



## 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: Paradigm Foods  
Date Submitted: 01/16/2023

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:

Paradigm Foods

UPDATED AS OF:

01/16/2023

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Animal Products and Services
<b>TOPIC</b>	Paradigm Foods is a meat wholesale/ retail company and sources >46% of their supplier expenses from animal farms
<b>SUMMARY OF ISSUE</b>	The company is involved in the sale of packaged meat, both purchased directly from meat processors, as well as company owned cattle and sheep processed for the company on third party establishments. The company is involved in the sale of 100% grass fed cattle and lamb, free range, antibiotic and hormone free sourced from small family farms as well as large private and public organizations.
<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 animal products. 46% of the company's supplier expenses are derived from purchases of cattle and sheep directly from animal farms and 11% of the company's expenses is represented by the purchase of packaged meat from meat processors. Sourcing farms have an average heard head count of 1000 (ranging from 50 to 10,000).
<b>IMPACT ON STAKEHOLDERS</b>	The company chooses suppliers that align with its Animal Focus Philosophy and offers a variety of brands expressing their commitment to animal welfare, ranging from grass fed to free range. Cattle farms by law are required to comply with the LPA system which includes a welfare component, and are audited annually.
<b>REPORT</b>	<a href="https://paradigmfoods.com.au/">https://paradigmfoods.com.au/</a>



## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **Paradigm Foods** UPDATED AS OF: **01/16/2023**

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>TOPIC</b>	Biodiversity Impact
<b>SUMMARY OF ISSUE</b>	As a meat wholesale/retail company, Paradigm Foods 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 46% of Paradigm Foods' supplier expenses come directly from animal farms.
<b>IMPACT ON STAKEHOLDERS</b>	Animal agriculture poses a risk to local ecosystems of flora and fauna as well as the potential degradation of farmed land.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>Although the company has limited influence over the biodiversity impact of its suppliers, it is selective with who it chooses to do business with. Suppliers are chosen based on their values and whether they share the same values as Paradigm Foods.</p> <p>Grassfed Beef Program</p> <p>An example of the company's commitment towards the preservation of biodiversity is through their Roots Regenerative Grassfed Beef program. Roots Regenerative is 100% grassfed beef produced from cattle raised with holistic grazing methods to ultimately improve the environment.</p> <p>This program supports farmers that use cattle as a tool to reverse the effects of climate change and improve the health of their soils, landscape and waterways. The production of regenerative beef has been proven to:</p> <ol style="list-style-type: none"> <li>1. Improve soil health</li> <li>2. Increase biodiversity (flora and fauna)</li> <li>3. Restore waterways</li> <li>4. Sequester atmospheric carbon</li> </ol> <p>This program involves a screening process for potential suppliers and through a partnership with CIBO Labs (<a href="https://www.cibolabs.com.au/">https://www.cibolabs.com.au/</a>) the company is able to map all of its suppliers' farms for remnant vegetation and ground cover and begin benchmarking suppliers against neighboring farms. In addition, below ground biodiversity is monitored through the analysis of soil samples, both providing valuable information for the improvement of supplier practices.</p> <p>Reef Credits</p> <p>Another example of how Paradigm Foods works with supplier farms to minimize their affect on biodiversity is through their reef credit scheme. This is where farmers implement strategies on their land to reduce sediment and nutrient run off which will in turn improve the water quality and biodiversity of the Great Barrier Reef.</p>



## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Paradigm Foods

UPDATED AS OF: 01/16/2023

<b>IMPLEMENTED MGT PRACTICES</b>	<p>Paradigm Foods has the following targets related to biodiversity conservation in its supply chain:</p> <ul style="list-style-type: none"><li>• 100% branded product sourced from deforestation free farms by end 2023.</li><li>• Conduct 1-2 reef credit pilot projects by end 2023.</li><li>• Establish and build a Regenerative Beef supply chain by end 2022.</li><li>• Establish a verification system for regenerative beef production by end 2022.</li><li>• Establish a certification system for regenerative beef production by end 2023.</li></ul>
<b>REPORT</b>	<p><a href="https://paradigmfoods.com.au/wp-content/uploads/2022/11/Paradigm-Foods-2022-Our-Targets-4P-web.pdf">https://paradigmfoods.com.au/wp-content/uploads/2022/11/Paradigm-Foods-2022-Our-Targets-4P-web.pdf</a></p>



## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Paradigm Foods

UPDATED AS OF:

01/16/2023

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>TOPIC</b>	Energy and Emissions Intensive Industries
<b>SUMMARY OF ISSUE</b>	As a wholesale/retail company that derives all of its revenue from the sale of packaged meat and is involved in processing part of the meat it sells, Paradigm Foods operates in an industry in which energy and carbon emissions is a material environmental issue.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	Approximately 46% of Paradigm Foods' supplier expenses come directly from animal farms and 11% of supplier expenses come from meat processors.
<b>IMPACT ON STAKEHOLDERS</b>	Animal agriculture is a major contributor to global carbon emissions.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>The company has undertaken a Carbon Assessment of its supply chain to help establish a baseline across Scope 3 emissions. With regards to Emissions Scope 1 and 2 the company evaluated office and travel emissions, which were comparatively lower than that of Scope 3 emissions. Carbon Report available for reference below. Energy use is monitored and the company moved into a new building which operates on 100% renewable energy, selected specifically for its sustainability credentials.</p> <p>The company has the following carbon emissions targets:</p> <ul style="list-style-type: none"> <li>• Become carbon neutral for Scope 1 and 2 emissions by end 2025 - investigating potential of insetting through supply chain.</li> <li>• Review scope 3 emission baselines and set science based targets by end 2023.</li> <li>• Conduct soil carbon pilot projects on 6-12 properties by end 2023.</li> </ul> <p>Company's Energy specific targets include:</p> <ul style="list-style-type: none"> <li>• Maintain 100% renewable energy used in Paradigm Foods office.</li> <li>• Work with building manager to find ways to further reduce energy intensity and set measurable targets</li> </ul> <p>With regards to Scope 3 Emissions management the company's ROOTS program aims to help farmers to understand their carbon baseline as well as promote regenerative principles, including soil carbon sequestration through soil management and utilizing livestock to transfer nutrients.</p>
<b>REPORT</b>	<p><a href="https://www.rootsregenerative.com/">https://www.rootsregenerative.com/</a></p> <p><a href="https://paradigmfoods.com.au/wp-content/uploads/2022/11/Paradigm-Foods-2022-Our-Targets-4P-web.pdf">https://paradigmfoods.com.au/wp-content/uploads/2022/11/Paradigm-Foods-2022-Our-Targets-4P-web.pdf</a></p>