



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: Modern Milkman
Date Submitted: 10/31/2022

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:

Modern Milkman

UPDATED AS OF:

10/31/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Products and Services
TOPIC	Modern Milkman is a food products online retailer and sources >50% of their supplier expenses from animal farms
SUMMARY OF ISSUE	Modern Milkman sources their animal based products (milk, eggs) from family run farms. Types of animals on farms are typically cows and chicken.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Herd size on farms ranges from 50-500. All dairy farms are based in UK.
IMPACT ON STAKEHOLDERS	Poor welfare of animals (e.g. animals unable to express normal behavior or confined to small spaces) can lead to negative impact on animals and its produce i.e. milk and eggs.
IMPLEMENTED MGT PRACTICES	<p>Modern Milkman require their suppliers to have certification in place such as red tractor or British lion code. Suppliers must sign their Supplier Code of Conduct.</p> <p>-All milk and milk based products are Red Tractor at minimum and some SKUs are Free Range or OF&G Organic, all certification holds welfare requirements which the farms needs to meet to supply with their certification. Eggs are either British Lion Code, laid in Britain or Organically certified, again with welfare requirements to be met.</p>



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Modern Milkman UPDATED AS OF: 10/31/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Biodiversity Impact
SUMMARY OF ISSUE	As a business that sources from agricultural and dairy farms, Modern Milkman 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 74% supplier expenses come directly from animal farms.
IMPACT ON STAKEHOLDERS	Animal agriculture poses a risk to local ecosystems of flora and fauna as well as the potential degradation of farmed land.
IMPLEMENTED MGT PRACTICES	<p>They purchase their milk through dairies and do not have direct contact with most of the farms in their supply chain. They do however, send out the Supplier Sustainability Survey and ask specific questions on Biodiversity. In the Supplier Sustainability Survey questions 2.2, 2.3 and 2.4, Modern Milkman claims that it refers to biodiversity. They have started a program of visiting their major suppliers and ask about biodiversity improvements on their farms. For example some of the farms at Dale's Dairies plant woodlands on their sites.</p> <p>The company does not have any specific targets related to preserving or conserving biodiversity in its supply chain. They are primarily a delivery company and not in a position to advise on agricultural techniques. One of the projects on their Sustainability Roadmap is "Dairy Farm footprint", where they are working with a company called "Carbon Metrics" to offer free carbon audits and soil samples for farms in protected landscapes.</p> <p>They sell Organic Milk, Organic products require proof of certification, an organic certification is verification that biodiversity is considered and managed on those farms.</p>
REPORT	https://docs.google.com/document/d/1cWWXctxww1xlmqgWkFUYKkMFSIbIN67E/edit?usp=share_link&oid=104809755443145729770&rtpof=true&sd=true



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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a business that sources from agricultural and dairy farms, Modern Milkman operates in an industry that is water intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 74% supplier expenses come directly from animal farms.
IMPACT ON STAKEHOLDERS	As a water intensive industry, animal agriculture poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.
IMPLEMENTED MGT PRACTICES	<p>Their supply chain includes dairy farming, water is consumed by cattle and used in the growing of cattle feed, water is used for cleaning/sterilizing glass bottles for reuse. They work with small scale suppliers (they are not mass manufacturing) and share details of their suppliers publicly on the website https://themodernmilkman.co.uk/our-suppliers</p> <p>Direct water use by their company is very low. Water used by their suppliers (which they do not control) will be higher. Over the next year they will be introducing supplier questionnaires and audits to track this and work with them to improve water efficiency. Water is supplied by mains water supplies.</p> <p>The majority of their operations are in the north of England which are in areas described by The Environment Agency as “not serious” in terms of water stress.</p> <p>They have not determined the water intensity used by suppliers. However they commissioned a Life Cycle Analysis of their glass milk bottle which will look at water use for cleaning and sterilising the bottles which they will be sharing with stakeholders once completed.</p> <p>They don’t currently have water reduction targets in place for their direct water use as it is not significant. Some of their suppliers have measures in place to reduce water use and they have ambitions to support other suppliers to replicate this, eg rainwater harvesting.</p> <p>They do not currently conduct an assessment in comparison to others in the industry.</p>



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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	As a business that sources from agricultural and dairy farms, Modern Milkman operates in an industry that is energy/emissions intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 74% supplier expenses come directly from animal farms.
IMPACT ON STAKEHOLDERS	Animal agriculture is a major contributor to global carbon emissions.
IMPLEMENTED MGT PRACTICES	<p>One of their projects on Sustainability Road Map is the Dairy Farm Footprint project, which will look at the carbon impact of the milk products in their supply chain. As most of the products in their supply chain are in return and reuse glass bottles, Modern Milkman carried out a Life Cycle Analysis of the Glass Bottle. This link on their website where they have published the results of their Life Cycle Analysis of a glass bottle. themodernmilkman.co.uk. This report details the carbon emissions associated with their use of glass bottles and compares it with those used in conventional, plastic or tetra pak, packaging.</p> <p>Modern Milkman do not currently have targets. They are working hard to gather data from all areas of their supply chain to make 2022 the baseline year. They will then look to set reduction targets in 2023. With regards to their glass bottle use, these are likely to be around increasing the return rate to increase the number of times each glass bottle is used (therefore reducing manufacturing emissions).</p> <p>They screen suppliers in the Supplier Sustainability Survey and are working with Carbon Metrics who can provide carbon audits and soil samples for all farms, Those in protected areas (National Parks and Areas of Outstanding Natural Beauty) can get them fully funded, Carbon Metrics will work with the farmer to complete the funding application for them. So far they have carbon audits for their free range milk supply and are in the process of completing 5 of the farms providing regular milk to Dales Dairies.</p>
REPORT	https://drive.google.com/file/d/1iZcWSNC5az-DPpL8xzGXuz6P3jYexgpR/view?usp=share_link