



## 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: Neerlands Glorie Groente & Fruit B.V.  
 Date Submitted: 12/07/2022

Industries & Products	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.		
Animal Products or Services		✓
Biodiversity Impacts	✓	
Chemicals		✓
Company Explanation Of Disclosure Item Flags		✓
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		✓

  

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		✓

Outcomes & Penalties	True	False
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 Explanation Of Disclosure Item Flags		✓
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	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 "Yes." If false, select "No."		
Animal Testing		✓
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		✓
Company Explanation Of Disclosure Item Flags		✓
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		✓
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	✓	



## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Neerlands Glorie Groente & Fruit B.V. UPDATED AS OF: 08/25/2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>ISSUE DATE</b>	Ongoing
<b>TOPIC</b>	Biodiversity Impact
<b>SUMMARY OF ISSUE</b>	As a the producer of canned fruits and vegetables, Neerlands Glorie Groente & Fruit B.V purchases a significant amount of raw agricultural materials. The company operates in an industry in which biodiversity impact is a material environmental issue.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	Approximately 62% of Neerlands Glorie Groente & Fruit B.V. supplier expenses come directly from farms. Aproximately 36.000 tonnes of vegetables, pulses and fruit were grown and harvested for the company's products in 2019.
<b>IMPACT ON STAKEHOLDERS</b>	Agriculture poses a risk to local ecosystems of flora and fauna as well as the potential degradation of cultivated land.
<b>IMPLEMENTED MGT PRACTICES</b>	Neerlands Glorie Groente & Fruit B.V. have introduced independent On the Way to PlanetProof certification on their product since 2019 and have certified all of the vegetables and pulses within a range of 125km (=85% of its assortment). Groweres are paid 5-20% more (depending on the crop) to compensate for their sustainability efforts. The Certification requires companies to meet 36 requirements above the legal standard in the area of nature and climate and earn at least 10 bonus points. Requirements include: soil management, reduction of fertilizer, reduction and limited use of pesticides, water management, creation of fields with native herbs and flowers, nests for insects and amphibians among others. Neerlands Glorie Groente & Fruit B.V. aims to achieve 100% on the Way to PlanetProof certification (sustainable farming) for all its vegetables and pulses within a range of 125km (=85% of its assortment). Neerlands Glorie Groente & Fruit B.V. has announced that they want to transfer to Organic for all vegetables and pulses grown in the Netherlands by 2027. Which represents 85% of its vegetables and pulses.
<b>REPORT</b>	<a href="https://hak-acceptance.s3.amazonaws.com/media/Maatschappelijk-Impact-Rapport.pdf">https://hak-acceptance.s3.amazonaws.com/media/Maatschappelijk-Impact-Rapport.pdf</a>



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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
ISSUE DATE	Ongoing
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a manufacturing company of canned fruits and vegetables, Neerlands Glorie & Fruit B.V. sources its raw materials from the agricultural sector, an industry that is water intensive. In addition, the company's manufacturing processes involve washing and blanching of the vegetables and the generation of steam for the heating processes, and sterilization and pasteurization of its products (for preservation purposes, as an alternative to artificial preservatives).
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	100% of the company's revenue is derived from the sale of manufactured goods based on agricultural raw materials.
IMPACT ON STAKEHOLDERS	As a water intensive industry, the manufacturing and agriculture industries pose risks such as water stress or depletion of local water sources if water use is not appropriately managed. The company sources its water from community, and has an agreement with authorities with regards to the amount of water that can be used in their production to ensure a sufficient supply of water to the community. Neerlands Glorie Groente & Fruit B.V. does not operate in a water stressed region.
IMPLEMENTED MGT PRACTICES	HAK, one of the company's main brands, has its own waste water purification plant that purifies water to the level at which can be processed by the Werkendam water purification plant nearby. The soil sediment produced during the purification process can be used as natural fertilizer (as long as it fulfills the appropriate standards). If these standards cannot be fulfilled, the sediment is used in bio-fermentation to generate energy. Neerlands Glorie Groente & Fruit B.V. evaluates on a yearly basis what further measures can be implemented in the factory to save water, such as reusing cooling water, reducing the amount of water used in cleaning, or considering alternative cooling methods.
REPORT	<a href="https://hak-acceptance.s3.amazonaws.com/media/Maatschappelijk-Impact-Rapport.pdf">https://hak-acceptance.s3.amazonaws.com/media/Maatschappelijk-Impact-Rapport.pdf</a>



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<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>ISSUE DATE</b>	Ongoing
<b>TOPIC</b>	Energy/ Emission Intensive industry
<b>SUMMARY OF ISSUE</b>	As a Manufacturing company of canned fruits and vegetables, Neerlands Glorie Groente & Fruit B.V operates in an emission intensive industry. The main contributor to the company's carbon footprint are its steam boilers, used to heat products for their preservation.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	100% of the company's revenue is derived from the sale of manufactured canned fruits and vegetables.
<b>IMPACT ON STAKEHOLDERS</b>	The food manufacturing industry is a great contributor to global carbon emissions.
<b>IMPLEMENTED MGT PRACTICES</b>	The steaming of products is implemented to avoid the use of artificial preservatives, increasing shelf life and limiting waste. The company uses 100% green electricity (renewable from mechanical source) and has installed a solar roof in 2022. The company manages its emissions by monitoring its total emissions and implementing reduction measures such as the replacement of all lighting to LED, switching to electrical forklift trucks, investing in a new and more efficient hydrophone and implementing oxygen sensor optimization. There is an action plan in place for Scope 1 and Scope 2 Co2-emissions, Scope 3 will be added to the action plan in the near future. Target is to operate CO2-neutral by 2035.
<b>REPORT</b>	<a href="https://hak-acceptance.s3.amazonaws.com/media/Maatschappelijk-Impact-Rapport.pdf">https://hak-acceptance.s3.amazonaws.com/media/Maatschappelijk-Impact-Rapport.pdf</a>



## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Neerlands Glorie Groente & Fruit B.V.      UPDATED AS OF: 08/25/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Recalls
ISSUE DATE	24 November 2020
TOPIC	Recalls due to lack of labelling making reference to allergy in relation to edamame beans.
SUMMARY OF ISSUE	Neerlands Glorie Groente & Fruit B.V has had 1 recall in the last five years due to missing soy allergy mention in back of HAK Edamame beans pack.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The recalls represented 0.34% of the company's total production volume in 2020.
IMPACT ON STAKEHOLDERS	The risk to stakeholders was a potential allergic reaction to the Edamame beans pack, as no label making reference to soy allergy was included in the label of the recalled products. The NVWA classified the risk as harmful ("schadelijk" -art 14 Verordening EG 178/2002) though there were no reported allergies or illnesses reported. While the company was adapting packaging, the recall affected consumers and retailers for a short period of time as they could not buy the product.
IMPLEMENTED MGT PRACTICES	<p>The company reacted immediately and had the affected product removed from sale. Customers could return the product to the respective store and receive a full refund even without presenting the receipt.</p> <p>Procedures were updated incl. 4-eyes-principles, mandatory legal checks for all new packaging and budgets allocated for external checks on design and gathering of legal advice. Additional checks on Allergens were added to the Labeldoc (the document that is the basis for all packaging development).</p>
REPORT	<p>Public report available in Netherlands and Germany: <a href="https://www.nvwa.nl/documenten/waarschuwingen/2020/11/24/belangrijke-veiligheidswaarschuwing-hak-edamame-bonen-allergenen">https://www.nvwa.nl/documenten/waarschuwingen/2020/11/24/belangrijke-veiligheidswaarschuwing-hak-edamame-bonen-allergenen</a></p> <p><a href="https://www.produktwarnung.eu/2020/11/23/rueckruf-fehlender-soja-allergenhinweis-bei-hak-edamame-bohnen/21544">https://www.produktwarnung.eu/2020/11/23/rueckruf-fehlender-soja-allergenhinweis-bei-hak-edamame-bohnen/21544</a></p>
MANAGEMENT COMMENTS	After extensive communication regarding this recall, only very few consumers responded to ask their money back. Luckily no allergic reactions have been reported
RELATED INCIDENTS	No other product recalls in the past 5 years.



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PROVIDED BY: Neerlands Glorie Groente & Fruit B.V. UPDATED AS OF: 12/07/2022

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Operations in Conflict Zones
<b>ISSUE DATE</b>	24 March 2022
<b>TOPIC</b>	Application of Moratorium on Companies Operating in Russia and Belarus
<b>SUMMARY OF ISSUE</b>	<p>Neerlands Glorie Groente &amp; Fruit B.V. (HAK) has been previously owned by a Russian parent company KDV since August 2021. In November 2022, Neerlands Glorie Groente &amp; Fruit B.V. (HAK) announced that it was disconnecting from the Russian parent company KDV.</p> <p>Neerlands Glorie Groente &amp; Fruit B.V. (HAK) activities are now part of a new parent organisation, Flexway. Flexway is a group of international food businesses based in the United Arab Emirates since 2020. Flexway, just like KDV, belongs to major shareholder, Denis Shtengelov, a businessman who holds Russian citizenship but lives outside of Russia. Denis Shtengelov is not on the sanctions list.</p>
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	<p>Aside from previous ownership by a Russian parent company, Neerlands Glorie Groente &amp; Fruit B.V. (HAK) has had limited operational exposure to Russia. Neerlands Glorie Groente &amp; Fruit B.V. (HAK) had run a small in-market test with their product in a limited number of stores based in Russia. The testing was halted immediately in February, 2022. There were no other business activities before or after February 24th, 2022. There are no residual revenues being generated from this activity.</p>
<b>IMPACT ON STAKEHOLDERS</b>	N/A
<b>IMPLEMENTED MGT PRACTICES</b>	<p>Neerlands Glorie Groente &amp; Fruit B.V. (HAK) announced that it was disconnecting from the Russian parent company KDV. Neerlands Glorie Groente &amp; Fruit B.V. (HAK) activities are now part of a new parent organisation, Flexway. During the transition, Neerlands Glorie Groente &amp; Fruit B.V. (HAK) confirmed the following:</p> <ul style="list-style-type: none"> <li>• Neerlands Glorie Groente &amp; Fruit B.V. (HAK) was financially and operationally fully autonomous</li> <li>• They did not source materials or products from Russia</li> <li>• They had no bank accounts in Russia</li> <li>• Dividend is not being paid to the Russian shareholder</li> </ul> <p>Neerlands Glorie Groente &amp; Fruit B.V. (HAK) will continue to work autonomously, both financially and operationally. There are no financial flows between Neerlands Glorie Groente &amp; Fruit B.V. (HAK) and its parent company nor the owner and no dividends are distributed to the shareholder. Neerlands Glorie Groente &amp; Fruit B.V. (HAK)'s Board of Directors and management team will remain Dutch.</p> <p>There are no plans to resume in-store tests or market activity in Russia.</p>
<b>RESOLUTION</b>	<p>On March 25, B Lab publicly announced a moratorium on new certifications of companies operating in Russia and Belarus. Companies seeking certification are "required to suspend their operations while also avoiding the negative potential impacts of their decision by maintaining their support for their key, non-complicit stakeholders in Russia or Belarus (at the expense of the company), by for example continuing to financially support their employees and not terminating their contracts."</p> <p>Based on the above information and actions taken, Neerlands Glorie Groente &amp; Fruit B.V. (HAK) is eligible for B Corp Certification.</p>
<b>REPORT</b>	<a href="#">B Lab Moratorium Announcement</a>