsistent with its mission, values, or sustainability commitments. Where the company participates in public policy discussions or industry initiatives, it seeks to do so in a manner that is factual, constructive, and aligned with responsible business practices.

Glenisk is a member of a number of industry organisations and initiatives, including [Bord Bia's Origin Green programme](#), the [Irish Organic Association](#), and [Guaranteed Irish](#).

Through these memberships, the company collaborates with peers and stakeholders on issues relating to sustainable food production, environmental performance, quality assurance, rural economic development, and the advancement of Ireland's food sector.

The company expects its memberships and affiliations to be broadly aligned with its values and sustainability objectives. Glenisk periodically reviews its participation in industry organisations and seeks to ensure that the positions, activities, and advocacy undertaken by those organisations are consistent with the company's commitment to responsible business conduct. Where differences of view arise, Glenisk aims to engage constructively and advocate for positions that reflect its values and commitments.

Glenisk is committed to transparency regarding its public policy engagement and industry affiliations and will continue to review its practices in line with evolving expectations under the B Corp Responsible Lobbying Framework.”

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2. Breach of the core values articulated in our [Declaration of Interdependence](#) within the B Corp Community.