



# Riverford Organic Farmers

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Disclosure Report

Date Submitted: February 6th, 2024



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## 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.

**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"/>
<a href="#">Biodiversity Impacts</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Disclosure Alcohol</a>	<input checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" 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"/>
<a href="#">Water Intensive Industries</a>	<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 type="checkbox"/>	<input checked="" 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

Topic	Biodiversity/Monoculture Impact
Summary of Issue	As an agricultural company, <b>Riverford Organic Farmers</b> operates in an industry in which biodiversity impact is a material environmental issue.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Approximately <b>10%</b> of revenue comes from products grown directly by the company. <b>Riverford Organic Farmers</b> controls <b>242 hectares</b> of land, of which approximately <b>90 hectares of land is cultivated annually</b> .
Impact on Stakeholders	Agriculture poses a risk to local ecosystems of flora and fauna as well as the potential degradation of cultivated land.
Implemented Management Practices	<p>Riverford only purchases certified organic products from the farms it sources from. Certified organic agriculture promotes biodiversity through several key practices. Firstly, it prohibits the use of synthetic pesticides and fertilizers, which can harm beneficial insects, birds, and soil organisms. By avoiding these chemicals, organic farms provide a safer habitat for a diverse range of species, including pollinators and natural predators of pests. Secondly, organic farming encourages crop rotation, intercropping, and the use of cover crops, which enhance soil health and microbial diversity. This creates a more resilient ecosystem that can support a variety of plant and animal life. Additionally, organic farms typically maintain hedgerows, buffer zones, and other natural habitats, which serve as refuges for wildlife. Overall, the absence of synthetic chemicals, coupled with practices that promote soil health and habitat conservation, make organic agriculture a beneficial contributor to biodiversity conservation.</p> <p>More specifically, at Riverford's two farms (Wash and Sacrewel), the company has been monitoring biodiversity and implementing action plans to improve the landscape for nature at both farms. A summary of improvements for mitigating biodiversity loss is below:</p> <p><b>Wash Farm, Devon</b> At Wash Farm, the company has been implementing its Biodiversity Action Plan for 1 year, including the following: -Hedging Expansion: the company plans to expand an additional 400 meters of hedging.</p>

	<p>-New Pond Creation: A new pond was dug and is already proving to be a popular habitat for various species, including dragonflies, damselflies, swallows, and house martins.</p> <p>-Grazing Management: Collaborative efforts with the Riverford Dairy to reduce grazing pressure and improve biodiversity.</p>
	<p><b>Sacrewell Farm, Cambridgeshire</b></p> <p>Sacre Well's improvement plan includes the following and will be started in early 2024:</p>
	<ul style="list-style-type: none"> <li>• Enhancing the hedge network by tree planting and hedge laying to increase habitat diversity.</li> <li>• Creating buffer strips around hedges and watercourses to protect streams.</li> <li>• Establishing five new ponds to benefit various wildlife.</li> <li>• Introducing cattle grazing (not our livestock) in wildflower meadows to improve conditions.</li> <li>• Improve orchard grassland management for bird food.</li> </ul>
	<p>The company currently is in the early stages of specifying biodiversity targets which are launching the use of the whole farm assessment tool the Soil Association Exchange for the suppliers. The assessment tools include biodiversity monitoring, soil health, carbon emissions and sequestration, water quality, animal welfare, social metrics, and biodiversity on farms. The company has set a target that by May 2024, 30 farms/suppliers to complete the Soil Association Exchange assessments and action plans for improvement, which will include reducing environmental damage and reversing biodiversity loss.</p>
	<p>The company employs farming techniques that minimize the degradation of cultivated land by crop rotations, and minimum tillage in horticulture, some suppliers are using cover cropping, and the company has a programme of agroforestry that creates polyculture systems across our supply chain.</p>



# Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries

Topic	Water Intensive Industries
Summary of Issue	As a agricultural company, <b>RiverFord Organic Farmers</b> operates in an industry that is water intensive.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>Approximately <b>10%</b> of revenue comes from products grown directly by the company, and <b>Riverford Organic Farmers</b> controls <b>242 area hectares</b> of land.</p> <p>68% of the company's cultivated land is irrigated.</p>
Impact on Stakeholders	As a water intensive industry, agriculture poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.
Implemented Management Practices	<p>The company only purchases farmed products from certified organic producers. The majority of these are from soil association-certified suppliers. The suppliers and the company comply with The Soil Association's water standards by focusing on conserving resources, preventing pollution, and promoting responsible usage in organic farming.</p> <p>The company is still in the early stages of specifying water quality and usage targets - the company has implemented the whole farm assessment tool based on the Soil Association Exchange for the suppliers, which includes water quality (and usage) monitoring. The company has set a target that by May 2024, 30 farms/suppliers to complete the assessments and have action plans to improve water usage and quality.</p>



# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Alcohol

<b>Topic</b>	Riverford Organic Farmers serves and sells alcohol products
<b>Summary of Issue</b>	Riverford Organic Farmers is an agricultural grower and wholesaler in UK that earns a material amount of revenue from the sale of alcohol through its subsidiary Riverford Field Kitchen.
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	In the previous fiscal year, 20% of Riverford Field Kitchen's revenue was derived from the sale of alcohol and 3% of total revenue of Riverford Organic Farmers.
<b>Impact on Stakeholders</b>	Alcohol may have a negative impact on the health and well-being of individuals and their communities
<b>Implemented Management Practices</b>	<p>Riverford Organic Farmers complies with all of the regulations and laws related to the sale of alcohol in the jurisdiction in which they operate.</p> <p>The company's approach to managing sales of alcohol from its website is set out in its terms and conditions (see link below) where the company has included the following disclaimer: "You must be over the age of eighteen to purchase alcohol from Riverford. If you have ordered alcohol from us and cannot be at home to take receipt of your delivery, it is your responsibility to ensure that a suitable person aged eighteen or older is there to receive the order. Anyone who appears to be under the age of 21 may be asked for proof of age and where such proof cannot be provided at the point of delivery Riverford reserves the right to refuse delivery of alcohol. Such refusals will be credited in full, however, we will bear no liability for such refusal." (<a href="https://www.riverford.co.uk/terms-and-conditions?src=footer-nav">https://www.riverford.co.uk/terms-and-conditions?src=footer-nav</a>)</p> <p>With regarding managing the risks of serving alcohol to minors in the Riverford Field Kitchen Restaurant, the company indicates that they do not receive bookings for tables with groups under 18 years of age, and the average age of Riverford Field Kitchen customers is middle aged and older. On rare occasions they have requested for ID if someone orders alcohol and appears to be under the age of 25. Finally, guests that are becoming increasingly intoxicated are refused further alcoholic drinks; also a rare occurrence.</p>