



## 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: Bristol Seafood  
Date Submitted: 07/01/2022

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:

Bristol Seafood

UPDATED AS OF:

07/01/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Products and Services
TOPIC	Company sources and retails animal products
SUMMARY OF ISSUE	<p>Bristol Seafood is a seafood company based in Maine that sources and retails seafood products (e.g., scallop, cod, haddock, salmon, shrimp). The company believes that all seafood should be sustainably sourced, and the majority of their seafood products are certified by the Marine Stewardship Council, the Aquaculture Stewardship Council, and / or Fair Trade.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>~99% of Bristol Seafood's revenue is comprised of sales of seafood products.</p>
IMPACT ON STAKEHOLDERS	<p>The seafood industry may have negative environmental impacts on their affected marine ecosystems, e.g., overfishing, loss of biodiversity, pollution. Furthermore, the seafood industry is at risk of human rights violations in their supply chains.</p>
IMPLEMENTED MGT PRACTICES	<p>Of Bristol Seafood's product portfolio, ~80% is Marine Stewardship Council (MSC) certified, ~3% is Aquaculture Stewardship Council (ASC) certified, and ~2% is Fair Trade certified.</p> <p>To be MSC certified, fisheries have to meet all three principles of the <a href="#">Marine Stewardship Council's Fisheries Standard</a>. The three principles are sustainable fish stocks, minimal environmental impact, and effective management.</p> <p>To be ASC certified, seafood producers have to meet their farm standards that minimize the key environmental and social impacts of aquaculture. Topics in the <a href="#">farm standards</a> include biodiversity, feed, pollution, diseases, and social. On social, the ASC certification imposes strict requirements based on the core principles of the International Labour Organisation (ILO), these include prohibiting the use of child labour or any form of forced labour. All ASC certified farms are safe and equitable working environments where employees earn a decent wage and have regulated working hours.</p> <p>To be Fair Trade certified, seafood producers have to meet the <a href="#">Capture Fisheries Standard</a> which outlines requirements and compliance criteria for wild-caught fisheries to build strong fishing communities and healthy oceans. Topics in the standard include labor conditions (fundamental rights, working agreements, working conditions, occupational health &amp; safety), resource management, transparency &amp; traceability.</p> <p>Furthermore, Bristol Seafood requires their vendors to provide documentation and / or signoffs on their vendor Code of Conduct. Management team members visit key supplier facilities to oversee compliance with the Code of Conduct.</p>