



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: Danone North America

Date Submitted: March 2018

Disclosure Industries	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.		
Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements		✓
Gambling		✓
Pharmaceuticals subject to international phase-outs or bans		✓
Payday lending		✓
Pornography		✓
Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)		✓

Disclosure 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		✓
Taxes		✓
Bribery, Fraud or corruption		✓

Supplier Disclosure	Yes	No	Don't Know
Please indicate if any of the following statements are true regarding your company's significant suppliers.			
Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)		✓	
Significant Suppliers use any workers who are prisoners		✓	
Significant Suppliers have had an operational or on-the-job fatality		✓	
Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances		✓	
Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility		✓	
Construction or operation of Significant Suppliers involved large scale land acquisition		✓	
Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation		✓	
Construction or operation of Significant Suppliers involved the construction or refurbishment of dams		✓	
Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in DQ4.1		✓	
Significant Suppliers exploitatively operate in conflict zones		✓	

Disclosure 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 not formally registered in accordance with domestic regulations		✓
Company has reduced or minimized taxes through the use of corporate shells or structural means		✓
Company does not transparently report corporate financials to government		✓
Company facilities are located adjacent to or in sensitive ecosystems		✓
Company does not provide clean drinking water to employees at all times		✓
A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage		✓
Company does not have a signed contract of employment with each worker		✓
Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each		✓
Overtime work for hourly workers is compulsory		✓
Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made		✓
Company uses workers who are prisoners		✓
Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment		✓
Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift		✓
Company keeps workers' original ID cards/Passports		✓
Company exploitatively operates in conflict zones		✓
Company employs individuals on zero-hour contracts		✓

Disclosure Outcomes	True	False
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 has had an operational or on-the-job fatality		✓
Company sites have experienced accidental discharges to air, land or water of hazardous substances		✓
Construction or operation of company facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility		✓
Material recalls due to quality control issues	✓	
Material litigation or arbitration against company	✓	
Company has filed for bankruptcy		✓
Construction or operation of company involved large scale land acquisition		✓
Construction or operation of company involved large scale land conversion and/or degradation		✓
Construction or operation of company involved the construction or refurbishment of dams		✓
Company has had material breaches of individual's confidential information		✓

B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:	Danone North America PBC
UPDATED AS OF:	March 2018
DISCLOSURE QUESTIONNAIRE CATEGORY	Product Recall
ISSUE DATE	February 2015
TOPIC	Product Recalls
SUMMARY OF ISSUE	WhiteWave Foods issued a voluntary recall of Horizon Cheddar Sandwich Crackers due to undeclared allergens in the product. WhiteWave Foods immediately investigated the matter and followed its crisis management protocol.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	One production run from with expiration date May 17, 2015. 62,160 7.5 oz retail boxes shipped to 18 customers in 32 states
IMPACT ON STAKEHOLDER(S)	There were no reported injuries or illnesses.
RESOLUTION	WhiteWave Foods issued a voluntary recall of Horizon Cheddar Sandwich Crackers with the expiration date of May 17, 2015. This voluntary recall was conducted with the engagement of appropriate regulatory agencies, customers, and consumer groups.
IMPLEMENTED MGT PRACTICES	The root cause of the issue was addressed by taking steps to increase packaging segregation (e.g., by eliminating manual pallet restacking and installing automated bar code scanning to prevent commingling risk).
REPORT	http://wayback.archive-it.org/7993/20170112073728/http://www.fda.gov/Safety/Recalls/ArchiveRecalls/2015/ucm435172.htm
OTHER MANAGEMENT COMMENTS	N/A

DISCLOSURE QUESTIONNAIRE CATEGORY	Product Recall
ISSUE DATE	October 21st, 2017
TOPIC	Product Recalls
SUMMARY OF ISSUE	Earthbound Farms LLC issued a voluntary recall of Earthbound Farm® Organic Chopped Asian Style Salad Kit due to undeclared milk and egg in the product.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	1,755 cases of Earthbound Farm Organic Chopped Asian Style Salad Kit (6, 11 oz. bags per case) with a specific expiration date sold in retail stores in 29 states.
IMPACT ON STAKEHOLDER(S)	No injuries or illnesses reported
RESOLUTION	Earthbound Farm, LLC voluntarily recalled 11 oz bags of Earthbound Farm® Organic Chopped Asian Style Salad Kit with the expiration date of October 24, 2017 sold in the United States. This voluntary recall was conducted with the oversight of the U.S. Food and Drug Administration
IMPLEMENTED MGT PRACTICES	Earthbound Farms initiated a review of allergen control procedures and implemented practices to limit the number of allergens handled simultaneously on production lines. Earthbound Farms also evaluated employee training to make certain the correct dressing and toppings packet are added to the product.
REPORT	https://www.fda.gov/Safety/Recalls/ucm581578.htm
OTHER MANAGEMENT COMMENTS	N/A

DISCLOSURE QUESTIONNAIRE CATEGORY	Material Litigation
ISSUE DATE	2010-2017
TOPIC	Compensation & Wages
SUMMARY OF ISSUE	Three distinct law suits were filed against Earthbound Farms & WWF Operating Company, LLC over the last 5 years by certain employees alleging meal and rest period claims, failure to include certain attendance bonuses in the calculation of overtime, or improper wage statements.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Case 1: 941 class members Case 2: 2,473 class members (commenced prior to WWF acquisition of business) Case 3: 350 class members (commenced prior to Danone acquisition of WWF)
IMPACT ON STAKEHOLDER(S)	
RESOLUTION	Two cases were settled without any admission of wrongdoing. One case is pending.
IMPLEMENTED MGT PRACTICES	The Company discontinued the attendance bonuses at issue that created confusion, implemented a new software tool to ensure the accuracy of wage statements, and issued a new meal period policy to address the scheduling and taking of meal periods and the waivers thereof.
REPORT	N/A
OTHER MANAGEMENT COMMENTS	N/A