



## 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: Organico Realfoods  
Date Submitted: 04/24/2023

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: **Organico Realfoods** UPDATED AS OF: **04/24/2023**

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Animal Products and Services
<b>TOPIC</b>	Company purchases and sells animal products
<b>SUMMARY OF ISSUE</b>	Organico Realfoods is an organic food manufacturer and online retailer that also sell canned fish products under the brand Fish4Ever. All fish sourced is wild and sourced according to a strict set of criteria that includes social equity and support of local small scale fisheries as well as support of only the most selective methods to avoid by-catch, ghost fishing, indiscriminate killing and eco-system damage.
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	68% of the company's turnover is from wild fish.
<b>IMPACT ON STAKEHOLDERS</b>	The fishing industry may have negative environmental impacts on their affected marine ecosystems, e.g., overfishing, loss of biodiversity, pollution. Furthermore, the fishing industry is at risk of human rights violations in their supply chains.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>Fish4Ever was described by Greenpeace 20 years ago as "a global leader in sustainable and equitable sourcing of tuna". It emphasizes its commitment to the United Nations Sustainable Development Goals (UNSDGs) and aligns its sustainability principles with the social and environmental dimensions outlined in the UNSDGs.</p> <p>Regarding environmental sourcing, Fish4Ever sources from local boats for its supplies and refrains from engaging with long-distance foreign fleets or vessels using flags of convenience (registered in low-tax jurisdictions with lax controls). They meticulously select fishers who utilize the most selective methods to minimize by-catch and unnecessary killing, with the aim of protecting endangered and threatened species such as sharks, whales, dolphins, albatross, seabirds in general, and turtles.</p> <p>In social terms, Fish4Ever actively seeks out fisheries that have a positive impact on their communities, supporting democratic accountability, fair trade practices, equitable access to fisheries resources, as well as human, workers, and gender rights. The company has implemented traceability systems and strives to avoid higher risk fisheries. They use an onboarding internal verification process for new fisheries that encompasses social, political, quality, and environmental factors.</p> <p>Organico, as a company, maintains close and over long term relationships with its supply chain partners, prioritizing ethical considerations over price. They advocate for collaboration with industry and third sector partners to drive improvements and support opportunities for small-scale fisheries by dedicated significant pro bono efforts to various forums, including those within the Slow Fish/Slow Foods movement and Community Catch. Additionally, they support the Environmental Justice Foundation and the International Pole &amp; Line Foundation, organizations working on social and environmental sustainability. They have invested considerable pro bono time in forums aimed at improving the standards of the Marine Stewardship Council's (MSC) certification, widely recognized as a voluntary standard for wild fish.</p>



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	<p>Furthermore, Organico uses organically certified ingredients when sourcing oils or sauces for their wild fish. As an organic company, they rely on legally approved and managed certification systems rather than voluntary systems organized by businesses. They have organized, financed, and arranged the certification of their main tuna under Naturland wild fish standards and sponsored a scientifically assessed plastic-positive project for the same fishery, aiming to contribute to the reduction of marine plastic pollution.</p> <p>Fish4Ever holds the distinction of being the first company to launch fair trade certified tuna in the UK and France and approximately 90% of the fish they source are certified by third-party certification bodies, including Naturland, Fair Trade, the MSC, and Friends of the Sea.</p>
REPORT	<p>Organico Realfoods Environmental Policy: <a href="https://cdn.shopify.com/s/files/1/0493/8154/0001/files/Env_Policy_2021.pdf?v=1668005685">https://cdn.shopify.com/s/files/1/0493/8154/0001/files/Env_Policy_2021.pdf?v=1668005685</a></p>
MANAGEMENT COMMENTS	<p>The fishing industry has been associated with significant negative environmental impacts, particularly due to overfishing, resulting in the loss of biodiversity and the collapse of many iconic species' populations. Additionally, it has caused damage to the sea floor and ecosystems, contributed to ghost fishing, marine pollution, damaging subsidies (created overcapacity, encouraged overfishing, and enabled economically non-viable fishing practices, while also disproportionately affecting small-scale and indigenous fisheries globally, leading to market imbalances), and illegal fishing</p> <p>The fishing industry's negative social impacts are also noteworthy, with human rights violations posing a significant risk, particularly onboard fishing vessels and occasionally during the production phase. Moreover, the dominance of large industrial fishing companies has often out-competed small-scale fisheries, driven by unfair lobbying and subsidies. Consequently, this has disempowered local coastal communities, harmed local economies, and negatively affected indigenous and gender rights, local democracy, and social welfare.</p> <p>To have a better understanding about Organico's practice, visit the following links:  <a href="https://www.organicoarealfoods.com/pages/about-us">https://www.organicoarealfoods.com/pages/about-us</a> (bottom of the About Us page for their ethical policies, certifications and impact reports)  <a href="http://www.fish4ever.co.uk">www.fish4ever.co.uk</a> (type in code SCT002 or CON108 and click through for an example of the fishery information Organico gives on the site)</p>