

## DISCLOSURE QUESTIONNAIRE

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, litigation, or sensitive industry practices).

If the company answers affirmatively to any items in the Disclosure Questionnaire and chooses to pursue B Corp Certification, a company must also:

- 1) Be transparent about the sensitive 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.

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

DISCLOSURE QUESTIONNAIRE

Company Name: Cabot Cooperative Creamery

Date Submitted: 6/29/2012

Industries & Products	Yes	No
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		√
Mining		√
Nuclear Power		√
Fossil fuel-based oil or coal utility		√
Pornography		√
Tobacco		√
Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)		√
Penalties, Fines & Sanctions	Yes	No
Animal welfare	√	
Diversity and equal opportunity		√
Employee safety or workplace conditions		√
Environmental issues	√	
Financial reporting		√
Geographic operations or international affairs		√
Labor issues (internal and supply chain)		√
Marketing	√	
Political contributions		√
Product safety		√
Taxes		√

Practices	True	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	√	
No animal testing conducted	√	
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	√	
Outcomes	True	False
Company has not had an operational or on-the-job fatality	√	
Company site has not experienced any accidental discharges to air, land or water of hazardous substances		√
No construction nor operation of company facility has resulted in the relocation of any individuals or households near your facility	√	
No material recalls due to quality control issues	√	



## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **CABOT CREAMERY COOPERATIVE**

UPDATED AS OF: **08/30/2012**

<b>CATEGORY</b>	ENVIRONMENTAL
<b>ISSUE DATE</b>	Aug 2005
<b>ISSUE DESCRIPTION</b>	<b>Winooski River Spill</b>
<b>SUMMARY OF ISSUE</b>	Ammonia spill in local river results in dead fish
<b>RESOLUTION</b>	Took immediate responsibility for spill, issued apology, complied completely with court order.
<b>IMPLEMENTED MGT PRACTICES</b>	Reinforced protocols for proper ammonia handling; additional staff training; monetary contributions to create Winooski Headwaters project, which in 2010 received a Governor's Award for Environmental Excellence
<b>REPORT</b>	Verified compliance with details of settlement
<b>FORMAL PUBLIC STATEMENT</b>	See outreach letter to local community
<b>PERSPECTIVE</b>	Human error resulted in this unfortunate accident, but an unforeseen outcome of this refrigeration system mishap was the organization of disparate local organizations around the goal of watershed health, in particular riparian buffer zone efforts.

<b>CATEGORY</b>	MARKETING
<b>ISSUE DATE</b>	Aug 2011
<b>ISSUE DESCRIPTION</b>	<b>rBST Labeling</b>
<b>SUMMARY OF ISSUE</b>	Consumer complaint to Attorney General re: rBST claim
<b>RESOLUTION</b>	Added product list to website to complement pre-existing packaging disclosures.
<b>IMPLEMENTED MGT PRACTICES</b>	Denied allegation but revised messaging as requested.
<b>REPORT</b>	Verified compliance with details of settlement
<b>FORMAL PUBLIC STATEMENT</b>	See press release from Attorney General's office
<b>PERSPECTIVE</b>	The topic of rBST (an FDA-approved synthetic protein used in animal husbandry) is complex and emotionally-charged. While we did not agree that there was a violation, we cooperated in ensuring compliance.

<b>CATEGORY</b>	ENVIRONMENTAL
<b>ISSUE DATE</b>	Apr 2012
<b>ISSUE DESCRIPTION</b>	<b>Landspreading Permits</b>
<b>SUMMARY OF ISSUE</b>	Reaction to Landspreading of Washwater
<b>RESOLUTION</b>	The regulatory bodies continue to fully support our existing best practices.
<b>IMPLEMENTED MGT PRACTICES</b>	All regulatory bodies certify and approve of current practices.
<b>REPORT</b>	Numerous; see website below.
<b>FORMAL PUBLIC STATEMENT</b>	<a href="http://www.cabotcheese.coop/pages/land_spreading/">http://www.cabotcheese.coop/pages/land_spreading/</a>
<b>MANAGEMENT COMMENTS</b>	Small contingent of neighbors who are unable/unwilling to accept the relevant science, but instead manipulate the issue for fundraising purposes.

<b>CATEGORY</b>	ANIMAL WELFARE
<b>ISSUE DATE</b>	Jul-12
<b>ISSUE DESCRIPTION</b>	<b>Supplier Animal Welfare</b>
<b>SUMMARY OF ISSUE</b>	Reaction to PETA Allegations
<b>RESOLUTION</b>	The regulatory bodies and internal audits continue to fully support our existing best practices.
<b>IMPLEMENTED MGT PRACTICES</b>	Site visits by Cabot staff and regulatory agencies conducted.
<b>REPORT</b>	
<b>FORMAL PUBLIC STATEMENT</b>	See related management letter
<b>MANAGEMENT COMMENTS</b>	See related management letter

September 9, 2005

Dear Landowners:

We are writing to update you on Cabot Creamery's commitment and efforts towards river restoration and habitat preservation along the Upper Winooski River following the incident at Cabot Creamery this summer. While there is an ongoing investigation by the state into that incident and the extent of damage that occurred, Cabot Creamery has committed to joining the stewards of the river and those efforts are already underway.

One of our project coordinators, Amy Levine, just returned to Cabot Creamery from maternity leave. As a resident of Marshfield whose dogs swim in the river, and as an avid angler along with her husband, she is personally very committed to working toward improvements along the river. Amy, along with Marie Frohlich, a long time project coordinator for Cabot Creamery, is energized to work with landowners and community groups to do the best we can for the Upper Winooski River.

In late July, a team of senior staff from Cabot Creamery met with state officials to determine appropriate next steps. At that time we were advised that restocking was not the appropriate action to take, but rather focus on habitat improvements along the river, including protecting embankments and vegetation, planting of trees and other projects determined by assessment studies conducted in the area.

We are working with the Cabot Conservation Committee, along with other conservation groups and state agencies, such as Fish and Wildlife and Natural Resources, to develop partnerships and determine short and long term projects to benefit the river.

We will periodically send out updates such as this one notifying you of developments on this project and ways you can get involved.

Sincerely,

Dr. Richard Stammer  
President

**STATE OF VERMONT  
OFFICE OF THE ATTORNEY GENERAL  
109 STATE STREET  
MONTPELIER, VT 05609-1001**

FOR IMMEDIATE RELEASE  
August 3, 2011

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Assistant Attorney General  
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**AGRI-MARK/CABOT SETTLES CLAIMS OF “rBST-FREE” MISREPRESENTATIONS**

Agri-Mark, Inc., a Methuen, Massachusetts-based dairy cooperative that does business under the name Cabot Creamery Cooperative, has agreed to settle claims by Vermont Attorney General William H. Sorrell that the company misrepresented the “rBST-free” nature of the milk used to make some of its products. Recombinant bovine somatotropin (rBST), also known as recombinant bovine growth hormone (rBGH), is a synthesized hormone that is sometimes given to dairy cows by injection to increase milk production. The [settlement](#) requires Agri-Mark to pay \$65,000 to the State of Vermont, to donate \$75,000 worth of dairy products to local food banks, and to take steps to prevent misrepresentations in the future and accurately inform the public as to the rBST status of its products.

Commenting on the settlement, Attorney General Sorrell said that consumers need to be able to trust public statements and labeling claims about the food they buy, especially when it comes to attributes they care about, such as the use of hormones to produce the milk from which dairy products are made. “There is no excuse for shading the truth about rBST or any other aspect of our food supply,” he added.

Agri-Mark produces and markets a variety of value-added dairy products, including cheeses, dairy spreads, butter and whipped cream, many under the Cabot brand. Some of these items are made from milk that is certified by farmers as rBST-free; others are made from milk that is not so certified, recently including Swiss cheese, mozzarella cheese, whipped cream, American cheese, Colby Jack cheese, Monterey Jack cheese, cheddar powder, butter, muenster cheese, full-fat pepper jack cheese, horseradish cheese, New York extra sharp cheese, and spreadable cheddar cheese.

Nonetheless, during the years 2009 and 2010, Agri-Mark staff stated in emails to members of the public and on the company's Facebook page that "NO milk containing antibiotics or rBST (rBGH growth hormone) is ever allowed for processing" (emphasis in original). Company personnel also stated in emails to members of the public that the "milk delivered to our two plants in Vermont and our plant in Massachusetts for Cabot Cheese is rBST[-free] ... These are the only plants that Cabot has for processing milk to produce our cheeses"; that "all Cabot Butter salted and unsalted [is] produced from milk that [is] rBST ... free"; and that members of the public would eventually see a no-artificial-growth hormone icon "on all Cabot packaging." In addition, in 2009, letters were released from Agri-Mark's President and General Manager that said that the company's board of directors had voted to no longer accept milk from cows treated with rBST, and that Agri-Mark would "no longer [be] accepting such milk as of August 1, 2009."

According to the Attorney General, as a result of these kinds of public statements, reasonable consumers were likely to conclude that all of Cabot's products were rBST-free when in fact they were not, in violation of the Vermont Consumer Fraud Act's ban on deceptive trade practices.

Although the FDA has found no significant difference between milk derived from rbST-treated and non-rbST-treated cows, many Vermont consumers are concerned about the use of rbST to treat dairy cows, and rbST affects those consumers' purchasing decisions.

Under the Attorney General's settlement, Agri-Mark may not misstate or mislabel the rbST status of its products. Included in this prohibition are labels that overstate the rbST-free nature of a product, including unqualified statements like "Our farmers pledge not to use rbST"—a statement that currently accompanies Cabot's "No Bovine Growth Hormone" logo and misleadingly suggests that *all* farmers who sell milk to Agri-Mark have taken such a pledge. Agri-Mark must also list all of its non-rbST-free products on its website for three years, provide a list of non-rbST-free products in response to public inquiries made during a fourth year, and phase out packaging bearing the "our farmers pledge" statement over the next six months.



July 30, 2012

Thank you for contacting Cabot Creamery Cooperative with your concerns. Here at Cabot, everyone from the farm to the shipping docks feels a strong commitment to the premium quality of our award-winning products.

Cabot and our parent cooperative, Agri-Mark, go to great lengths to ensure the safety, health, and happiness of our cattle. Animal husbandry is at the core of dairy farming. Fourteen of the fifteen members on our Board of Directors are active dairy farmers. Our farmers all rely on each other to provide high quality, safe milk that is in turn converted to various world class cheeses and other dairy products, and they know you can only achieve top notch results if your cattle are healthy and happy.

We are enrolled in program called FARM, Farmers Assuring Responsible Management, whose goal is to demonstrate and verify that milk producers are committed to the highest standards in animal care. As part of this program our twenty field representatives, who visit our farms every day, are trained to ensure that there is no mistreatment of any animals on our farms. These practices are in addition to any state or regional programs in place.

The farm in question was visited by the staff of the New York State Cattle Health Assurance Program very soon after allegations were made. They inspected all of the animals on the farm and the operating procedures and found nothing amiss. Members of our co-op staff have also visited the farm several times since the allegations were made and found the living conditions and the conditions of the animals there to be excellent. With PETA's recent admission more than once in area newspapers that their goal is to end dairy farming in the U.S. entirely, perhaps you can see why we place our trust with an objective third party, such as the New York State Veterinarian and his staff, to properly assess conditions at the farm.

Thank you for contacting us and sharing what is important to you.

Sincerely,

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Ashley Poupore  
Consumer Satisfaction