



DISCLOSURE QUESTIONNAIRE

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 profile on www.bcorporation.net
- 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.

This document contains a copy of the company's completed Disclosure Questionnaire and related documentation provided by the company.

DISCLOSURE QUESTIONNAIRE

Company Name: KeHE
 Date Submitted: Nov. 2015

Industries	Yes	No
Please indicate if the company is involved in production of or trade in any the following (check all that apply.)		
Any product or activity deemed illegal under host country laws or regulations		√
Alcohol (excluding beer and wine)		√
Commercial logging and logging equipment		√
Firearms, weapons or munitions		√
Genetically modified organisms		√
Fossil fuel-based oil or coal utility		√
Ozone depleting substances subject to international phase-out		√
Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production		√
Pesticides/herbicides subject to international phase-out or bans		√
Pharmaceuticals subject to international phase-outs or bans		√
Pornography		√
Radio Active Materials		√
Tobacco		√
Unbonded asbestos fibers		√
Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)		√

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.)		
Diversity and equal opportunity		√
Employee safety or workplace conditions	√	
Environmental issues		√
Financial reporting		√
Geographic operations or international affairs		√
Investments or Loans		√
Labor issues (internal and supply chain)		√
Marketing		√
Political contributions		√
Product safety		√
Taxes		√
Animal welfare		√
Bribery, fraud or corruption		√

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 "True." If false, select "False."		
Company is formally registered in accordance with domestic regulations	√	
Company has not reduced or minimized taxes through the use of corporate shells or structural means	√	
Company facilities are not located adjacent to or in sensitive ecosystems	√	
Company or company supplier does not employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)	√	
Overtime work for hourly workers is voluntary (not compulsory)		√*
Company or company suppliers do not use any workers who are prisoners	√	
Company allows workers to freely associate and to bargain collectively for the terms of one's employment	√	
No animal testing conducted	√	

Outcomes	True	False	Don't Know
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years (check all that apply.) If the statement is true, select "True." If false, select "False."			
Company and Significant Suppliers has not had an operational or on-the-job fatality			√**
Company and Significant Suppliers' sites have not experienced any accidental discharges to air, land or water of hazardous substances			√**
No construction nor operation of company facilities and Significant Suppliers' facilities have resulted in the relocation of any individuals or households near your facility			√**
No material recalls due to quality control issues	√		
No material litigation against company	√		
Company has not filed for bankruptcy	√		

*KeHE Distributors endeavors to achieve work environments that do not mandate overtime. During normal growth and non-seasonal periods, we are able to provide work environments that allow for voluntary overtime the majority of the time. High growth and peak season periods may require KeHE Distributors to mandate overtime to meet our customer commitments.

**Answer reflects that KeHE Distributors does not know this answer for their significant suppliers, not KeHE Distributors' own practices.

B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **KeHE Distributors**

UPDATED AS OF: **November 2015**

CATEGORY	Workplace Safety
ISSUE DATE	Thursday, October 02, 2014
ISSUE DESCRIPTION	OSHA Violation - Romeoville, IL
SUMMARY OF ISSUE	Two individuals in a warehouse turret, that was leased from another company, were injured after the turret dropped suddenly. The turret had become stuck on the warehouse rafters, and a mechanic from the lessor's company released the turret's hydraulic pressure valve. The turret subsequently became unstuck from the rafters, and, because the pressure valve had been released, the turret dropped several feet.
RESOLUTION	Following the accident, our risk management team immediately contacted the Occupational Safety and Health Administration ("OSHA"). OSHA inspected our facility and investigated the accident. Following the investigation, OSHA issued KeHE four "serious" citations. KeHE met with OSHA, and OSHA eventually agreed to drop three of the four citations, recognizing that they had been improperly issued. KeHE agree to accept once citation for having multiple people in a turret at one time. As part of the agreement, KeHE agreed to provide training to its employees on safe operation of powered industrial trucks.
IMPLEMENTED MGT PRACTICES	KeHE is committed to providing a safe work environment for all of its employees and guests. As a result of the incident, we implemented a policy that does not allow anyone in the turrets except the operator and a trainer, if allowed by the specifications of the particular equipment. Further, we continue to train our warehouse workers and managers on safe operation and maintenance of powered industrial trucks, and provide periodic training in compliance with OSHA standards.