



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: Nutrisure Ltd
 Date Submitted: 5/25/2021

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: The Nutrisure Ltd Group UPDATED AS OF: 25/5/2021

DISCLOSURE QUESTIONNAIRE CATEGORY	Recalls
ISSUE DATE	1 December 2021 & 17 May 2018
TOPIC	Recalls due to product contains which are not mentioned on the label.
SUMMARY OF ISSUE	Nutrisure Ltd recalls a batch of Organic Chlorella Powder because the product contains sulphites which are not mentioned on the label in 17 May 2018 and recalls Naturya Hemp Protein Powder because of undeclared gluten in their labeling in December 2021
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The consumer recall % of total raw materials is 0.4% over the 5 year period
IMPACT ON STAKEHOLDERS	No illness was reported
IMPLEMENTED MGT PRACTICES	This has been reported and published in the Food Standard Agency Website > https://www.food.gov.uk/news-alerts/alert/fsa-aa-75-2021 & https://www.food.gov.uk/news-alerts/alert/fsa-aa-44-2018
RESOLUTION	1. In both instances the company has a clear understanding of why the issue has arisen, with both being inherent to either the product (sulphates are naturally occurring in plants) or organic production methods (gluten containing plants can become mixed with the product as chemicals are not used in growing). 2. We have increased product testing, reviewed supplier processes and changed on pack labelling. 3. All actions have been reviewed and approved by UK Food Standards Agency, UK Primary Authority and BRC.
OTHER MANAGEMENT COMMENTS	Company's Advise to customers in the notice : Our advice to consumers If you have bought the above product and have a sensitivity to sulphur dioxide and/or sulphites, do not consume it. Instead return it to the store from where it was bought for a full refund.
RELATED INCIDENTS (YES/ NO)	Nutrisure Ltd recalls Naturya Hemp Protein Powder because of undeclared gluten in their labeling (2021)



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PROVIDED BY: **Nutrisure Ltd** UPDATED AS OF: **07/04/2022**

TOPIC	Forced labor, child labor, and human trafficking risks in cocoa/chocolate industry
SUMMARY OF ISSUE	As a high-quality superfoods wholesale / retailer, Nutrisure Ltd has suppliers from Cocoa industry in which human rights issues such as forced labor, child labor, and human trafficking are prevalent globally in the cocoa supply chain.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	100% of the company's cocoa comes directly from cocoa farms of its dedicated partner cooperatives (Cacao Powder supplier is Tradin Organic and Cacao Nibs supplier is Machu Picchu.) and represents approximately 42% of the company's supplier expenses.
IMPACT ON STAKEHOLDERS	The global cocoa industry has a history of forced and child labor, which subjects workers to poor working conditions, low wages, and puts children at risk for human trafficking.
RESOLUTION	<p>100% of cocoa sourced by the company is traceable back to the original farmer.</p> <p>The company is constantly on the lookout for forced labor and child labor in the company's supply chain. The company hasn't found any cases of forced labour in its supply chain. To prevent child labour, the company's approach includes paying 6% premium price for the cocoa it buys. All their suppliers must sign Nutrisure Supplier Code of Conduct and 220 – SN Ethical Trading SAQ (As per Modern Slavery Act 2015). The company actively and continuously monitors for child labour cases in all its partner cooperatives every 3 years.</p>

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TOPIC	Forced labor, child labor, and human trafficking risks in cocoa/chocolate industry Cont.
IMPLEMENTED MGT PRACTICES	<p>100% of the cacao purchased is conflict free and child or forced labour free. The company has a team monitoring of the quality and process implemented closely also looking out for child labor and visits the farms with a frequency of 3 years once.</p> <p>RAW MATERIAL SUPPLIER APPROVAL PROCESS All food ingredients and packaging supplied to Supernutrients are subjected to risk assessment to determine the appropriate method of approval which includes any or both of the following steps:</p> <ol style="list-style-type: none"> 1. Acceptance of accreditation to recognized third party audit standards i.e. BRC/ISO/FSSC 22000/SQF Following this, new suppliers are risk assessed at the concept phase (NPD/Procurement) following the receipt of the following documents: <ol style="list-style-type: none"> 2. 202 – Supplier Approval Questionnaire, Food Safety & Supply Chain 3. 207 – Product Specification or supplier raw material specification 4. 220 – SN Ethical Trading SAQ (As per Modern Slavery Act 2015), 5. If the supplier is a SEDEX member there is no requirement to complete the 220 questionnaire. Instead the supplier will be expected to establish a 'Direct Relationship' with Nutrisure using the procedure on the SEDEX website <p>The returned 202 SAQ's will be checked by the Technical Department to ensure all relevant information has been supplied and to assess whether there are any issues of concern. The information on the SAQ (must relate to manufacturing site) will help determine if any further information needs to be provided by the supplier.</p> <p>Each supplier will be assessed on a specific and individual basis. Completing of SAQ's also requires the supply of the manufacturing site's BRC or equivalent Certificate & Report, as well as – where applicable</p> <ul style="list-style-type: none"> - that of the agent supplying the raw material, should they process it any further on site. <p>Supplier Approval Questionnaire will be distributed to all suppliers every 3 years to establish whether there have been any significant changes, either at the supplying or manufacturing site, which could potentially impact on the food safety of the ingredients supplied to Supernutrients.</p> <p>The date of the last SAQ will be noted on the Supplier Information List.</p>