



Danone UK & Ireland

Disclosure Report

Date Submitted: October 15th, 2024



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 of 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"/>
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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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	Energy and Emissions Intensive Industries
Summary of Issue	Danone UK & Ireland is involved in the production and sale of dairy, plant-based, specialized nutrition and bottled water products, part of an industry that can potentially be classified as energy and emission-intensive, meaning that they are more likely to have significant impacts on the environment based on their carbon emissions associated with their operations and their contribution to climate change. Danone UK & Ireland acknowledges its potential negative environmental impact and actively works to mitigate its impact. The company's operations consist of 3 head offices (Chiswick, Trowbridge, Dublin) and 4 manufacturing sites (Liverpool, Wexford, Harrogate, Macroon).
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<ul style="list-style-type: none">- In the previous fiscal year, 100% of the Danone UK & Ireland's revenue was earned from the sale of food and beverages,- Danone's main contributor to the carbon footprint is milk, which accounts for 36% of the overall emissions. Energy and industrial operations account only for 5% of the total.
Impact on Stakeholders	As defined by B Lab, Energy intensive activities like food and beverage manufacturing, pose an environmental risk due to the emissions produced by such energy use. The extent of environmental impact is dependent on the energy sources utilised and management practices in place to manage energy use.
Implemented Management Practices	<p>Danone UKIRL are legal entities wholly owned by Danone SA ("Danone"). 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 commits to reducing emissions through strategic programs and has a global ambition in line with the Science-Based Targets initiative and committing to net zero emissions by 2050. More information can be found here,</p> <p>Energy & Emissions are also key topics 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 1.5°C,

	<ul style="list-style-type: none"> • 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 UK and Ireland, to track energy consumption and efficiency.</p> <p>In Danone UKIRL the company achieved an overall 13% reduction in emissions in 2023 vs 2020 baseline in line with our global science-based target:</p> <ul style="list-style-type: none"> • Scope 1+2: 3.5% reduction, • Scope 3 FLAG: 16.5% reduction, • Scope 3 non-FLAG: 8% reduction, <p>Scope 1 and 2: The company shared that it has made good progress in reducing scope 1 & 2 emissions across its UK & Ireland factories by using 100% renewable electricity, and reducing energy usage. Their Wexford formula milk factory reduced emissions by 82% between 2011-2021, primarily by installing a biomass boiler powered by locally sourced sustainable wood fuels. Meanwhile, their Macroom formula milk factory introduced an innovative energy recovery system that reduced the plant's energy use by 3,300 tonnes of CO2 in 2020.</p> <p>Scope 3 non-FLAG: The company implemented several initiatives to reduce our emissions from logistics including:</p> <ul style="list-style-type: none"> • There is a new warehouse in Ireland, which means they can deliver products from factories in Europe directly to Ireland. This saves over 1000 road miles and 492 tonnes of carbon annually, • The Nutricia Homeward app facilitates online clinical support for patients, negating the need for the nurse to travel to the
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	<p>patient's homes. It saves around 162,000 miles and 44 tonnes of CO₂e each year, while improving patient care through faster response and greater convenience. In addition, 25% of the Nutricia Homeward fleet is now electric with the remaining vehicles fuelled with biofuel (HVO) while the company continues the transition,</p> <ul style="list-style-type: none"> • The company is introducing biofuel (HVO) to fuel trucks in parts of our network, for example with our supplier 3PL in Ireland, • Danone UKIRL is reducing emissions from packaging by reducing packaging where possible, increasing the use of recycled content, and using lower-carbon materials: (i) In 2023 the company removed the plastic label from their Actimel bottles saving 135T plastic reduction per year and 516 tCO₂e. (ii) Their water bottles contain an average of 47% recycled PET (excluding caps and labels). Some of their biggest selling evian products use 100% recycled PET bottles already, and the company aims for all Evian and Volvic bottles to do so by 2025. Switching to recycled plastic content can reduce the carbon footprint of their plastic water bottles by 17%. <p>Scope 3 FLAG: The company's work to reduce the carbon emissions from their agricultural ingredients is led by Danone global procurement teams.</p>
Report	<p>More information and details can be found on the following webpages:</p> <p>Danone's Climate Action</p> <p>Danone Climate Transition Plan</p>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Consumer Protection

Issue Date	2021
Topic	False and Misleading Advertising.
Summary of Issue	<p>Danone UK & Ireland is involved in the production and sale of dairy, plant-based, specialized nutrition and bottled water products. The company's operations consist of 3 head offices (Chiswick, Trowbridge, Dublin) and 4 manufacturing sites (Liverpool, Wexford, Harrogate, Macroom).</p> <p>The company had five (5) complaints related to Consumer Protection (False/Misleading Advertisement) filed with the Advertising Standards Authority (ASA) which is the UK's independent regulator of advertising across all medias.</p> <p>Out of the five (5) complaints, four (4) complaints were informally resolved, meaning the company committed to adjust its practices amicably and one (1) complaint was ruled against the company.</p> <p>The ruling refers to a sponsored ad for Cow&Gate Club in the podcast 'Sh**ged, Married, Annoyed' by Chris and Rosie Ramsey. According to ASA, it was a breach of the UK Code of Non-broadcast Advertising and Direct & Promotional Marketing - <u>CAP Code (Edition 12)</u> - rules 15.10 and 15.10.1 (Infant and follow-on formula), rules 1.10 (Legality), 15.1 and 15.1.1 (Food, food supplements and associated health or nutrition claims).</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	No financial penalty was applied, only a ruling for breach of CAP Code (Edition 12).
Impact on Stakeholders	Breaches of the CAP Code can pose several risks to consumers, particularly when the violations involve rules related to infant and follow-on formula and health or nutrition claims. Consumers might receive incorrect or misleading information which may negatively impact the health of their children.
Resolution	"The ad must not appear again in the form complained about. ASA told Nutricia Ltd t/a Cow & Gate to ensure that their future marketing communications must not refer, either implicitly or explicitly, to infant formula to avoid confusion between infant formula and follow-on formula. ASA also told the company to not

	make health claims for infant formula or unauthorised health claims for follow-on formula."
Implemented Management Practices	To avoid those issues from happening again, the company reviewed its process so that all agencies are aware of its internal code. In the case of the above ruling by ASA on Cow and Gate, the influencers in the podcast used health claims which were not permitted in CAP codes. The ad was not used again and the company reviewed their guidelines for influencers. The breach did not pose any harm or safety risk to parents and/or children
Report	ASA Ruling on Nutricia Ltd.

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other disclosure practices

Topic	Media coverage related to factory expansion plans
Summary of Issue	<p>Danone UK & Ireland is involved in the production and sale of dairy, plant-based, specialized nutrition and bottled water products. The company's operations consist of 3 head offices (Chiswick, Trowbridge, Dublin) and 4 manufacturing sites (Liverpool, Wexford, Harrogate, Macroom).</p> <p>Media coverage flagged stakeholders' concerns and objections to Harrogate Spring Water's plans to expand its bottling plant. One of the main concerns is the potential loss of woodland and trees (planted by the community) in part of Rotary Wood, Harrogate, UK which could result from the expanded production facility. It has been alleged that the company did not conduct a comprehensive environmental impact assessment.</p> <p>Danone took over the Harrogate Spring Water (HSW) business in 2020, three years after an initial planning application to expand the factory site had been submitted and rejected. Danone owns multiple spring water sites worldwide, most notably in Volvic and Evian in France. The company has indicated that, in light of Danone's ongoing commitment to working with the community, a revised planning application has been submitted to the appropriate authorities, reflecting a shift in approach to the matter in question. The application will be reviewed by a local authority planning process under North Yorkshire Council. The company shared that has been engaging with local planning officials on the various requirements for submitting this application. To check the status of the application, please access here.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>As of 11/10/24 at 10am, there are 601 objections and 9 comments of support on the planning portal.</p> <p>The increased building area proposed is approx. 4500-5000 m².</p>
Impact on Stakeholders	<p>Without proper management, expansion of a factory and cutting down trees can result in significant environmental degradation, including loss of biodiversity, impact on efforts to handle climate change and air pollution, and disruption of the water cycle. It should be noted that this area is of particular significance to local communities and highly valued by them. Such actions could potentially lead to conflict and social unrest.</p>

Resolution	<p>The proposal is still awaiting approval from the relevant authorities, which will allow the company to proceed with its planned developments. B Lab relies on local authorities to handle these matters in accordance with local regulations and the specific circumstances of the case. To check the status of the project please access here.</p>
Implemented Management Practices	<p>The company has regularly engaged with key local stakeholders including the Rotary Club, the Pinewoods Conservation Group, the local MPs, and a wide range of other interest groups around Harrogate and Yorkshire regarding its plans to expand.</p> <p>Here are some of the company's proposed plants for the project, pending approval from the local authorities:</p> <ul style="list-style-type: none"> • Danone undertook consultation to understand the key concerns of the local community. These have primarily centered around the loss of local trees. To address this issue, Danone has agreed to purchase a strip of adjacent land next to the proposed expansion site to plant trees. They intend to plant 3,000 trees in total (a 3-1 replacement ratio) and to work with the local community on how the new woodland is designed. Should the community wish, this could include improved access for those with mobility issues, as well as (e.g.) prams, and the company will examine facilities such as playgrounds and picnic benches (or similar) to shape the site around those who will use it. According to Danone, this will not only create a new, natural area for community use but ensure that trees, pathways, and drainage are usable in all weather, which is not the case on the existing site. Danone is currently working with the local authority (North Yorkshire Council) to ensure the biodiversity on site is maximized and has committed to ensuring we achieve a 10% biodiversity net gain (on and off-site), • The company has undertaken significant consultation work with the local community, factoring in local views to their design plans. Danone has held two exhibition events open to residents in the wider Harrogate area, delivered leaflets throughout the area requesting feedback on the project, engaged with a number of local community groups, including the organization that planted the trees around the factory, and held an engagement session for the neighbors living close to the site to understand their feedback and address their concerns. • Danone understands the concerns raised by local residents around vehicle noise as well. It has already taken action to speak to the relevant company to prevent lorries idling in certain areas following direct feedback from its neighbors. It has also made changes to factory lighting to ensure adjacent houses are not affected by the existing site and the company will take the same, conscientious approach to any expanded facility in

	<p>relation to noise. However, some of the noise is caused by speed bumps along the main road that were installed following the factory's initial construction 25 years ago. While the company is working with local authorities to address this, it is not within Danone's control to make changes to local roads and the company does not wish to make promises to the local residents it cannot guarantee.</p>
Report	<p>Examples of media coverage identified:</p> <ul style="list-style-type: none"> - Article news 1, - Article news 2, - Article news 3, - Article news 4.
Management Comments	<p><i>The company shared the following:</i></p> <p><i>"While the council is approaching the project as a standard planning decision, the business has also made various "above and beyond requirements" commitments following community feedback around replacement tree planting, community access and biodiversity."</i></p> <p><i>Richard Hall, the MD of Harrogate Spring Water, said in November 2023.: "We promised before the public consultation last summer that we would listen to what people told us and take their feedback on board when deciding what we would do next. One of the things which came through clearly was that people were concerned about the potential loss of access to community woodland. Since then, we have been working long and hard on ways to address this which still allow us to expand operations on the site to meet the increasing demand for our products and invest further in the town."</i></p> <p><i>The Pinewoods group said: "Rotary wood, originally planted by local children and residents, has matured into a well-loved woodland used regularly by residents and visitors alike with obvious environmental and conservation benefits. However, we acknowledge that Danone have taken on board the feedback from ourselves and others regarding replacing this land with a proposal to purchase 2 acres of replacement land adjacent that could form an extension to the Pinewoods."</i></p> <p><i>"We have also made the following commitments to the community:</i></p> <ul style="list-style-type: none"> <i>- Six times as many trees planted in Harrogate as are lost during the building process,</i> <i>- Confirmation that the expansion will help to create over 50 new jobs for local people at Harrogate Spring Water, in addition to at least 20 jobs in the local construction sector during the build</i>

