

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: Vermont Creamery
 Date Submitted: April 13, 2021

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:

Vermont Creamery

UPDATED AS OF:

April 13, 2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Labor practices
ISSUE DATE	Ongoing
TOPIC	Compulsory overtime
SUMMARY OF ISSUE	Vermont Creamery is a dairy company that requires compulsory overtime for its manufacturing workforce during its busy season. Within the manufacturing departments, overtime can be compulsory in order to produce dairy products, both to use the milk or cream in a timely manner and to ensure fulfillment of orders. In situations that the Creamery needs to schedule a full 6th or 7th work day, or a Holiday, for any department, employees are expected to attend work as a mandatory overtime day. Any employee that does not come in for this mandatory scheduled day will be assessed points according to attendance expectations.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The overtime policy applies to at least 75% of Vermont Creamery's employees. The overtime could either be 2-4 hours post shift, or an entire 6th day. Last fiscal year, there was an average of 21 weeks of overtime worked. The maximum number of hours worked in a week is 64 hours.
IMPACT ON STAKEHOLDERS	<p>When mandatory overtime is needed, the supervisor or team lead posts a signup sheet for availability. The signup sheet displays the needed number of employees based on category level (i.e. machine operators and support members). All categories are expected to cover their overtime unless there are capable and qualified volunteers from another shift/department.</p> <p>If there are not enough qualified volunteers in each category to work the needed time, employees are approached based on seniority. The most senior employee in the designated category is able to decline the needed coverage and the next senior is asked until an employee agrees to cover the hours. Each employee will have the ability to decline only once in a quarterly period. If there are too many volunteers that have signed up, the employees with the lowest hours for the week will be given the overtime.</p> <p>Any employee can submit a request to not work the overtime. This can be based either on the seniority refusal rule or they may submit a time off request ahead of time if they have a personal conflict. If the employee is assigned for an overtime shift and calls out unexpectedly, an attendance policy procedure is followed.</p>
IMPLEMENTED MGT PRACTICES	<p>Compulsory overtime is communicated in the company handbook and in its hiring process. Overtime pay is 1.5x the regular salary. Employees working a 7th day in a workweek are paid double time for their hours worked. Employees working on a Holiday are paid time and a half for their hours worked, along with the 8 hours of Holiday pay. Mandatory 6th days are most usually required of the full department, so the overtime is spread equally across the team</p> <p>The company has continued to increase headcount, year over year, to maintain a goal of less than 10% average for overtime hours worked. There have also been business decisions made, such as temporarily discontinuing a product, in order to reduce volumes and decrease overtime for employees.</p> <p>Employees receive extensive training on safety concerns, including the need to speak up when employees feel unsafe, tired, or need assistance. Additionally, ergonomic initiatives have been introduced to ensure safety for all while working increased hours.</p>

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UPDATED AS OF:

April 13, 2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Products and Services
ISSUE DATE	Ongoing
TOPIC	Company sources >50% of supplier expenditure from animal products
SUMMARY OF ISSUE	Vermont Creamery is a dairy producer located in Vermont that manufacture milk based products from cattle and goats.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The company sources the milk for their products from St. Alban's Cooperative Creamery which sources milk from 350 local farmers in Vermont. They also source goat's milk from a network of 20 farms. They source from farms that have covered barns as well as open outdoor space for animals.
IMPACT ON STAKEHOLDERS	Animals raised in farms are at risk of poor animal welfare inclusive of access to the five freedoms.
IMPLEMENTED MGT PRACTICES	<p>Company have stipulations in their supplier code of conduct that require the humane treatment of their animals. The milk is tested to ensure that it is free from growth hormones and antibiotics and these requirements are stipulated in supplier contracts. The company has not set any animal welfare targets that they publicly report on.</p> <p>As a wholly owned subsidiary of Land O'Lakes, Vermont Creamery complies with the group policy on Animal Care. Their cow milk and cream suppliers are part of the FARM program.</p>
REPORT	<p>Their mission report highlights the work they are doing to increase the number of goat farms in Vermont.</p> <p>https://storcpdkenticomedia.blob.core.windows.net/media/vtc/media/vtc-media/pdf-resources/2020-vermont-creamery-mission-report.pdf</p>