



Danone Ukraine

Disclosure Report
Date Submitted: June 4th, 2025



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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Energy and Emissions Intensive

Topic	Energy and Emissions Intensive
Summary of Issue	<p>Danone Ukraine, an indirect subsidiary of Danone SA, includes several legal entities within its scope of B Corp certification.</p> <ul style="list-style-type: none">• Nutricia Ukraine (office and warehouse),• Kremenchug Dairy Plant (manufacturing, office, and warehouse),• Danone Dnipro LLC (office and warehouse),• LLC Danone (office). <p>Danone Ukraine is involved in the production and/or sale of dairy/ plant-based /specialized nutrition products, or is part of an industry that can potentially be classified as energy and emission-intensive, meaning that its is more likely to have significant impacts on the environment based on their carbon emissions associated with its operations and its contribution to climate change. Danone Ukraine acknowledges its potential negative environmental impact and actively works to mitigate its impact.</p> <p>As per B Lab's rules, manufacturing companies in the food & beverage industry are required to make transparent their involvement in such activities or industries, irrespective of their actual intensity or impact.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>Kremenchug dairy plant is the only operating factory part of Danone Ukraine. For Kremenchug Dairy Plant, 100% of sales come from manufacturing activities. The energy intensity (KWh) per unit of product produced, for its standard manufacturing processes of dairy products - including Rostyshka, Milupa, Delissimo, Prostonashe (incl. Veselyi pastushok), Activia, Danone (incl. Dankolektsiia, Zhivinka) - is 462,7 kWh/t. Danone Dnipro has a manufacturing facility, but it has been closed since feb 2022.</p> <p>Danone Specialized Nutrition products sold under the Nutricia Ukraine operations, as well as the plant-based products(Alpro), are imported, so no manufacturing activity is conducted under this entity.</p>

Impact on Stakeholders	<p>Energy-intensive activities, such as food & beverage manufacturing, pose an environmental risk due to the related emissions derived from energy use. The extent of environmental impact depends on the energy sources utilised and the management practices in place to manage energy use.</p> <p>Due to the local context, all manufacturers in Ukraine face breakdowns in the electricity supply. As an emergency solution, according to its business continuity plan*, Danone Ukraine started to use diesel power stations. But, understanding the significant environmental impact of such an energy source, when the opportunity appeared (Ukraine agreed with the EU to support the energy system with imported EU electricity), the company started to purchase imported electricity.</p> <p>*A business continuity plan (BCP) was developed locally for Danone Ukraine and considers the context's specificities. This plan is periodically being reviewed.</p>
Global Implemented Management Practices	<p>Danone Ukraine is an indirect subsidiary of Danone SA. As such, it is fully in line with the group's ambition to help lead an industry-wide transition to a low-carbon economy. In 2015, Danone started engaging in climate change following the Paris Agreement. The company published the Climate Policy and set 1.5° reduction targets for 2030, officially approved by SBTi in 2022. Danone's main contributor to the carbon footprint is milk, which accounts for 36% of the overall emissions. Energy and industrial operations account for 5% of the total. Nevertheless, Danone commits to reducing emissions through strategic programs and has a global ambition in line with the Science-Based Targets initiative, and commits to net-zero emissions by 2050.</p> <p>Energy & Emissions are also a key topic of the company's sustainability strategy, Danone Impact Journey. Danone's global targets on climate are:</p> <ul style="list-style-type: none"> • Reduce its GHG footprint by 2030, in line with what science says is required to limit warming to 1.5°C, • Achieve a 30% reduction in methane emissions from fresh milk by 2030, • 30% improvement in energy efficiency by 2025, • Achieve net-zero emissions by 2050.

	<p>As part of the strategies to reach the Danone Impact Journey targets listed above, Danone launched a Global Energy Excellence Program, Re-Fuel Danone, in 2022, as an action plan to reduce energy and industrial emissions and transform the energy footprint of its production sites worldwide. The global targets are:</p> <ul style="list-style-type: none"> • Improve energy efficiency by 30% by 2025 • Significantly increase its use of renewable energy, such as biogas, biomass, solar, and hydrogen, • 100% of electricity will be from renewable sources, and half of all energy will come from renewable sources by 2030, • Reduce the company's scope 1 & 2 emissions by a minimum of 42% by 2030. <p>To monitor its progress, Danone uses an internal reporting tool for sustainability metrics – Greentrack - deployed in each Business Unit worldwide, including Danone Ukraine, to track energy consumption and efficiency.</p>
Local Implemented Management Practices	<p>Danone Ukraine is aligned with Danone Impact Journey. In 2023, on a plant level, the Factory Strategic Plan (FSP) was developed, where the energy targets to 2028 were set. Specifically, the total energy consumption target is 381 kWh/ton by 2028.</p> <p>For more details on practices and quantitative data, please refer to the Transparent Assessment.</p>
Report	<p>Danone's Climate Action Danone Climate Transition Plan</p>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Water Intensive

Topic	Water Intensive
Summary of Issue	<p>Danone Ukraine, an indirect subsidiary of Danone SA, includes several legal entities within its scope of B Corp certification.</p> <ul style="list-style-type: none">• Nutricia Ukraine (office and warehouse),• Kremenchug Dairy Plant (manufacturing, office, and warehouse),• Danone Dnipro LLC (office and warehouse),• LLC Danone (office). <p>Danone Ukraine is involved in the production and/or sale of dairy/ plant-based / specialized nutrition products or is part of an industry that can potentially be classified as water intensive, meaning that it is more likely to have significant impacts on the environment based on the water consumption associated with its operations and its potential contribution to water scarcity. Danone Ukraine understands its potential negative environmental impact and actively works to mitigate its impact.</p> <p>As per B Lab's rules, manufacturing companies in the food and beverage industry are required to make transparent their involvement in such activities or industries, irrespective of their actual intensity or impact.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>Kremenchug dairy plant is the only operating factory part of Danone Ukraine. For the Kremenchug plant, 100% of sales come from manufacturing activities. The water intensity per unit of product produced for its standard manufacturing processes of dairy products - including Rostyshka, Milupa, Delissimo, Prostonashe (incl. Veselyi pastushok), Activia, Danone (incl. Dankolektsiia, Zhivinka) - is 5,53 m3/t. Danone Dnipro has a manufacturing facility, but it has been closed since feb 2022.</p> <p>Danone Specialized Nutrition products sold under the Nutricia Ukraine operations, as well as the plant-based products(Alpro), are imported, so no manufacturing activity is conducted under this entity.</p>

Impact on Stakeholders	<p>As a water-intensive industry, the manufacturing of food & beverage products poses risks such as water stress or depletion of local water sources if water used is not appropriately managed.</p> <p>By using municipal water supply for its manufacturing processes, the main stakeholders affected are other water users in the regions of operation, such as local water authorities & regulators, residents, other industrial plants, farmers, and the local biodiversity. Each entity must conclude a contract with a municipal water treatment facility to withdraw its polluted wastewater. This contract establishes the maximum permissible volumes and values (for each specific pollutant). Kremenchug Dairy Plant has signed such a contract, and the additional tariffs for extra treatment of wastewaters are incorporated. These payments allow municipal water treatment facilities to renovate and improve the quality of treated contaminated water.</p> <p>The Kremenchug plant is not located in a stress-water region.</p>
Global Implemented Management Practices	<p>Danone Ukraine is an indirect subsidiary of Danone SA. Danone works to protect and restore watersheds, reduce its water footprint, and improve access to safe drinking water. The water stewardship at Danone includes three scopes – scope 1 of the factory, scope 2 of the operational watershed, and scope 3 of the sourcing watershed. Scope 3 accounts for the major water footprint in Danone, as it includes water usage in agriculture.</p> <p>Water is also a key topic of the company's sustainability strategy, Danone Impact Journey. As part of its roadmap, Danone set targets and committed to reducing its water footprint for:</p> <ul style="list-style-type: none"> • Scope 1 – by implementing a 4R approach (reduce, reuse, recycle, reclaim) in 100% of the production sites by 2030, • Scope 2 – by implementing in highly water-stressed areas, watershed preservation and restoration plans by 2030, • Scope 3 – by driving water footprint reduction across the value chain. <p>Danone has several tools to measure its water footprint and guide its water preservation action, including Water Risk</p>

	Assessment, Water Footprint Assessment, WWF Water Risk Filter, and an internal tool called Spring 2030. Danone also uses an internal reporting tool for sustainability metrics - Greentrack-deployed in each Business Unit worldwide, including Danone Ukraine, to track water consumption and efficiency of its water programs.
Local Implemented Management Practices	<p>Danone Ukraine has developed the following initiative to contribute to Danone's global targets on Water:</p> <ul style="list-style-type: none"> • In 2023, on a plant level, the Factory Strategic Plan (FSP) was developed, where water targets for 2028 were set. Specifically, the goal for water consumption is 4,16 m3/ton by 2028. For more details on practices and quantitative data, please refer to the Transparent Assessment.
Report	Water Stewardship Danone Water Policy



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Operations located in Conflict Zones

Topic	The company operates in Conflict Zones
Summary of Issue	<p>Danone Ukraine, an indirect subsidiary of Danone SA, includes several legal entities within its scope of B Corp certification.</p> <ul style="list-style-type: none">• Nutricia Ukraine (office and warehouse),• Kremenchug Dairy Plant (manufacturing, office, and warehouse),• Danone Dnipro LLC (office and warehouse),• LLC Danone (office). <p>All entities are based in Ukraine, which is listed as a conflict-affected region according to the FY25 List of Fragile and Conflict-affected Situations by the World Bank.</p> <p>Danone Ukraine reported that currently, no operational sites or suppliers are located in a zone of active conflict.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Based on the 2023 fiscal year, 100% of Danone Ukraine's annual revenue is derived from its operations in Ukraine. Additionally, approximately 62% of the company's supplier expenses come from Ukraine.
Impact on Stakeholders	The conflict-affected countries/regions are identified as per the World Bank classification . The countries are considered high-risk and may have a higher impact on stakeholders due to the conflict and/or sociopolitical instability there. Countries classified as conflict zones are more likely to have a weak rule of law or a corrupt judicial system, which could undermine the effectiveness of operational grievance mechanisms for these businesses and their suppliers. In addition, the safety of the company's workers and other potential human rights violations are at risk.
Implemented Management Practices	<p>All standard Danone compliance and safety policies are applicable. Additionally, Danone Ukraine adopted a flexible working policy in 2021, which enables increased flexibility around scheduling and work modes for employees in response to the evolving security context.</p> <p>To protect employees and factory property, and due to the potential threat to the city of Kherson and the inability to</p>

	<p>procure resources and raw materials, Danone's operational facility in Kherson has been closed since February 25, 2022. Upon the closure of the Dnipro factory in Kherson and relocation to Kremez, factory staff were offered the opportunity to continue employment at the Kremez factory. Relocated employees also received housing support from Danone Ukraine, which finances the rent of these employees.</p> <p>Danone Travel Security Policy, which was developed globally and implemented locally, applies to all Danone Ukraine employees. The policy includes the following mechanisms to support their employees:</p> <ul style="list-style-type: none"> • A 24/7 hotline for medical or security emergencies, • A Crisis Messenger App when the employee cannot make a phone call. If activated, the GPS coordinates will be shared with the Danone Security Team. <p>Articles 13 and 13-1 of the LAW OF UKRAINE 'On Ensuring the Rights and Freedoms of Citizens and the Legal Regime in the Temporarily Occupied Territory of Ukraine' further regulate operations and suppliers in conflict zones. The articles state that economic activities, movement of goods, and payments with the temporarily occupied territories are prohibited.</p>
Other Management Comments	<p><i>"Despite the challenges posed by the ongoing conflict, Danone is committed to maintaining its operations in Ukraine and supporting local communities."</i></p>