

Corporate social responsibility report

From the registration document



**La nature,
notre futur**



Corporate Social Responsibility



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Items of the Annual Financial Report are identified in the contents using the AFR symbol

2.1 The Bonduelle Group and Corporate Social Responsibility

2.1.1 Bonduelle Group key figures



Business established in

1853



More than **500**
varieties of vegetable grown.



54

sites around the world



3,188*
farmer partners*.



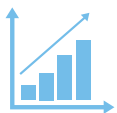
2017-2018 revenue:

2,777 million euros



Share of alternative energy
in the group's energy mix:

11.7%



Net income 2017-2018:

72 million euros



258

vegetable recipes
have been improved



10,957

permanent employees



1,158

Bonduelle brand products
underwent a rigorous nutritional
audit process



over

128,000*

hectares cultivated around the world



207

projects have been supported
by the Louis Bonduelle Foundation
in the past 10 years.

* Excluding Bonduelle Fresh Americas.



2.1.2 “CSR: a corporate vision for a more responsible world”

2.1.2.1 Editorial – GRI 102-10, 102-14

In line with its ambition, Bonduelle aims at developing plant-based food that can preserve the environment and feed a population whose numbers are snowballing.

As an agro-ecological pioneer, Bonduelle is committed to advancing chemical-free agriculture and to caring for the land and biodiversity on an ongoing basis.

In 2018, we decided to include environmental criteria in our investment decisions making process. With the inclusion of the CSR return on investment criterion (“CSR ROI”), we give ourselves the option of using criteria other than medium-term financial profitability to assess an investment’s relevance, and to consider its impacts both on our performance and on our environment at large.

In 2017-2018, we broadened our scope by including the Bonduelle Fresh Americas business unit (formed as a result of our acquisition of Ready Pac Foods) in our CSR reporting, our road maps improved for three of our macro-objectives and the decision to apply for B Corp certification is a reflection of our commitment.

Other important initiatives include the gradual roll out of the “All CSR Actors” approach in our plants and the progress made with our supplier assessments: initial mapping is now complete and the largest suppliers have now been assessed.

Lastly, team efforts from Bonduelle have made it possible to bring the group into compliance with due diligence legislation; an issue that will be the focus of our discussions with stakeholders in 2018-2019.

In 2017, group-wide mobilization was rewarded with the Environmental reporting award in the “Business and Environment” competition organized for the last 30 years by the French Ministry of the Environment and the ADEME.

One of our future challenges is to make our approach visible to our customers and consumers so that they can make informed day-to-day choices regarding their consumption, based on information provided.

Anne-Sophie Fontaine, Bonduelle Group CSR and External Communication Director.

2.1.2.2 An approach which focuses on five macro-objectives – GRI 102-14, 103-1

Bonduelle is a family company established in 1853, which produces ready-to-use and ready-to-eat vegetables. It has a commercial presence in over 100 countries and operates or owns 54 agro-industrial production sites. Its growth is based on two fundamental pillars: respect for nature – essential for a group whose business activity is directly linked to the land every single day – and its drive to place humans at the heart of a long-term corporate strategy. This project aims to offer the best that nature can provide, guided by ethical principles formulated by seven generations of Shareholders.

Bonduelle has been a pioneer in these crucial areas of sustainability and CSR; this spirit is reflected in the targets set by the group’s family Shareholders: sustainability, independence and the individual development of our employees. Since 1996, the group has also had an agronomic sourcing charter in place with its producer partners to ensure optimum production conditions and the best product quality, while protecting the land.

With the intention of responding even better to society’s expectations while formalizing its approach, the Bonduelle Group decided in 2002-2003 to step up its CSR actions by setting up a dedicated Steering Committee.

“CSR is a key part of the Shareholders’ vision for the future, and a vital component of the VegeGo! corporate strategy. It remains an intrinsic part of many of the group’s business activities. The CSR strategy has been in place for ten years now, reducing the group’s negative social and environmental impacts, and increasing its positive impacts, reflecting the importance the group has always placed on a long-term outlook.”

Christophe Bonduelle, Bonduelle Group Chairman

In 2012, Bonduelle launched VegeGo!, a visionary and collaborative corporate strategy driving the group’s aim to be “the world reference in ‘well-living’ through plant-based food” (details of VegeGo! appear in chapter 1 of the 2017-2018 registration document). Designed to underpin the group’s corporate project and global strategy, Bonduelle’s CSR approach has been re-defined as five simple, and

communicable, macro-objectives to be achieved by 2025, which can be monitored on a quarterly basis by the CSR Steering Committee and annually by the Group Management Committee (GMC).

1. Caring, with our farmer partners, for cultivated land

The aim is for an appropriate combination of alternative cultivation techniques⁽¹⁾ to be used for all land cultivated for Bonduelle, to ensure that progress is made in each of the five agronomy CSR focus areas.

2. Reducing environmental impacts from field to plate

Environmental protection is a major target, to be achieved by measuring natural resource consumption and implementing overall plans to manage greenhouse gas emissions (GHG), biodiversity and water resources across all of the group's operations. Transport flows and related actions to reduce CO₂ emissions are also subject to annual assessment. Bonduelle aims for zero loss of natural resources, through saving and recycling.

3. Encouraging people to eat healthy and sustainable food

The group is committed to vegetable traceability, quality and innovation, recipe formulation – without compromising food safety, nutrition via the Louis Bonduelle Foundation, and social innovation.

4. Ensuring the “well-living” of employees and local communities

The group aims for zero workplace accidents, promotes employee commitment and increases the involvement of its production facilities in local communities by encouraging each site to become involved in at least one societal initiative.

5. Encouraging all employees to take part of the CSR strategy

Bonduelle is convinced that the success of its CSR approach lies in involving all employees and is consolidated by our experiences and lessons learned.

These five macro-objectives were defined using the group's materiality matrix (see 1.3.3 Risks and challenges), compiled in 2015 using a co-constructive approach, both internally and with the group's Stakeholders, in four stages (materiality, inspiration, co-creation and validation). Their contribution to the UN's SDGs is shown in chapter 1 of the 2017-2018 registration document. The first four macro-objectives punctuate this chapter. The fifth is illustrated by the initiatives throughout this report and detailed in Section 2.6. All of these are shared by the Bonduelle Group's five business units. – *GRI 103-1*.

2.1.2.3 Dashboard of the Bonduelle Group's CSR approach – GRI 103-2

The table below shows all the macro-objectives and the indicators used to monitor them. The five-year history is shown in 2.6.7.

CARING FOR THE LAND WITH OUR FARMER PARTNERS⁽¹⁾

Protect biodiversity

- 1,299 new varieties* tested in 2017-2018 across all regions where the group operates

Optimize water quality and efficiency

- Management of irrigation – indicator under construction

Reduce chemical input residues

- 132 farmer suppliers of the Bonduelle Fresh Europe business unit benefit from an insect (and fungal disease) surveillance network.
- 54 insect (and fungal disease) surveillance networks guide plant protection treatment decisions in other group business units

Reduce the carbon footprint

- 241,785 tCO₂e are a result of vegetable cultivation, representing 11% of the Bonduelle Group's overall GHG emissions

Protect the soil

- 64% of farmer partners have adopted the fertilization method recommended by Bonduelle

(1) Scope of indicators: group excluding BFA.

* After a rigorous selection process, certain varieties were chosen to refresh Bonduelle's varietal portfolio.

(1) Defined by Bonduelle as: alternative cultivation techniques to conventional agricultural practices, which advance the agro-ecological transition. The alternative cultivation techniques chosen by Bonduelle to produce its vegetables are those which progress at least one of the five CSR focuses of the agronomic strategy.

**REDUCING ENVIRONMENTAL IMPACTS FROM FIELD TO PLATE⁽¹⁾****Preservation of water resources through sustainable and integrated management of the water cycle**

- 11.9 m³ consumed per tonne of manufactured product
- Breakdown of the treatment of chemical oxygen demand generated:
 - 90.1% in Bonduelle treatment plants
 - 1.7% by soil and plant cover (controlled agricultural spreading)
 - 3.5% in external treatment plants
 - 4.7% discharged into the natural environment in compliance with regulations
- 2,378,665 euros spent to prevent the impact of activities on the environment (treatment plants)

Waste management: zero loss and circular economy

- 45.8 kg of non-hazardous waste per tonne of manufactured product
o/w 90.6% recovered or recycled and 9.4% to industrial landfill
- 0.18 kg of hazardous waste per tonne of manufactured product
- 504 kg of green waste per tonne of manufactured product
o/w 100% recycled as animal feed, energy, compost, by sale or agricultural spreading
- 203,407 euros spent to prevent the impact of activities on the environment (industrial waste and green waste)

Territorial management to develop a long-term vision

- Six production facilities near an area of outstanding fauna or flora
- 256,104 tCO₂e are a result of Bonduelle's industrial activities, representing 11% of the group's overall GHG emissions

Responsible product and packaging design and the fight against food waste

- 46% recycled materials in packaging
- 312,464 tCO₂e are a result of Bonduelle product packaging and its end-of-life, representing 14% of the group's overall GHG emissions
- 1,095,819 tCO₂e are a result of the purchase and use of Bonduelle products by consumers, representing 48% of the group's overall GHG emissions

Management of transportation flows and alternatives to road transport

- 7,531 tonnes of CO₂ saved through using alternatives (rail/road) to road transportation
- 20 kg of CO₂ emitted per tonne transported between Bonduelle sites
- 68 kg of CO₂ emitted per tonne transported to our customers
- 25 kg of CO₂ emitted per tonne transported from the fields to our plants
- Total transport-related emissions account for 242,189 tonnes of CO₂

Zero energy loss for the industrial activity

- 880 kWh/TMP energy consumed per tonne of manufactured product
- 13 ISO 50001 certified sites across Europe
- 11.7% direct alternative energy in the Bonduelle energy mix
- 4,030,771 euros spent to prevent the impact of activities on the environment (air and energy)

Responsible purchasing

- 147,121 tCO₂e are a result of vegetables purchased, representing 6% of the group's overall GHG emissions
- 79% of Bonduelle's farmer partners have been assessed on the basis of Bonduelle's agronomic sourcing charter, signed by 96% of them
- 98 main non-farmer partner suppliers have been assessed by the EcoVadis platform on the basis of ethical, social and environmental criteria

ENCOURAGING PEOPLE TO EAT HEALTHILY AND SUSTAINABLY, AND INCREASING AFFORDABILITY⁽¹⁾**"Food for good"**

- 20,237 tests conducted on fresh, prepared and frozen product categories, 44,451 tests conducted on the canned product category
- 100% of Bonduelle's sites have at least one certification and 16 are certified to produce organic products
- 282 audit days completed by external bodies in Bonduelle plants
- Of our industrial partners supplying finished products, 15 in the Americas (18%) and 32 for the rest of the group (19%) were audited for their performance and delivery on product quality commitments
- 100% of Bonduelle branded products comply with Bonduelle's "Visa santé" nutrition charter

Raising children's awareness of plant-based food

- Action was taken in the field in 6 of the 18 countries where Bonduelle has subsidiaries, to help children familiarize themselves with vegetables and healthy eating habits

(1) Scope of indicators: group excluding BFA.

ENSURING THE "WELL-LIVING" OF EMPLOYEES AND LOCAL COMMUNITIES⁽¹⁾**The basics**

- Frequency of work-related accidents: 6.91

Responsibility

- 72.14% of employees receive regular performance and career development reviews

Fulfillment

- Average training duration per individual: 34.05 hours

Meaning

- 24 sites initiated or renewed a joint project with their local communities during the year

ALL EMPLOYEES ARE KEY CSR ACTORS⁽¹⁾**Developing the CSR culture within the business**

- 600 employees took part in a CSR workshop, 70% at agro-industrial sites

Involving employees in the transformation of the business

- 70 employees followed the "#Tomorrow at Bonduelle!" program

(1) Scope of indicators: group excluding BFA.

2.1.2.4 The central role played by the "All actors" approach

The 5th macro-objective of the Bonduelle Group's CSR approach, "All actors", aims to get all employees involved in Bonduelle's transformation into a more responsible business. In 2016-2017, the group launched the "#Tomorrow at Bonduelle!" program, devised with its partner, Corporate for Change, a business transformation facilitator. Open to all employees, with no restrictions, this is a support and training program for staff who are championing an idea or a project within the field of sustainable development. With six video modules that combine theory and practical examples, participants are given step-by-step help to take initiatives in-house, and in that way, to help transform Bonduelle.

In 2017-2018, the "#Tomorrow at Bonduelle!" program continued to support the 11 projects, and their 24 proponents, involved in the launch of the first campaign in 2016. A special day was planned around workshops presenting the group's CSR achievements, demonstrating their implementation within the plant and inviting employees to get involved, with the aim of raising awareness amongst plant employees. Since 2016-2017, these days have been held at six plants (Labenne, Rosporden, Genas, Bordères and Estrées-Mons surgé in France and the Saint-Césaire plant in Canada). On average, 10 projects per plant emerge from these events. Two or three projects are then chosen by plant employees to receive support from the "#Tomorrow at Bonduelle!" program.

At the Saint-Césaire plant in Canada, and in some BALL business unit plants, Management Committees were formed in 2017-2018 to organize and lead the mobilization of employees at their site. This training will be extended to other plants in North-America in 2018-2019.

In total, awareness was raised in around 600 people through the "#Tomorrow at Bonduelle!" program in a single year (2017-2018). The group will continue to expand this training in years to come, with a two-fold ambition:

- to train facilitator in all business units;
- to create links between plants, so that successes can be shared.

An internal social network, B!Green, is a forum for the discussion of CSR issues. More than 1,100 group employees take part in it.

2.1.3 General guidelines - GRI 103-2, 103-3

2.1.3.1 CSR governance

The CSR Steering Committee puts forward the CSR strategy to the Group Management Committee⁽¹⁾, which is responsible for approving it, and receives the Managers of the business units and area Managers for a yearly progress update.

Every quarter, Bonduelle's CSR Steering Committee compiles a progress report on the five macro-objectives set out by the CSR approach. The results are assessed, if necessary by seeking the opinions of stakeholders or by using benchmarks.

It is made up of a member of each Management Committee from the business units, representatives from group-wide functions and CSR experts: human resources, quality, purchasing, etc. The business unit representatives are responsible for implementing the approach within their entities. Experts from each area define medium-term objectives and roll out policies in business unit networks.

(1) The Group Management Committee is presented in part 3.1.3 of the registration document.



Ready Pac Foods has been integrated since 2017-2018. From 2017, mobility policies have been shared to encourage initial skills exchanges between business units. Managers from Bonduelle Fresh Americas (BFA), formerly Ready Pac Foods, took part in the Manager's Days (see 2.5.6.3 A meaningful way of promoting the employer brand), an opportunity to share values, managerial practices and strategic outlooks. The CSR indicators for which the Bonduelle Group will want to integrate BFA as soon as possible have already been identified. BFA was partially included in the reporting for the 2017-2018 fiscal year and consolidation will continue and be extended in the coming years. The indicators listed in the report do not include BFA, apart from those listed in our methodological note (see 2.6.2).

2.1.3.2 Stakeholder relations – GRI 102-40, 102-42, 101-1, 101-3

In 2014-2015, the Bonduelle Group initiated a materiality analysis in partnership with its stakeholders. The Bonduelle Group's materiality matrix is shown in chapter 1 and details of the methodology behind it are listed in 2.7.3. The materiality matrix for Bonduelle's operations in Italy was started in 2017-2018 and will be finalized in 2018-2019. Initial results did not flag up any need for changes to the group's matrix. Major challenges highlighted in this initial approach are product safety, product traceability, environmental protection and employees' health.

Bonduelle implements a dialog policy, structured around regular discussions and strategic meetings, both internally with its employees and social partners and externally with farmers, suppliers, consumers, national and local public institutions, etc. Bonduelle wants to construct and develop action plans that meet its stakeholders' expectations.

Involvement in sectoral analysis – GRI 102-13, 102-42, 102-44, 103-2

As a key player in its field, Bonduelle wants to play an active role within the professional bodies so that it can contribute its business and industrial expertise and assert its interests and those of its counterparts, by providing a link between trade associations and federations and the government bodies of the countries in which the group operates. Its actions are mainly implemented in two ways:

- educating governance bodies of trade associations and federations;
- playing an active role in working groups in the countries where the group operates.

In 2017-2018, a census of group employees involved in professional bodies recorded the participation of over 100 members of staff. They operate on both a technical and

a political level to find out about the needs of the group, consumers, customers, suppliers and farmer partners and to take these needs into consideration in the information conveyed to politicians and governmental and local authorities. Bonduelle employees also answer industry representatives' questions, with the aim of ensuring that regulations are applied in fields such as sourcing of agricultural raw materials, industrial production and consumer protection.

The Bonduelle Group does not seek the support of external professionals to represent its interests and did not fund any political party in 2017-2018.

Some examples of issues dealt with in 2017-2018 are listed below:

- active participation in the National Food Conference (*États Généraux de l'Alimentation*) in France, advocating the continuation of the existing model for contracting with farmers, developed with the processed vegetable industry over a period of more than 50 years;
- in France, within the context of the ECOPHYTO 2 assessment, considered to be quite ineffective in terms of reducing the use of plant protection products, the processed vegetable industry supported the "solution contract" proposed by the National Federation of Farmers' Unions (*Fédération nationale des syndicats d'exploitants agricoles*, FNSEA). It also championed the major role played by public-sector research in finding quick alternative solutions to chemicals for plant protection;
- in France, UPPIA, the Union for the Promotion of the Canning Industries, continued to target millennials with its advertising campaigns in an attempt to raise awareness of the modernity of canned goods and launched operations targeting disadvantaged populations to demonstrate the virtues and practicality of canned goods;
- in Brussels, during consultations with European stakeholders, PROFEL (European association of fruit and vegetable processors) supported the new plan to hand out fruit and vegetables in schools and recommended that the program be extended to include processed fruit and vegetables. It also supports European Commission plans to inform consumers of the origin of their products (on the label). Lastly, it was involved in preparing regulations on the ice-glaze content of frozen fruit and vegetables to prevent abuse within the industry;
- in Russia, the teams ensured that the Russian ban on importing European fruit and vegetables was not prejudicial to locally-based production facilities;
- in Canada, the issues dealt with via industry associations focused, in particular, on protection of the environment and agricultural production, as well as the shortage of seasonal workers.

In 2018, the Bonduelle Group was a member of 80 trade associations throughout the world, chairing eight of them:

- FIAC: *Fédération française des industries d'aliments conservés* (French Preserved Food Industry Federation);
- PROFEL: *Organisation européenne des industries transformatrices de fruits et légumes* (European Association of Fruit and Vegetable Processing Industries);
- UPPIA: *Union pour la promotion des industries de l'appertisé* (Union for the Promotion of the Canning Industries - France);
- CTCPA: *Centre technique agro-alimentaire* (Agri-foods Technical Center - France);
- AETMD: *Association européenne des transformateurs de maïs doux* (European Association of Sweet Corn Producers);
- ETF: *Entreprises du traiteur frais* (Fresh, prepared food businesses - France);
- AIIPA IV Gamma: *Associazione Italiana Industrie Prodotti Alimentari* (Italian Food Products Industry Association - Italy);
- CTAQ: *Conseil de la transformation alimentaire Québec* (Council of food processors in Quebec).

Furthermore, the Louis Bonduelle Foundation (see 2.4.4.2 Louis Bonduelle Foundation) promotes sustainable changes in eating habits, in conjunction with scientific, public and community partners, against a backdrop of growing public health concerns related to poor food.

Transparency requirements – GRI 102-54

In line with its commitments and to make its CSR information accessible to all of its stakeholders, Bonduelle is making its CSR report, taken from chapter 2 of the registration document, available on several web platforms (bonduelle.com, unglobalcompact.org and corporateregister.com) and reports back to stakeholders on its work (see previous paragraph) at specific meetings. In 2017, the Bonduelle Group's constant attempts at improvement were recognized when it was awarded first prize for "best environmental reporting" for the exemplary nature of the environment section of its CSR report. The "Business and Environment" competition has been organized for 30 years now by the French Ministry of the Environment and the ADEME. This award recognizes businesses that are open about their environmental performance and, as a result, inform all stakeholders of the direct, and indirect, impacts of their business on the environment.

For internal stakeholders, the annual collection of CSR data at group level is a way of identifying areas for improvement.

Reporting of this data can be accessed by all the group's sites. This makes it possible to share data and monitor performance.

For the first time, in 2017-2018, 15 employees from the human resources (HR) division with responsibility for country-specific reporting met in person for a day to share their best working practices and to talk about matching HR indicators to the 2025 HR CSR roadmap.

Bonduelle also shares its CSR information with various renowned expert bodies. Since 2012, the Bonduelle Group has submitted certain of its CSR reporting indicators for auditing by an independent third party, in this instance, Deloitte. In 2012, Bonduelle also attained application level B+ from the Global Reporting Initiative (GRI). This report was prepared in accordance with the GRI Standards: Core compliance option (see Section 2.8 – Cross-reference table of the Corporate Social Responsibility chapter with Global Reporting Initiative GRI Standards Content Index and Article 225 of the French Grenelle 2 Act). Bonduelle has also been part of the Gaïa index, a sustainable development ranking of French midcaps, since 2009. The Company scored an overall rating of 83% and ranked in 18th place out of the 87 companies with revenue in excess of 500 million euros (results published in October 2017). Finally, for its commitment to the United Nations Global Compact, Bonduelle achieved GC Advanced level from the UN Global Compact.

Bonduelle stakeholders and forms of dialog – GRI 102-40, 102-42, 102-43, 102-44

There are plans to overhaul the format of stakeholder meetings in 2018-2019, to give them a more international dimension (consultations with stakeholders in different countries and meetings inviting contributions from stakeholders in different countries), to raise awareness of CSR risks and to gather their opinions on the Group's duty of vigilance plan and the measures put in place for its application.

The External Relations Officer develops communications with all types of stakeholders: trade federations; institutions; European, national and international regulatory bodies and agencies; NGOs; ratings agencies; local communities; the media; and educational and research institutions.

The group responds to questionnaires from SRI (Socially responsible investment) funds and, twice a year, organizes one-to-one meetings with representatives of these types of funds. In addition, it responds to questionnaires from its distributor customers, which also audit its production sites.

The table below lists the stakeholders with which the Bonduelle Group has relationships in all the various spheres of its environment. The methods used to consult or inform stakeholders, or to enter into dialog with them, are listed for each category of stakeholder, as well as any agreements, partnerships or collaborations that have been set up.



Stakeholders	Information Communication	Dialog Consultation	Agreement/Partnership/ Collaboration
SOCIAL SPHERE			
Employees/social partners <i>Questionnaire</i>	<ul style="list-style-type: none"> Web-based communication tools (intranet, Company social network) Brochures and reports Dynamic display at all Bonduelle sites Specific events - in 2018, organization of Managers' Days: 1,300 employees invited to a two-day convention/trade show 	<ul style="list-style-type: none"> Dialog with employees, employee representatives and trade unions European Works Council - at least one meeting per year Internal climate survey "Climate" - every two years (see 2.5.4.4) 	<ul style="list-style-type: none"> Collective agreements with employee representatives and trade unions
ECONOMIC SPHERE			
Customers <i>Questionnaire</i> <i>Discussion meeting</i>	<ul style="list-style-type: none"> CSR report in the registration document Specific questionnaires 	<ul style="list-style-type: none"> Annual responses to CSR questionnaires and key customer CSR audits Biennial European study on the main mass-market retail customers of canned and frozen Bonduelle products 	
Citizens/Consumers <i>Questionnaire</i> <i>Discussion meeting</i>	<ul style="list-style-type: none"> Communication on product packaging Communication media, including social media and country-specific dedicated websites Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com Brochures and reports Specific events Communication campaigns organized by trade associations of which Bonduelle is a member 	<ul style="list-style-type: none"> Dedicated Consumer Relations Department in all countries Consultation with consumer panels - on average, one study is carried out in the group every month Awareness-raising initiatives by the Louis Bonduelle Foundation 	
Farmers under contract with Bonduelle <i>Questionnaire</i>	<ul style="list-style-type: none"> Brochures and reports Specific events, such as plant visits Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com 	<ul style="list-style-type: none"> Ongoing dialog and consultation during the harvest period with Bonduelle field and cultivation supervisors 	<ul style="list-style-type: none"> Agronomic sourcing charter Shared preparation and manning of the Bonduelle stand at the SIA (International Agricultural Fair) in Paris - once a year
Suppliers <i>Questionnaire</i> <i>Discussion meeting</i>	<ul style="list-style-type: none"> Brochures and reports Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com 	<ul style="list-style-type: none"> Evaluation and quality audit of suppliers of finished products and ingredients CSR support and external evaluation by EcoVadis (responsible purchasing) 	

(1) AIM: Association des industries de marque (European Brands Association).

Legend: Text in light green - means of contributing to the Bonduelle materiality matrix.

2 CORPORATE SOCIAL RESPONSIBILITY

The Bonduelle Group and Corporate Social Responsibility

Stakeholders	Information Communication	Dialog Consultation	Agreement/Partnership/ Collaboration
FINANCIAL SPHERE			
Ratings agencies Questionnaire Discussion meeting	<ul style="list-style-type: none"> Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com Corporate Social Responsibility report included in the registration document Specific questionnaires 	<ul style="list-style-type: none"> Answers to questionnaires/ad hoc requests – once a year 	
Investors Questionnaire Discussion meeting	<ul style="list-style-type: none"> Quarterly financial information Annual and interim results Annual report and Corporate Social Responsibility report included in the registration document Shareholder newsletter – once a year 	<ul style="list-style-type: none"> Financial events/analysts' meetings/investors' meetings – at least twice a year Specific meetings (Socially Responsible Investment funds) – at least twice a year and individual meetings upon request Specific events, including the Shareholders' Meeting and plant visits 	<ul style="list-style-type: none"> The Bonduelle Group has been listed on the Gaïa index, a listing of the best midcaps in terms of sustainable development, since 2009
SOCIETAL SPHERE			
National, European and international regulatory bodies and agencies Questionnaire Discussion meeting	<ul style="list-style-type: none"> Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com Corporate Social Responsibility report included in the registration document 	<ul style="list-style-type: none"> Specific meetings and individual interviews on request Participation in the UN Global Compact – once a year 	<ul style="list-style-type: none"> Bonduelle is classed as GC Advanced level by the UN Global Compact
NGOs Questionnaire Discussion meeting	<ul style="list-style-type: none"> Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com Corporate Social Responsibility report included in the registration document 	<ul style="list-style-type: none"> Replies to queries Meetings with NGOs – once a year Participation of environmental and community associations in stakeholder sessions – once a year 	
Local communities	<ul style="list-style-type: none"> Brochures and reports Website Specific events Dedicated country-specific websites 	<ul style="list-style-type: none"> Dialog with local communities – upon request 	<ul style="list-style-type: none"> Calls to international projects conducted by the Louis Bonduelle Foundation – once a year Participation by Bonduelle in the local life of its sites
Media Questionnaire Discussion meeting	<ul style="list-style-type: none"> Press releases and/or files – at least once a year Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com Specific events 	<ul style="list-style-type: none"> Invitation to the press to visit one of Bonduelle's sites around the world – once a year 	

(1) AIM: Association des industries de marque (European Brands Association).

Legend: Text in light green – means of contributing to the Bonduelle materiality matrix.





Stakeholders	Information Communication	Dialog Consultation	Agreement/Partnership/ Collaboration
Trade federations Questionnaire Discussion meeting	<ul style="list-style-type: none"> Several Bonduelle employees take part in the work of industry organizations as committee members, directors or chairing said committees – meetings at least twice a year Participation, in February 2018, in the CSR Europe questionnaire on non-financial reporting practices in Europe 		<ul style="list-style-type: none"> Bonduelle is a signatory to the European Brands Association⁽¹⁾ (AIM) charter on “Brands for health and well-being”
Education and research Questionnaire Discussion meeting	<ul style="list-style-type: none"> Initiatives in schools close to headquarters, subsidiaries and sites Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com 	<ul style="list-style-type: none"> Trainee and apprenticeship programs Partnerships and studies 	<ul style="list-style-type: none"> Louis Bonduelle international research prize – once a year In 2015, the Bonduelle Fresh Europe business unit launched the Jeunes Pousses program. In partnership with three engineering schools
CSR Experts Questionnaire Discussion meeting	<ul style="list-style-type: none"> Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com Corporate Social Responsibility report included in the registration document 	<ul style="list-style-type: none"> Responses to questionnaires – once a year Presentations and discussions at events such as the World Forum for a Responsible Economy – at least once a year 	

(1) AIM: Association des industries de marque (European Brands Association).

Legend: Text in light green – means of contributing to the Bonduelle materiality matrix.

2.1.4 Ethical business practices – GRI 102-12, 102-16, 103-2

The introduction of new laws passed in 2016-2017, such as law No. 2016-1991 of December 9, 2016 on transparency, fighting corruption and modernization of economic life (the so-called “Sapin II law”) and law No. 2017-399 of March 27, 2017 on the monitoring duties of parent companies and contracting companies (so called “Due Diligence Law”), coupled with the group’s ambition to become a company with a mission (see 1.1 Message from the Executive Management: 2017-2018), led Bonduelle to review and strengthen all of its procedures to make them clearer, more effective and to initiate new thinking to go even further.

As such, in terms of ethics, fiscal years 2016-2017 and 2017-2018 were marked in particular by the implementation of the duty of vigilance Plan (see paragraph 2.1.4.8 Duty of Vigilance Plan) and the implementation of an anti-corruption program, as well as by the revamping of the ethics charter.

2.1.4.1 The Bonduelle Group commitments

United Nations Global Compact

As a signatory to the United Nations Global Compact since 2003, Bonduelle is committed to respecting and promoting the 10 basic principles in the areas of human rights, labor standards, the environment and fighting corruption.

Bonduelle’s values

The Bonduelle Group’s commitment to ethical business practices also takes the form of a determination to comply with laws and regulations, the definition of strong values, an unequivocal commitment on the part of the Executive Management (see <https://www.bonduelle.com/en/group/values.html>) and the provision of tools to assist decision-making.

Bonduelle Group ethics charter

A cornerstone of the Bonduelle Group’s ethical policy since 2012, its ethics charter was an internal and external manifestation of its commitments.

On the introduction of its anti-corruption program and duty of vigilance plan, the Bonduelle Group reviewed its ethics charter, in particular through its Ethics Committee, to give the group’s commitments more clarity whilst setting out the requirements it places on its employees in a new document, the Code of conduct for ethical business practices.

Through this new charter, Bonduelle is establishing its credentials as a responsible corporate citizen, a people-minded and trustworthy company. In doing so, as part of a process of improvement, Bonduelle intends to defend and promote its values: People-minded, Confidence, Openness, Simplicity, Integrity, Fairness and Excellence. This charter adds to the legal and regulatory framework with which the group must comply in line with the aims of the majority family shareholder and the seven values of the Bonduelle Group.

The Bonduelle Group ethics charter presents the ideal that the group would like to achieve to inspire all employees as well as stakeholders with whom they are in contact. The Bonduelle Group ethics charter should offer the opportunity to challenge practices whilst also providing a decision-making tool.

The full text of the Bonduelle Group ethics charter is available at the Group's website www.bonduelle.com: <https://www.bonduelle.com/en/sustainable-development/documents.html> and 2.7.2 Bonduelle Group ethics charter.

2.1.4.2 The Bonduelle Group's Ethics Committee

The role of the Ethics Committee is to support the Company on ethical issues, and to issue opinions in an advisory capacity.

It is made up of four members from both inside and outside the business, chosen based on their experience, profile and expertise. The Ethics Committee reserves the right to invite outside experts or submissions from employees on specific subjects. It meets at least twice a year. Its composition is detailed in chapter 3 of the 2017-2018 registration document.

With the revision of the ethics charter, and the implementation of the program to fight corruption and the duty of vigilance plan, its rules of procedure were amended to clarify its role, particularly in the context of the introduction of the internal whistleblowing system in accordance with the Sapin II Law and the Due Diligence Law.

Accordingly, the Ethics Committee may be consulted to give insight into situations in the general interest in cases where the group's hierarchy and internal experts are unable to provide answers. Cases may also be referred to it when the whistleblowing system breaks down. In this case, the Ethics Committee does not have the remit to receive all of the details of the case, nor to handle it, but to ensure the case is handled by the responsible persons.

Moreover, Bonduelle's stakeholders may also contact the Ethics Committee for any questions relating to the application of the charter.

2.1.4.3 Code of conduct for ethical business practices

The commitments made by the Bonduelle Group were to be followed up with a commitment on the part of Bonduelle employees. This has now happened with the inclusion in the Rules of Procedure and/or employment contracts of employees in France and worldwide of the Code of conduct for ethical business practices.

In order to align the Bonduelle Group with the Sapin II Law, in 2017-2018 the group adopted a Code of conduct for ethical business practices, covering both corruption and influence peddling, as well as other issues relating to ethical business practices. Designed as a practical tool, it defines the situations and sets out the basic rules to be followed by every employee in each situation, as well as describing the behaviors to be prohibited, the basic rules on fighting corruption and influence peddling (in particular, it describes the basic rules on gifts, facilitation payments, patronage, sponsorship), conflicts of interest, anti-competitive practices, discrimination, confidentiality and insider trading, as well as other obligations for preventing risk.

All employees became bound by the Code in 2018 and, where necessary, representative staff bodies were consulted in accordance with the relevant regulations.

2.1.4.4 The Bonduelle Group's culture of ethics

Distribution of the Code of conduct for ethical business practices began in the first half of 2018. A "Statement on the principles of ethical business practices" was drawn up by the Executive Management. In order to make these resources more visible to all employees, Bonduelle has now made them available on the intranet on the "Bonduelle and ethics" page.

In October 2018, awareness-raising was conducted with all Human Resources Directors in order that they take on board the commitments made by the group and the body of Bonduelle documents on ethics and the whistleblowing procedure. Other communications planned by the end of 2018. Moreover, Bonduelle carried out awareness-raising and/or training on ethics-related issues with a number of employees:

- personal data protection, with the introduction of the European General Data Protection Regulation (GDPR) (260 people);
- anti-corruption and duty of vigilance plan;
- fair competition practices (see 2.1.4.7 Fair-competition training program).



These programs are expected to be circulated more widely and continued in the fiscal year 2018-2019. In-depth training programs are also being developed.

Moreover, these programs are complemented with policies, procedures and practical guides enabling employees to apply the principles in their daily work. Over the 2017-2018 fiscal year, some tools and procedures were produced or updated in line with the changes made to the ethics charter and compliance programs (GDPR, anti-corruption program, duty of vigilance plan, fair competition practices program). These include:

- internal procedures of the Administrative and Financial Handbook;
- policies on personal data;
- practical guides (for example: Confidentiality guide, the Bonduelle et moi social media guide, etc.);
- the Stock Market Code of Conduct.

2.1.4.5 Whistleblowing procedure

The Bonduelle Group has chosen to introduce a whistleblowing procedure using an external provider, which meets the various obligations under Articles 8 and 17 of the Sapin II Law and the Due Diligence Law. This system, which is in addition to the existing reporting procedures (managerial and HR), takes the form of an internet platform. It guarantees the protection of whistleblowers (particularly in terms of confidentiality) and oversees the handling of cases.

2.1.4.6 Anti-corruption program – GRI 205-2

As a continuation of its CSR commitments and its membership of the United Nations Global Compact, Bonduelle has introduced an anti-corruption program to prevent and detect any corruption or influence peddling in France or overseas, in accordance with Article 17 of the Sapin II Law. This program applies to all companies within the Bonduelle Group.

To develop this anti-corruption program, the Bonduelle Group set up a number of working groups made up of representatives of the legal, CSR, Audit, Human Resources and Sales Departments. The group also drew on the recommendations of the French Anti-Corruption agency, issued in December 2017. The progress of the program implementation was presented to the Executive Management on a number of occasions and to the Supervisory Board.

The anti-corruption program has eight strands as required under Article 17 of the Sapin II Law:

- **a Code of conduct**, incorporated in the Code of conduct for ethical business practices, setting out and illustrating the different types of behavior to be prohibited as liable to be characteristic of corruption or influence peddling (see 2.1.4.3 of the Code of conduct for ethical business practices);
- **disciplinary measures** have also been put in place for any failure on the part of employees to follow the rules set out in the Code of conduct for ethical business practices;
- **an internal whistleblowing procedure** aimed at receiving reports from employees of any conduct or situations that are contrary to the Code of conduct (see 2.1.4.5 Whistleblowing procedure). This procedure is common with that meeting the requirements of Article 8 of the Sapin Law and Article L. 225-102-4 I 4° of the French Commercial Code;
- **group risk mapping** was conducted by the group Audit Department, in consultation with all group departments (support, purchasing, sales, general management functions);
- **the principles of procedures for evaluating** the position of clients, leading suppliers and intermediaries based on the risk mapping were set out in the Code of conduct for ethical business practices. The principle of evaluation was also added to all standard contracts. Thus, on the basis of risk mapping, Bonduelle may request any relevant information or documents required to evaluate the integrity of its co-contractors in particular. Bonduelle may evaluate its third parties using the EcoVadis questionnaire enabling the evaluation of the CSR performance of a co-contractor, particularly in terms of ethical business practices. Field and desk audits are also a contractual obligation as well as the implementation of action plans in the event of failings (see 2.3.10.2 Engagement, evaluation and support of suppliers in other categories);
- internal and external **control procedures** aimed at ensuring that the books, records and accounts are not used to conceal corruption or influence peddling;
- awareness-raising was **carried out with Managers and staff** who are the most at risk of corruption and influence peddling;
- **a system for measuring implementation and evaluation**. Each year a review of the implementation of the anti-corruption plan is presented to the Group Management Committee, the Ethics Committee and Supervisory Board by the legal, audit and CSR Departments. In terms of subsidiaries, evaluation is through existing reporting tools.

In 2017-2018, around 750 people underwent awareness-raising in the Bonduelle Group's anti-corruption program, notably alongside the circulation of the Code of conduct for ethical business practices.

2.1.4.7 Fair competition training program

In 2016-2017 the Bonduelle Group launched an e-learning exercise on the broad principles of competition law aimed at employees with access to strategic information to build on their knowledge, increase their vigilance and give them sufficient whistleblowing capacity. Over 800 employees in Bonduelle countries took part in this training program which was continued in 2018 and will be attended by new employees and updated regularly in coming years.

2.1.4.8 Duty of vigilance plan

Through its ambition to be “the world reference in ‘well-living’ through plant-based food”, Bonduelle is fully committed to its societal responsibility. First stage agricultural processing is closely associated with the ability to protect soil and biodiversity, the quality of plant-based production and of the processed products, as well as the confidence of clients, consumer and all stakeholders.

Bonduelle fosters a risk-aware culture, including the risks of failing to observe human rights and basic freedoms, the risks of serious harm to the health and safety of people and the risk of environmental damage, in accordance with French law No. 2017-399 of March 27, 2017 on the monitoring duties of parent companies and contracting companies. In accordance with this law, Bonduelle has produced a duty of vigilance plan, which is presented in the following section.

It sets out the methods put in place by the Bonduelle Group as well as additional measures taken as part of the duty of vigilance plan. This duty of vigilance plan has been produced and implemented by the CSR Department with the participation of the Legal Department and Internal Audit Department.

This monitoring is based on the core values and documents that form the framework of the group's activities: the shareholder objectives, Values, 10 policies, but also the ethics charter, the Code of conduct for ethical business practices, membership of the United Nations Global Compact, the CSR policy in five macro-objectives, the agronomy sourcing charter and finally the procedure for evaluating the CSR performance of its suppliers with EcoVadis.

The duty of vigilance plan, presented below, was devised to ensure the Bonduelle Group is in full compliance with the law. Its implementation involves an internal review of processes and business lines in order to increase the level of monitoring across all group activities. This presentation includes the first report on the implementation of the plan in accordance with Article L. 225-102-4 I of the French Commercial Code.

Bonduelle Group activities CSR risk map

In order to meet the requirements of the law, the Bonduelle Group first mapped the CSR risks of its activities before mapping the risks of its suppliers and sub-contractors.

Methodology:

Stage 1: Identify the CSR risks associated with the group's three main activities (Agriculture, Agro-Industry, Transportation) based on reference sources such as: EcoVadis, World Economic Forum, World Bank, UNICEF. Then select risks based on the following criteria: potential risk to Bonduelle, link between the risk and the Bonduelle activity.

Stage 2: Weigh the risk according to the country and volume of activity (euros) in that country.

The table on the following page summarizes the results of this mapping of risks relating to the group's activities.



	Bonduelle activity	Analysis of societal risks	Country
Selection criteria	3 principal activities	Potential risk to Bonduelle	Volume of activity (euros)
Economic impact	<ul style="list-style-type: none"> • Agriculture • Transportation • Agro-industrial 	<p>Environment:</p> <ul style="list-style-type: none"> • Risks associated with biodiversity • Climate change adaptability • Man-made disasters • Materials, chemical products, waste • Water shortages • Extreme climate conditions <p>Policies:</p> <ul style="list-style-type: none"> • Geopolitical conflicts • Instability of energy prices <p>Social:</p> <ul style="list-style-type: none"> • Child labor • Food shortages • Poverty • Social instability • Health and safety at work • Working conditions 	<p>Russia</p> <p>Brazil</p> <p>Hungary</p> <p>Poland</p> <p>Spain</p> <p>Canada</p> <p>United States</p> <p>France</p> <p>Germany</p> <p>Italy</p>

Analysis of risk by country

For each country where Bonduelle operates, the volume of activity was recorded and cross-referenced against the evaluation of the country according to the following three indicators:

- the Environmental Performance Index (EPI), produced jointly by the Universities of Yale and Columbia in collaboration with the World Economic Forum⁽¹⁾, assesses the ability of countries to implement effective environmental policies;
- the Human Development Index, produced by the United Nations Development Program (UNDP) assesses the rate of human development in countries;
- the Kids Rights Index⁽²⁾ produced by the KidsRights Foundation, in cooperation with Erasmus University Rotterdam, ranks countries based on their child protection measures.

Analysis of risks of the Bonduelle Group's suppliers (see 2.3.10 Responsible purchasing)

Produced in partnership with EcoVadis, this mapping exercise involved five stages:

- **producing a list of 82 purchasing subcategories** from a list of 190 categories supplied by Bonduelle representing all of our purchasing activities. Producing a list of around 13,000 suppliers corresponding to these 82 purchasing sub-categories. The purchasing volume is also recorded for each purchasing sub-category;

- **assessing the CSR risk of each purchasing sub-category** based on 21 criteria covering four themes: environment, social, ethics, purchasing;
- **incorporating “observed risk”**: observed risks recorded in the EcoVadis databases;
- **incorporation of country risk**. In order to evaluate country risk, EcoVadis draws on the following sources: UNICEF, UNDP, World Bank, WHO, FAO, IEA, universities (e.g. Yale), NGOs (e.g. Transparency International);
- **incorporation of “sourcing risk”**, associated with Bonduelle's specific issues, based on three criteria: purchasing volumes, criticality, brand exposure.

The scope of suppliers included in the risk mapping carried out in 2017-2018 covers the BELL, BFE and BEAM business units. The suppliers of the business units, BALL, BFA and international sourcing international will be brought in within the next three years.

Based on this risk analysis, the most at-risk suppliers are identified for an evaluation of their CSR performance (see paragraph “Procedure for evaluating subcontractors and suppliers” below).

Mapping updates

Risk mapping will be updated regularly in conjunction with the CSR, Legal and Internal Audit Departments.

(1) Source: <https://epi.envirocenter.yale.edu/about-epi>

(2) Source: <https://kidsrightsindex.org>

Procedure for evaluating subcontractors, suppliers and subsidiaries

Procedure for evaluating subcontractors and suppliers

Relations with farmer partners (upstream agricultural suppliers) come under the framework of the agronomy sourcing charter and contracts that are renewed on an annual basis (see 2.2. Caring for the land with our farmer partners). This in-depth contractual relationship and partnership, overseen by Bonduelle's agronomy teams, is the process put in place by the group to evaluate this strategic category of suppliers. It is also the tool used to implement the appropriate measures to mitigate risk and prevent serious harm.

With respect to other suppliers and subcontractors, since 2016-2017, Bonduelle has begun to roll out a plan for the evaluation by EcoVadis of their CSR processes and performances. This plan is described under 2.3.10 Responsible purchasing. The evaluation relates first and foremost to suppliers who have been identified as at-risk in the mapping exercise. In 2017-2018, clauses were added to contracts with subcontractors and suppliers stating that their CSR performance may be evaluated by EcoVadis.

Procedure for evaluating subsidiaries

Bonduelle Group subsidiaries are included within the scope of the EcoVadis implementation plan. They are gradually implementing the responsible purchasing and monitoring policies and are assessed on the basis of their CSR performance as part of the group's reporting.

The table below summarizes the procedures for evaluating subcontractors, suppliers and subsidiaries and any future actions:

Scope of the evaluation	Human rights and basic freedoms	Environment	Health and safety of people	Areas for improvement 2018-2019
Subsidiaries	<ul style="list-style-type: none"> • CSR reporting 			
Subcontractors and suppliers	<ul style="list-style-type: none"> • Assessing suppliers using the EcoVadis platform (Europe and International sourcing) • Mapping supplier risks (Europe and International sourcing) • Ingredient quality analysis 			Extending scope of EcoVadis
Farmers	<ul style="list-style-type: none"> • Agronomy sourcing charter (see 2.2) signed by farmer partners • Oversight by the field supervisor of compliance with the agronomy sourcing charter and regulations by farmer partners • Quality control of vegetables entering industrial plants 			

Targeted risk mitigation and prevention measures

The table below summarizes the targeted risk mitigation and prevention measures implemented by Bonduelle as well as any future measures:

Scope of actions	Human rights and basic freedoms	Environment	Health and safety of people	Actions 2018-2019
Subsidiaries	Human resources policy (see 2.5)	Environmental policy (see 2.3)	Zero workplace accidents policy (see 2.5) Product quality and nutrition policy (see 2.4) Louis Bonduelle Foundation (see 2.4)	
	<ul style="list-style-type: none"> • Ethics charter (see 2.1.4) • Code of conduct (See 2.1.4) • Continuous improvement of our CSR reporting with external audits (See 2.7) • Raising awareness among employees of the monitoring duty and CSR with the "All actors" approach (See 2.1.2.4) • B!GREEN Community (See 2.1.2.4) • Commitments to local communities (see 2.5) 			Training plan for target groups
Subcontractors and suppliers	Responsible purchasing policy (see 2.3)			
Farmers	See CSR strands of the agronomy strategy (see 2.2)			



Whistleblowing procedure

The whistleblowing procedure available to group employees is described in 2.1.4.5.

Monitoring procedure

The table below presents the procedure for monitoring actions that have already been implemented as well as any future actions:

Scope of monitoring procedure	Human rights and basic freedoms	Environment	Health and safety of people	Actions 2018-2019
Subsidiaries	Social dialog and human rights policies (see 2.5)	<ul style="list-style-type: none"> Proportion of sites having carried out self-assessment using the water and energy management matrix Monitoring the carbon impact of Bonduelle activities Proportion of recycled waste (green waste/non-hazardous waste/hazardous waste) Proportion of sites having identified areas of outstanding natural beauty on their land (see 2.3) 	Frequency of work-related accidents (see 2.5)	
Evaluation of progress towards CSR objectives by the Group Management Committee				
Subcontractors and suppliers	Monitoring indicators: <ul style="list-style-type: none"> 97 suppliers identified as at-risk in the mapping exercise 47 of the at-risk suppliers evaluated 			CSR evaluation of 50 suppliers outstanding
Farmers	Proportion of farmers having signed the agronomy sourcing charter (see 2.2).			

Amounts of fines and significant convictions in social, economic and environmental areas – GRI 419-1, 307-1

When they are likely to have an impact on the Company's financial position, any convictions imposed upon Bonduelle are disclosed in the regulated information. In 2017-2018, no major

convictions in the social, economic or environmental areas were imposed upon any companies in the Bonduelle Group that could have an impact on the Company's financial position.

2.2 Caring for the land with our farmer partners

2.2.1 A summary of the challenges, objectives and results – GRI 102-9, 103-2

As a major operator in first-stage agro-industrial vegetable processing, Bonduelle plays a key role within the sector:

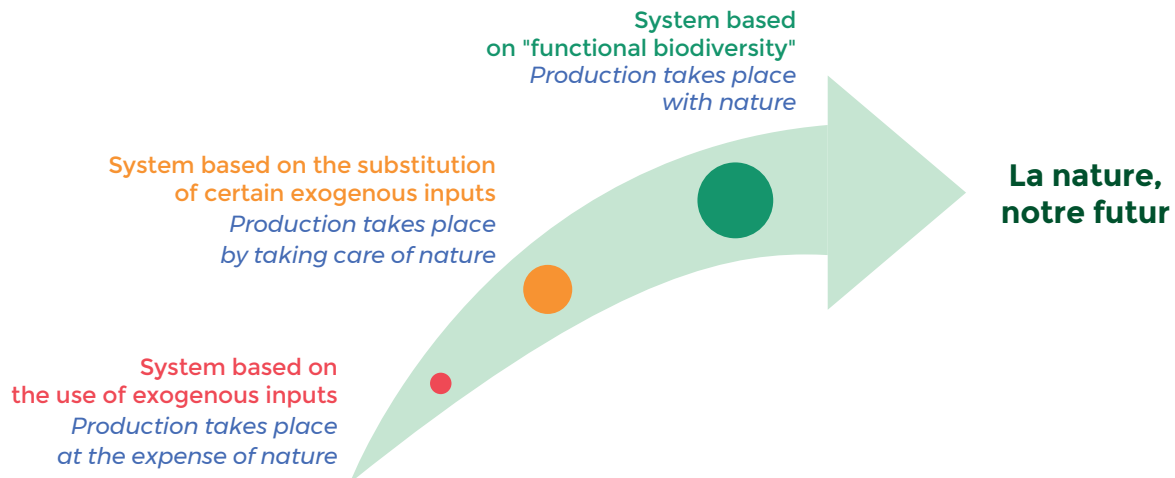
- by partnering with farmers and driving innovation for upstream agricultural activities;
- by bringing frozen, canned, fresh-cut and processed fresh vegetables to market, it enables farmers to diversify their

crops and extend rotations. It thus contributes to reducing the exposure of farmers to technical and agronomic risks on the one hand, and economic risks (volatility of the agricultural commodity markets) on the other.

The Bonduelle Group has developed a clear vision of how it intends to assume this role. It wishes to be actively involved in agro-ecological transition (see below) to ensure the sustainability of its production operations and optimize the quality of its vegetables. It intends to play a part in developing the future of agriculture, making it possible to feed nine billion people by 2050.

Bonduelle's strategy for agro-ecological transition:

Our ambition: to lead the agro-ecological transition





Bonduelle defined the CSR component of its agronomy strategy on the basis of five priorities:

- protect the soil;
- increase biodiversity;
- reduce the carbon footprint;
- optimize water quality and efficiency;
- reduce chemical input residues.

An overall target of resources for upstream agricultural activities was agreed for 2025: 100% of land cultivated for Bonduelle is covered by a suitable combination of alternative cultivation techniques to ensure progress across each of the five CSR agronomy strands. This target was set in 2017-2018 as part of the implementation of the road map.

An appropriate combination of alternative cultivation techniques is used for all land cultivated for Bonduelle, to ensure that progress is made in each of the five agronomy CSR focus areas

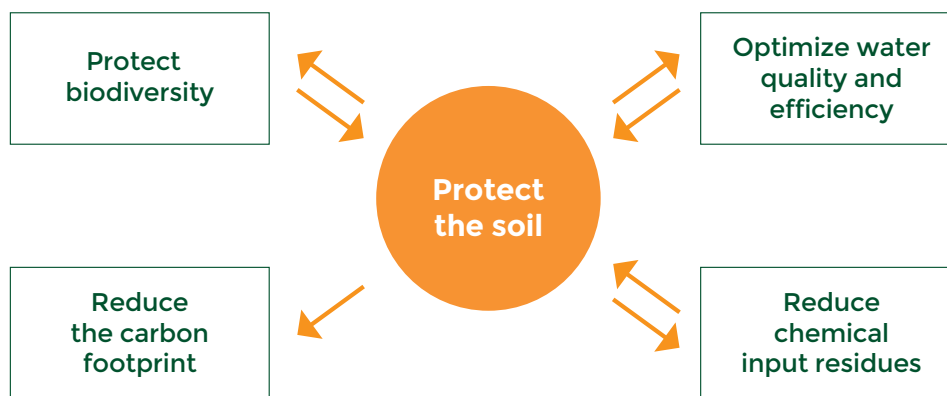


Table presenting the progress of the roadmap for 2025

Challenge	Objectives	Results 2017-2018*
Protect the soil and biodiversity	• Protect biodiversity	• 1,299 new varieties* tested in 2017-2018 across all regions where the group has sites
• Implement sustainable management and efficient use of natural resources (SDG 12)	• Optimize water quality and efficiency	• Management of irrigation - indicator under construction
• Reduce the use of phytosanitary products (SDG 12)	• Reduce chemical input residues	• 132 farmer suppliers of the BFE business unit benefit from an insect (and fungal disease) surveillance network
Ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production and that help preserve ecosystems (SDG 2, SDG 8)		• 54 insect (and fungal disease) surveillance networks guide plant protection treatment decisions in other group business units
Preserve the genetic diversity of seeds grown (SDG 2)	• Reduce the carbon footprint	• 241,785 tCO ₂ e are a result of vegetable cultivation, representing 11% of the group's overall GHG emissions
Measure the environmental impact of farming practices using indicators	• Protect the soil	• 64% of farmer partners have adopted the fertilization method recommended by Bonduelle

* The results of all quantified indicators over the past five-years are provided in Section 2.6.7. The BFA business units has not included the agro-economic indicators for 2017-2018 in its reporting.

The founding principles of agro-ecology

Agro-ecology aims at transforming agriculture and developing food systems to make them more sustainable. It proposes modifying production methods to optimize their productivity whilst increasing their capacity to withstand climate change and the volatility of agricultural and food prices. Agro-ecology also aims to maximize the eco-friendly services supplied by agro-systems and to limit their negative impacts, in particular, by reducing dependency on fossil fuels. It takes the form of a logical series of agricultural practices that enhance ecological processes and biodiversity.

As such, agro-ecology consists of designing agricultural production systems based on the functionalities offered by natural ecosystems. It extends these functionalities (e.g.: combats erosion and stimulates soil biodiversity by means of plant cover and no-till farming, water purification and the provision of areas of refuge for auxiliary insects and strips of land for growing bee-friendly flowers, etc.) with the aim of reducing environmental impacts (greenhouse gas emissions, use of synthetic fertilizers and phytosanitary products, etc.) and preserving natural resources (water, energy, biodiversity, minerals, etc.).

2.2.2 The Bonduelle Group's vegetable sourcing model - GRI 203-2

Bonduelle cultivates almost 500 varieties of over 30 different vegetables.

In order to produce high-quality vegetables that are affordable for all, Bonduelle devised a sourcing model that prioritizes producer groupings (76% of the group's total cultivated surface areas). This predominant sourcing model is based on entering into contracts with farmers on an annual basis, making it possible to:

- ensure plot rotation, vital for preventing soil depletion;
- produce as leanly as possible, in line with sales forecasts, to minimize waste;
- plan seed planting and harvesting to optimize the industrial yield.

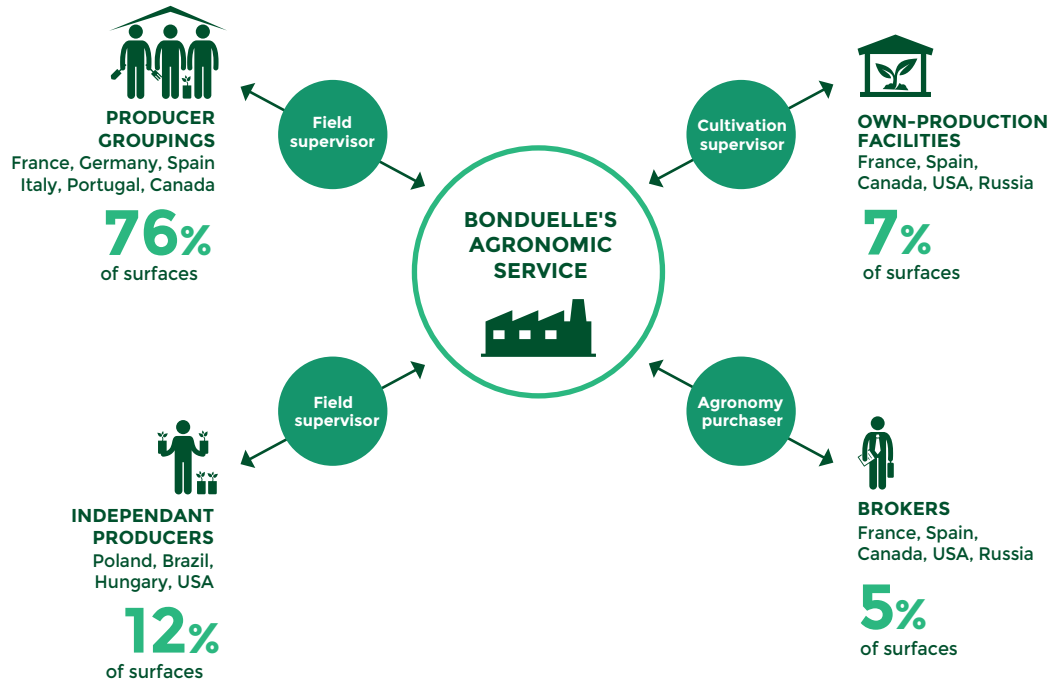
This model also has a number of benefits for farmers who are members of groupings:

- **independence:** generally speaking, Bonduelle does not account for more than 20% of their revenue;
- **prices guaranteed** several months in advance and not subject to global raw materials price fluctuations offer safeguards for their businesses;
- **fair pay** between farmers, corrected for variations in climate and yield in a given production area, which are inevitable due to the length of time between sowing and harvest to enable linear sourcing by factories and optimal use of their capacity;
- **access to the expertise** of Bonduelle's 264 agronomy professionals: engineers and technicians (field and cultivation supervisors) who share their expertise and know-how with farmers.

The group completes its procurement policy by adapting to the local situation. Where producers are not organized into groupings, Bonduelle may enter into contracts with independent producers (12% of surface areas), particularly in countries where operations extend over very large areas (Brazil, United States, Hungary, Poland), or may buy through brokers who act as intermediaries (5% of surface areas). Lastly, in countries where the level of know-how does not meet its quality requirements, or where continuity of supply risks exist, Bonduelle operates its production sites itself (7% of surface areas), taking the opportunity to increase its agronomic know-how and develop alternative growing techniques.



The Bonduelle Group's vegetable sourcing model



This approach allows Bonduelle to concentrate on its core business of vegetable preparation whilst at the same time developing its agronomic know-how. The group also works with service providers able to take care of transportation, planting, harvesting and other cultivation activities (camera-assisted hoeing, crop protection treatment, etc.). This avoids producers having to invest heavily in special equipment.

The Company maintains close relationships with its farmer partners (see 2.1.3.2 Stakeholder relations).

2.2.3 Group policy and methods used

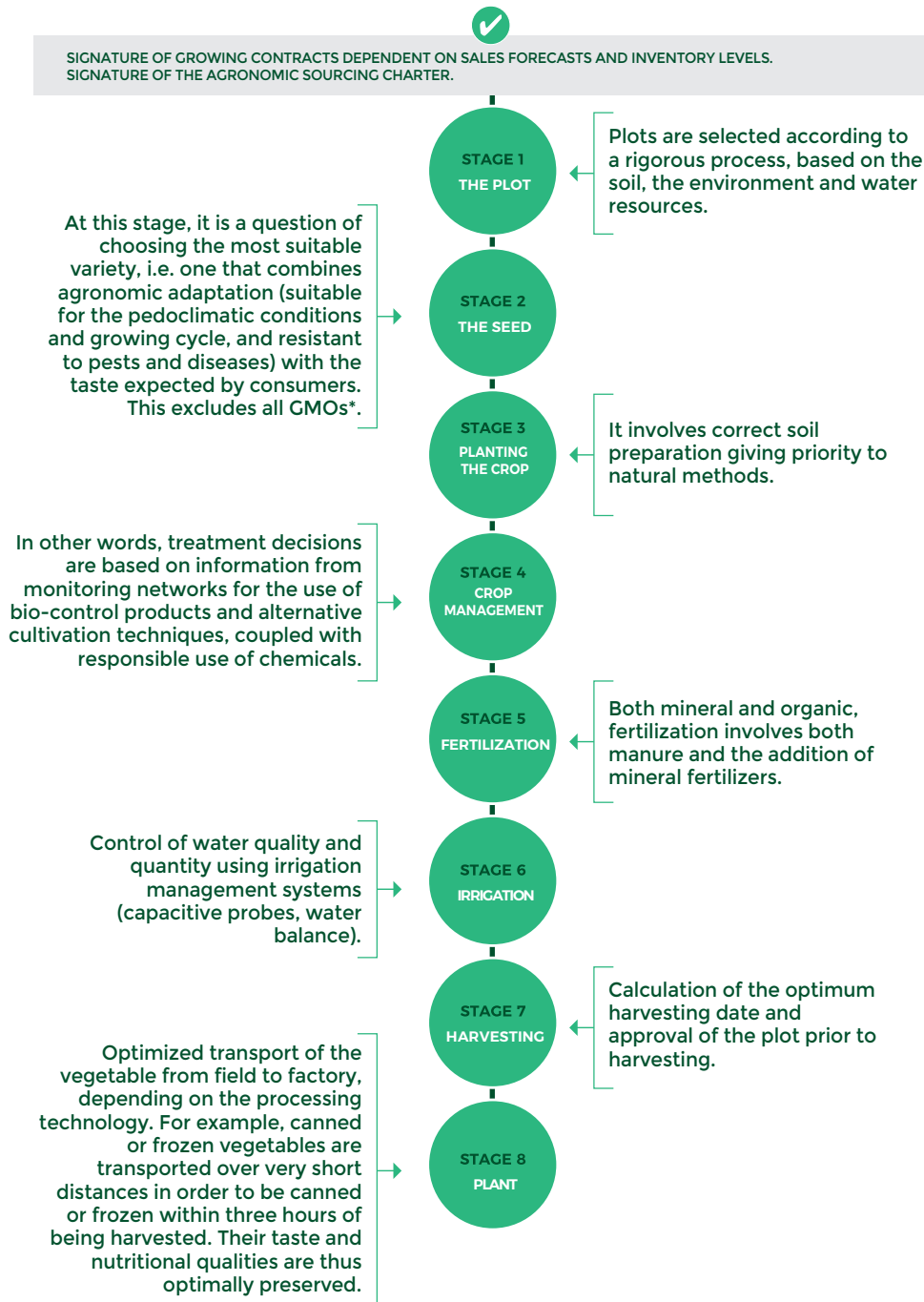
To meet the needs and challenges of our countries and markets, the group's agronomy organization is broken down by business unit, each being responsible for its own agricultural policy within the framework of the group's agronomy strategy, which defines common progress objectives, whilst taking into consideration the specific nature of each business unit. With the creation of the BFA business unit, 11 people have joined the network of Agronomy Managers. The agronomy policy is shared across this network, which meets once a year at its *Journées Techniques Agronomiques* (Agronomy Technique Days).

The sales forecasts determine the activities of their Agronomy Departments for each zone. The Agronomy Departments are the link between Bonduelle and its producer partners, from the time contracts are entered into with farmers until the vegetables are delivered to the plant. All of the steps managed are outlined in the diagram below.

Key stages in vegetable cultivation

From seed to harvest, the Bonduelle Group's vegetable sourcing charter tracks vegetable growing and sourcing in eight stages.

KEY STAGES IN THE PLANNING AND MANAGEMENT OF VEGETABLE CULTIVATION BY AGRONOMY DEPARTMENTS



* GMO: genetically modified organisms.



2.2.3.1 Bonduelle's agronomy sourcing charter

To guarantee product quality, food safety and sound risk management, the group devised a global agronomy sourcing charter in 1996.

This charter sets the rules with which all partner producers must comply. It is an exclusive contractual commitment covering the process from seed to harvest to ensure that Bonduelle's specifications are strictly adhered to and covering different areas from selection of plots of land and variety selection to cultivation methods. 96% of Bonduelle's partner producers have a contractual obligation to comply with the agronomy sourcing charter.

The fifth version of the agronomy sourcing charter has been rolled out in the group's different production areas. It reflects the increasingly international nature of Bonduelle and the specific features of the different geographic areas and production channels. It also focuses on new topics such as water conservation and the protection of field workers. This agronomy sourcing charter is available to download from the Bonduelle website: <https://www.bonduelle.com/en/sustainable-development/documents.html>.

2.2.4 Bonduelle's agro-ecological transition with its partners – GRI 103-2

Bonduelle is committed to the agro-ecological transition of its supply chain. This approach involves minimizing impacts on the environment and reducing the use of phytosanitary products in order to meet society's expectations and the demands of sustainable agriculture, adapted to the challenges of the 21st century.

In order to do this, the group monitors the land through the crops in the fields and supports its producer partners in a preventative approach, by selecting the plots of land best suited to different types of vegetables, requiring long crop rotations so as to minimize the risk of soil diseases and to avoid depleting resources (nutrients, organic matter), while promoting biodiversity and optimizing yields. A key example of Bonduelle's involvement is the central role of field supervisors who support farmer partners through their presence on the land at all stages of cultivation: from sowing, to harvesting through crop monitoring.

2.2.4.1 The development of alternative cultivation techniques

In the field of agriculture, the Bonduelle Prospective & Development division supports the business units both in the short term with certain specific operational issues, and in the medium and long term, by coordinating an agronomic innovation program.

For several years now, the Agronomy Research and Development Department, in close collaboration with the business units, has identified new technologies, tested them and incorporated them into innovative cultivation practices. These activities are carried out on the basis of partnership agreements with various types of third party organization (start-ups, established companies, research institutions etc.). The best agricultural practices developed are then shared and implemented with all the business units.

A review of these innovations and other relevant practices already in place, as well as an assessment of their impact and/or experimental results, were conducted in 2016-2017 with the aim of contributing to the development of the group's strategy, in line with its key objective of becoming a major player in the agro-ecological transition. An initial report listed 30 or so alternative practices and identified their contribution to the five CSR objectives of the group's agronomic strategy. The first catalog of "Alternative Growing Techniques", capable of delivering measurable progress in relation to at least one of the five CSR strategic priorities of the group's agronomic strategy, was compiled. The group wants to measure the penetration rate of the different alternative growing techniques on agricultural land. A tool for collecting and consolidating data is under development. The objective is to have the first results available in 2019.

Several alternative cultivation techniques have been tested and rolled out across a number of different production areas, examples of which are described below.

In Russia, Bonduelle Group farms (more than 10,000 hectares) offer ideal conditions for implementing **innovative growing techniques, particularly those that aim to protect the soil such as strip-till, which is being developed**. Adopted in 2014 over 500 hectares, this practice covered 3,352 hectares in 2018 and represented 77% of the area of sweet corn produced by these farms. Strip-till, performed using preparatory equipment for the specific seeding line and tractors guided by GPS, limits soil disturbance and ensures greater protection against erosion by covering the majority of the soil with the residues of the previous crop and/or an intermediate crop (intercropping with plant cover). Strip-till encourages the development of biodiversity in all its forms (superior organisms and microorganisms), on the surface of the soil and beneath. A drastic reduction in fuel consumption (-50%) was also observed as well as a drop in the use of mineral fertilizer. This practice is in the process of being assessed or in the initial phase of deployment in other production areas. Once this performance has been confirmed in a sufficient number of harvests and in different soil and weather conditions and

for other crops, it may be extended to other agricultural areas and types of vegetables.

Biological control reduces the need for insecticides and chemical fungicides. For example, wasps were used on one of Bonduelle's farms in Russia and on producer partners' farms in Canada (Quebec) as a test to control the proliferation of lepidoptera caterpillars.



In both Canada and Russia, parasitic wasps are helping to fight against corn borers

Following a conclusive test in 2016, the Bonduelle farms in Timashevsk and Novotitarovskaya (Russia) extended the services treated by drone releases of parasitic wasps to 500 hectares in 2017 in order to combat corn borers, which are the main corn pest.

In Canada, Bonduelle is a partner in a research program to combat this pest by releasing trichogramma (parasitic wasps) using drones. The objective of this program is to assess the value of using drones, measure the effectiveness and profitability of releasing trichogramma by aerial means and promote the adoption of biological controls by offering a strategy that reduces farmers' working time (as aerial releases replace the placement of sachets by hand on corn plants on each plot of land).

Intercropping with plant cover has been the subject of studies carried out by Bonduelle (see also the paragraph below on the VEGESOL experimental platform). This practice involves sowing one, or generally several complementary species between two crops (or potentially during cultivation). The plant cover is not harvested but left on the plot to protect the soil and enrich it with organic matter and nutrients. This cover also partly allows the growth of weeds to be controlled. Bonduelle is actively encouraging the adoption of plant cover, for example, by sharing the seed costs in Nord-Picardie (France). Programs are being developed in order to speed up the adoption of plant cover as part of the effort to reduce chemical input residues.

Reducing chemical inputs. Levels of residue in vegetables when they are harvested are analyzed across all business units, especially at Bonduelle Europe long Life (BELL) and Bonduelle Fresh Europe (BFE), so as to identify trace products. Crop routing is in the process of being developed to avoid the use of products that leave these residues behind, and relevant alternative practices are being encouraged (camera assisted precision hoeing for mechanical weeding) or studied (weeding robots, etc.). Two programs specifically developed by BFE are helping with the reduction of residues from chemical phytosanitary products: the "Neutral" program whose objective is to eliminate the use of agents that are authorized but have potentially large impacts on human health and the environment, and the "Clear" program aimed at

enabling the total traceability of residues from phytosanitary products.

2.2.4.2 Collaboration with pilot farms to experiment with cultivation techniques

The Bonduelle Group has three pilot farms: the "La Woestyne" farm in France, a pilot farm on two sites in Russia and the farm in Murcia in Spain.

The VEGESOL experimental platform, set up on the "La Woestyne" farm (Renescure, France) is the result of a partnership between Bonduelle, Syngenta and the University of Picardie Jules Verne (Amiens, France). It was created in order to compare over a period of time, the effects of different soil management systems (bare soil tilling, tilling with plant cover intercropping, no-till bare soil, no-till with plant cover intercropping) on plants, soil, water and the environment. After an initial eight-year experimental phase ended in 2017, a new phase was initiated in 2018. The first phase enabled us to show that in spring-time cultivation using typical rotations for the Nord-Picardie production area, it is possible to significantly reduce nitrogen-based fertilization, using conservation agriculture and plant cover while maintaining levels of productivity. The objectives of the new phase will be to:

- contribute to accelerating the deployment of agro-ecology in vegetable growing, in particular, by improving knowledge of plant cover techniques;
- take part in the development of alternative techniques for controlling weeds in the agro-ecological cultivation of vegetables;
- explore the potential of endophytic microorganisms and identify ways to develop bio-control and bio-stimulant products;
- contribute to the development and assessment of varieties specifically adapted for agro-ecology and, in particular, pea varieties in the context of climate change.

VEGESOL has a scientific aim at transferring technology to farmers, by generating best scientific practices that demonstrate the soundness of agro-ecology practices and also practical lessons enabling their adoption and deployment by farmers.

Bonduelle contributed to the creation of the **Innova Terre network** in 2016, in the Nord-Picardie area. This is now a group of 60 or so innovative farmers who want to develop their agro-ecological practices, in particular, preservation of the soil, the productive capital of their operations. Changes in practices aimed at protecting and restoring soils, in order to maintain their biological fertility and productive potential in a sustainable way, have been developed with three main areas of focus:

- reducing working of the soil;





- maximum protection of the soil;
- crop rotation.

The Innova Terre network also aims to facilitate discussions between producers. It enables encouragement, stimulation and support to be provided to innovative producers who, on the basis of promising experimental results, are taking part in the large-scale deployment of agro-ecology practices in typical major rotations (including beetroot and potatoes in the case of northern France).

The momentum generated by the innovative producers within the Innova Terre network should eventually produce a significant multiplier effect which will enable the rapid and wide-scale adoption of agro-ecology in vegetable production.



The “Sols Verts” (green soils) project in Picardie, an initiative of a producer member of the Innova Terre network

In 2014, Guillaume Tupigny became a member of the Innova Terre network and discovered the VEGESOL experimental platform. In 2016, he decided to move his farm's agricultural practices towards agro-ecology by introducing intercropping with plant cover and gradually abandoning tilling. In 2017, he introduced an agro-ecology development platform, known as “Sols Verts”, on his farm and chose Thierry Tétu – who is a university lecturer at the University of Picardie Jules Verne (UPJV) and the scientific coordinator for VEGESOL – as his technical adviser.

The “Sols Verts” platform is partly financed by public institutions (ADEME and *Agence de l'Eau* (regional water agency)) and benefits from the appointment of a dedicated technician who is experienced in agro-ecology. Its objective is to compare the levels of agronomic performance of the two systems: conventional agriculture and non-tilling with plant cover over a six-year rotation that is typical of northern France, including beetroot, potatoes and vegetables.

The pilot farm in Spain (Torre-Pacheco, in Murcia) enables several technological innovations to be tested: an insect monitoring network comprising connected traps, anti-insect netting, connected capacitance sensors for precision irrigation, camera assisted precision hoeing, spatial crop monitoring using drones, etc. The objective is to adapt crop routing to agro-ecology, while maintaining the productivity and competitiveness of market garden crops (salads). The farm is very involved in environmental protection and active with ANSE, a local NGO. The Cartagena area where the site is located, and where horticultural production is very intensive,

is facing water pollution problems. The pilot farm is also involved in organizing conferences in order to share solutions.

In France (Nantes and Perpignan areas) and Italy, Bonduelle is involved in salad production in **plastic greenhouses**. Market garden crops are thus protected from the weather and have less exposure to pests and diseases, making it possible to favor more natural growing practices.

In addition to sheltered production, Bonduelle Fresh Europe is trialling the possibility of growing certain salad crops in high technology greenhouses using hydroponics, in particular through a project launched in 2018 with the Landgard cooperative in Straelen, Germany.

2.2.4.3 Harnessing technology for the benefit of agro-ecology

AgTech digital equipment used by farms enables them to manage constantly changing cultivation practices.

In Russia, the farms operated by Bonduelle use digital equipment, including the decision-making tool, Cropio, which is used to optimize fertilization and irrigation, and thus reduce the amount of fertilizer and water used. Cropio, combining weather information and satellite data, also makes it possible to monitor crops and yield forecasts.

In North America, Bonduelle's sites use AgPOD (Agricultural Portal for Online Data), an online program developed specifically for Bonduelle and its farmer partners to share actual agronomy data recorded in the field.

The emergence of AgTech solutions based on using connected objects which generate a significant amount of new data, makes it necessary today to develop a central digital platform enabling the collection and analysis of all data related to agricultural production and to convey relevant information for decision-making.

As part of its digital transition, the Bonduelle Group is planning to develop an online portal by 2021 that will be available to the farmer partners of BFE and BELL business units. In particular, this tool will allow each farmer to monitor their contractual and agronomic relationship with the group and will provide total traceability for crop management (operations, inputs) by each farmer on the current AgPOD model. Both this portal and AgPOD will incorporate a central digital platform for processing all agricultural data.

Certain production areas use predictive disease progression models to optimize fungal treatment (minimum quantity and maximum efficiency) and/or to assess the risk of crop failure and waste of raw materials (seeds, fertilizer, water, etc.). This is the case with the complex of soil-borne pea diseases, for example. Similarly, and with the same aim of predicting biological pest outbreaks and reducing phytosanitary treatments, observation networks detecting pest infestations

on the plains have been set up in several production areas. These trapping networks are installed by Bonduelle or through industry associations (Arvalis, Unilet in France, etc.).

2.2.4.4 R&D partnerships in the AgTech sector

Bonduelle is forging partnerships with various research and development actors in the AgTech sector. These include public technical and research institutes, technology firms, agri-business companies and AgTech start-ups, particularly in France, Canada, the United States, Spain and Russia. The partners are chosen according to how relevant their programs are for the agronomic priorities set by Bonduelle. The group is keen to channel its efforts and investments into unique and innovative forms of vegetable production that will provide a significant boost to agro-ecology.

Bonduelle has therefore established partnerships targeting the following areas:

- automation, at this stage focused on weeding;
- efficiency and accuracy of crop monitoring;
- harvest prediction (quantity and quality);
- irrigation management;
- Big data – particularly to identify agronomic drivers of agro-industrial performance and the quality of sweet corn.

In the longer term, the group plans to embark on research into real-time monitoring of food safety in the field and early detection of disease.

2.2.4.5 The selection of seed varieties is key to the agronomic strategy and CSR challenges

The Bonduelle Group is committed to ensuring that its products are free from genetically modified organisms (GMOs). Consequently, Bonduelle commits that its partner producers use no genetically modified seed varieties. The Bonduelle Group therefore requires that its seed suppliers take extreme care to avoid any unintended presence of genetically modified organisms.

The Bonduelle Group has developed industry-leading capabilities in the assessment of new vegetable varieties, which allow it to forge close relationships with its seed partners. New varieties are tested for their suitability in different areas and their agronomic behavior in local conditions, then trialed in the soil and agro-climatic conditions of each relevant area. Lastly, they are grown on large plots of land and tested in the plants.

The choice of seed varieties is of crucial importance as it affects many factors that make the agro-ecology transition possible. In effect, the variety affects the farmer's ability to:

- maintain crop productivity and quality;
- improve water and soil nutrient use;
- reduce the use of chemical inputs;
- protect biodiversity.

Making this varietal choice central to its policy, the group works with national and international seed partners using conventional selection methods to develop varieties that are most resistant to the diseases, pests and abiotic stresses caused primarily by climate variations (particularly water stress). Bonduelle therefore works with selectors and guides their choices in terms of agronomic characteristics and technological and organoleptic qualities. Through its choices, Bonduelle is aiming to promote innovation enabling sustainable production and an optimal impact on the environment.

In addition to selecting varieties that are disease- and pest-resistant, Bonduelle is researching natural methods (using fewer phytosanitary chemicals) to combat diseases that affect some vegetables. For example, peas, which require a six-year crop rotation to prevent black leg (a soil-borne disease complex) are the subject of a joint project with the French Institute for Agronomy Research (*Institut national de la recherche agronomique*, INRA) involving an in-depth study of pathogenic soil fungi on peas. This work is the subject of a doctoral thesis whose objectives are, firstly, to improve diagnostic tools at plot level and, secondly, to improve the knowledge of the pathogens involved and to identify avenues for developing bio-control tools.

2.2.4.6 Certification

All lettuce produced for Bonduelle Fresh Europe are Global Gap certified. This protocol combines best agricultural practice guidelines outlining the global requirements that agricultural and horticultural companies must meet in terms of food safety, sustainability and quality.

In addition, **44% of lettuce produced for Bonduelle Fresh Europe have the LEAF** (Linking Environment and Agriculture for the Future) international certification managed by the British organization of the same name. This benchmark includes 83 critical monitoring issues and 21 recommendations covering areas as diverse as soil management and provision of nutrients to crops, crop protection, combating pollution and waste management, energy efficiency and water management.

The BFE business unit is gradually working to extend the certification to all of its lettuce producer partners with a target of achieving LEAF certification for 100% of lettuce volumes in 2025. As the agronomic CSR strategy is in line with the objectives of the guidelines, the main challenge in achieving this objective lies in product traceability.



2.3 Reducing environmental impacts from field to plate

2.3.1 A summary of the challenges, objectives and results – GRI 102-9, 103-2

In accordance with its size, Bonduelle is addressing the twin challenges of climate change and resource depletion. The group is committed and breaking new ground every day in order to create a better future through plant-based food, from field to plate. The Company's priorities include the group's carbon footprint, responsible management of energy, water, industrial waste and transportation, while ensuring that its sites have a positive impact on their local area.

Progress of the 2025 road map

Challenge	Objectives	Results 2017-2018*
<ul style="list-style-type: none"> • Ensure sustainable management of water resources and reduce pollution (SDG 6) • Increase the share of renewable energy and improve energy efficiency (SDG 7) • Ensure sustainable consumption and production patterns: achieve the efficient use of natural resources, reduce food waste, and prevent waste generation, recycle and reuse (SDG 12) • Protect and restore land ecosystems, halt and reverse soil degradation and put an end to biodiversity loss (SDG 15) • Control and minimize discharges into the natural environment • Understand and manage the overall impact of operations on the environment and society 	<ul style="list-style-type: none"> • Preservation of water resources through sustainable and integrated management of the water cycle, in order to achieve the "zero loss" objective • Managing waste and promoting the circular economy, in order to achieve the "zero loss" objective 	<ul style="list-style-type: none"> • 11.9 m³ consumed per tonne of manufactured product • Breakdown of the treatment of chemical oxygen demand generated: <ul style="list-style-type: none"> • 90.1% in Bonduelle treatment plants • 1.7% by soil and plant cover (controlled agricultural spreading) • 3.5% in external treatment plants • 4.7% discharged into the natural environment in compliance with regulations • 2,378,665 euros spent to prevent the impact of activities on the environment (treatment plants) • 45.8 kg of non-hazardous waste per tonne of manufactured product, of which 90.6% recovered or recycled and 9.4% in industrial landfill • 0.18 kg of hazardous waste per tonne of manufactured product • 504 kg of green waste per tonne of manufactured product, of which 100% recovered for animal feed, energy, compost, by sale or agricultural spreading • 203,407 euros spent to minimize the impact of activities on the environment (industrial waste and green waste)

* Scope of indicators: group excluding BFA.

Challenge	Objectives	Results 2017-2018*
	<ul style="list-style-type: none"> Designing responsible products and packaging and fighting against food waste, in order to achieve the “zero loss” objective 	<ul style="list-style-type: none"> 46% of recycled materials in packaging 312,464 tCO₂e from Bonduelle product packaging and its end-of-life, representing 14% of the group's overall GHG emissions 1,095,819 tCO₂e are from the purchase and use of our products by consumers, representing 48% of the group's overall GHG emissions
	<ul style="list-style-type: none"> Managing transportation and promoting alternatives to road transport, in order to achieve the “zero loss” objective 	<ul style="list-style-type: none"> 7,531 tonnes of CO₂ saved through using alternatives (rail/road) to road transportation 20 kg of CO₂ emitted per tonne transported between Bonduelle sites 68 kg of CO₂ emitted per tonne transported to our customers 25 kg of CO₂ emitted per tonne transported from fields to our plants total transport-related emissions account for 242,189 tonnes of CO₂ 7,531 tonnes of CO₂ saved through using alternatives (rail/road) to road transportation
	<ul style="list-style-type: none"> Move towards zero energy loss in industrial activity, in order to achieve the “zero loss” objective 	<ul style="list-style-type: none"> 880 kWh/TMP energy consumed per tonne of manufactured product 13 sites ISO 50001 certified across Europe 11.7% alternative energy in the Bonduelle energy mix 4,030,771 euros spent in minimizing the impact of activities on the environment (air and energy)
	<ul style="list-style-type: none"> Introduce a group responsible purchasing system, in order to achieve the “zero loss” objective 	<ul style="list-style-type: none"> 147,121 tCO₂e are a result of vegetables purchased, representing 6% of the group's overall GHG emissions 79% of Bonduelle's farmer partners have been assessed on the basis of Bonduelle's agronomic sourcing charter, signed by 96% of them 98 main non-farmer partner suppliers have been assessed by the EcoVadis platform on the basis of ethical, social and environmental criteria

* Scope of indicators: group excluding BFA.

The results of all quantified indicators over the past five-years are provided in Section 2.6.7.

2017-2018: deployment of the new road map

Reducing environmental impacts from field to plate is one of the five CSR macro-objectives set by Bonduelle. Since 2016-2017, this has been driven by a single target for 2025: "zero loss", which is monitored using indicators and guided by a road map.

This circular approach is based on seven challenges: controlling energy consumption; conserving water resources; optimizing inputs and outputs and managing waste; responsible land management; designing sustainable products and

packaging; managing transport flows and alternatives to road transportation; implementing the group's responsible purchasing policy.

In 2017-2018, the environment and energy networks continued to roll out their road map. With the help of water and energy matrices finalized in 2017, the sites will carry out their own self-assessments and will establish their specific action plans by the end of 2018.

The year 2017-2018 also saw the detailed review of metering plans, which has allowed the precise locations of water and energy consumption to be refined.

7 challenges for reducing environmental impacts



2.3.2 Group policy and methods used – GRI 103-2

For more than 15 years, Bonduelle has been able to count on the internal commitment of all its business activities and a process of ongoing improvement to rationalize the group's consumption and make recycling standard procedure in order to curb "losses".

The three key policy areas are:

1. adjusting consumption through moderation and reduction at source;
2. recycling and promoting a broad-based circular economy, manufacturing products while cutting back on the consumption and waste of raw materials and non-renewable energy sources, thereby helping to create and preserve local value;
3. making a lasting commitment by focusing on a long-term vision.



The environment and energy networks coordinate and implement the strategy

The Bonduelle Group's environment and energy network meets four times a year during environment and energy technical sessions or by videoconference.

In 2017-2018, the site and regional environment and energy leads exchanged views on the assessment of group performance in the area of consumption and costs and together committed to achieving the common objectives integrated in the 2025 road map. These meetings also promoted the proper implementation of the water and energy management matrix, the sharing of best practices, initiatives or technologies that could be disseminated.



CSR included in investment selection criteria

In 2017-2018, Bonduelle included in its investment process a selection of projects with a long-term CSR impact and for which the group now provides a separate financial budget.

A committee of internal CSR experts assesses and selects future investments in accordance with CSR return on investment ("CSR ROI") criteria, including the project's impact on the following aspects:

- environmental: the project's potential to contribute to the low carbon transition and to reduce resource consumption, pollution and disturbance;
- societal: the potential for job creation, education in sustainable consumption and acceptance by local residents.

The exemplary nature of the project for Bonduelle and its fit with the brand's values are also taken into account. Lastly, the return on investment of certain projects may be extended and incorporate a forecast of the long-term costs of natural resources and energy.

2.3.3 The group's carbon footprint and energy transition – GRI 103-2

2.3.3.1 The Bonduelle Group's greenhouse gas emissions assessment: a key reference point

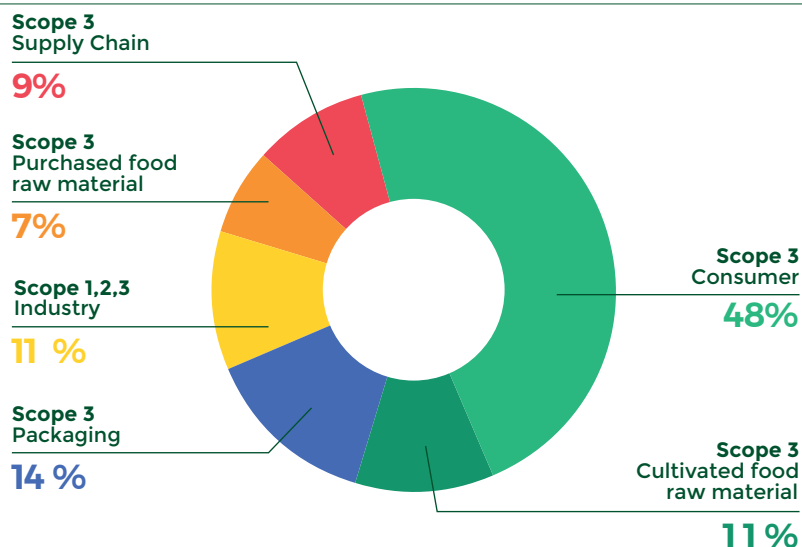
Since 2003, Bonduelle has been developing in-house expertise in assessing the carbon footprint of its business and products. In 2016-2017, the regulatory requirement for French companies to disclose significant items of direct and indirect greenhouse gas emissions generated by their business activities (Article 173-IV of the French Law on the Energy Transition for Green Growth of August 17, 2015, defined by the Decree of August 21, 2016 and amending Article L. 225-102-1 of the French Commercial Code) gave Bonduelle the opportunity to develop a comprehensive metering system and to organize annual reporting on its greenhouse gas (GHG) emissions with the support of external consultants. The greenhouse gas emissions assessment is based on the GHG Protocol. The majority of the emission factors are based on the ADEME carbon database.

Overall emissions are in the range of 2,267,300 tCO₂e (excluding BFA), representing the annual average emission of



almost 250,000 Europeans⁽¹⁾. Scopes 1 and 2 account for 8% of total emissions. Scope 3 accounts for 92% of total emissions and includes the use of products by consumers (48% of total emissions).

Breakdown of Bonduelle's greenhouse gas emissions



Scope 1: Direct emissions generated by Bonduelle
Scope 2: Indirect emissions from the purchase of electricity and steam
Scope 3: Indirect emissions relating to the use of Bonduelle products, to product end-of-life, etc., or those relating to purchases of products and services, employee travel, etc. (Employee travel represents an insignificant share of emissions.)

In line with its activities in 2017-2018, Bonduelle is pursuing its objective:

- to increase the accuracy of annual reporting on significant items;
- to identify actions with the business units where reductions of greenhouse gas emissions are quantifiable;
- to translate Bonduelle's commitment to reduce greenhouse gas emissions internally and externally, in particular by continuing to report greenhouse gas assessments to business units.

2.3.3.2 Bonduelle's actions to facilitate an energy transition for green growth

Bonduelle has a proactive energy transition policy focused on three key areas:

1. replacing the most polluting energy sources in its energy mix in terms of greenhouse gas emissions: heavy fuel oil has not been used in the Company since 2013-2014. In 2017-2018, the proportion of thermal energy from liquid fossil fuels (domestic fuel oil) was less than 1% of the group's thermal energy mix (compared with 12% in 2010-2011);

(1) According to ADEME, a Western European uses 8.8 tCO₂e per year.

2. alternative energy use: Bonduelle wants to achieve 20% of its energy mix from renewables by 2025, *i.e.* double the amount in 2015-2016. In 2017-2018, alternative energies⁽¹⁾ represented 11.7% of Bonduelle's energy mix;
3. co-development of the use of local alternative energies since 2011-2012:
 - Estrées-Mons (France): 76% of the site's steam requirements are covered by the biomass steam plant, leading to savings of almost 15,000 tonnes of CO₂ per year and Vol-V's Vermandois biogas plant with a capacity of 18 GWh,
 - Renescure (France): 93% of the green waste deposit methanized in the Flandres Énergie agricultural plant,
 - Békéscsaba, Nagykőrös and Nyiregyhaza (Hungary): on average, 86% of the biogas produced from effluent in internal biogas plants is used in boilers,
 - Labenne (France): the Fonroche BioGasconha biogas plant, which uses agricultural products such as corn and agro-industrial and municipal by-products.

2.3.4 Zero energy loss for the industrial activity - GRI 103-2

Whether electric or thermal, energy is essential for the production process. Electricity is used for the storage of frozen foods, the refrigeration of workshops, the production of compressed air, some machinery (motors and conveyors), some forklifts, the production of chilled water and lighting and air conditioning. Thermal energy is used to generate steam and hot water. It is also used in heat recovery systems and to power handling equipment.

2.3.4.1 Management of energy consumption - GRI 302-4

Bonduelle is targeting "zero energy loss" by rationalizing consumption to minimize energy loss and eliminate waste.

Energy consumption at its agro-industrial sites is optimized by controlling consumption and sharing best practices, in parallel with technical enhancements. Applied to electricity, gas and steam consumption, this policy has yielded the following results:

	Total energy Ratio kWh/TMP	Electricity Ratio kWh/TMP	Thermal (fossil + renewable) kWh/TMP
2017-2018 scope (excluding BFA)	880	340	540
2016-2017 scope	856	340	516
Change in N-1	2.80%	0%	4.70%

In 2017-2018, Bonduelle continued to implement policies to reduce its energy consumption. Guided by the environment and energy network, the action plan involved: continued efforts to obtain ISO 50001 certification for energy management; rollout of measurement and management tools; installation of heat recovery systems; optimization of lighting energy consumption (using LED lighting); introduction of systems to prevent energy waste (Start and Stop); and, the group's involvement in mandatory European energy-saving mechanisms.

In accordance with the 2025 road map for energy management, 2017-2018 was primarily devoted to rolling out the performance evaluation matrix. This program's objective is that 100% of sites achieve their maximum energy performance by 2025. Accordingly, in 2017-2018, 23 sites out of 38 carried out detailed assessments of their energy consumption items. Using this self-assessment tool, and the best practices compiled using the tool, they will establish

their specific action plans by the end of 2018 for the BELL and BFE business units, and for BFA in 2019.



Ammonia: an intelligent cooling system

The Reutlingen plant (Germany) has replaced its old refrigeration system using a solution enabling the requirements for efficiency, capacity, cost and respect for the environment to be reconciled.

The ammonia system provides continual chilling by continuously modulating its output according to external conditions such as temperature. This new equipment has been augmented by new pump motors that are more effective and energy efficient. In total, there is a saving of almost 50% of the energy consumption required for refrigeration purposes.

(1) Biogas, biomass and steam from biomass.



2.3.4.2 Exchange network

The energy experts from production facilities form a dynamic network that shares best practices on an ongoing basis. The sites share tools, resources and results and discuss issues that reduce consumption and energy costs: benchmark technologies, optimized investments, harmonized practices, projects and improvement plans, monitoring common indicators and energy costs.

2.3.4.3 ISO 50001 certification

In 2017-2018, Bonduelle's Vaulx-Vraucourt plant in France obtained ISO 50001 certification for the implementation of an energy management system aimed at continuous performance improvements. Thirteen sites now have ISO 50001 certification: Estrées-Mons conserve, Estrées-Mons *surgelé*, Bordères, Genas, Labenne, La Tourte, Renescure, Reutlingen, Rosporden, Saint-Benoist-sur-Vanne, Saint-Mihiel and Straelen.

2.3.4.4 Circulation of measurement and steering tools

The real-time electronic management of energy consumption uniformly and accurately improves performance. Some sites already have the data acquisition software: Saint-Césaire (Canada), Novotitarovskaya (Russia), Estrées-Mons conserve (canned), Estrées-Mons *surgelé* (frozen), Bordères, Saint-Mihiel (France), Straelen (Germany).

The rollout of this system, which connects measuring devices on equipment connected to the IT network directly on meters or machines, is continuing on the group's sites and is part of the drive for ISO 50001 certification.

2.3.4.5 Start and Stop systems

Systems to prevent energy waste at the plants are inspired by the Start and Stop concept developed in the automobile sector. The idea is to move towards the "zero production = zero consumption" principle. The result of research conducted since 2013 by Bonduelle's Research and Development Department and pilot sites, these systems have now been approved and are operational. Currently being rolled out to the group's various plants, they are used to adjust consumption in the absence of products on the line and reduce energy consumption by more than 5%. In 2017-2018, the Start and Stop system was implemented at the Battipaglia site (Italy).

2.3.4.6 Optimizing lighting

Conventional lighting systems are continuing to be replaced by energy-efficient LED systems. This year, the Bordères, Labenne, Saint-Benoist-sur-Vanne and Reutlingen sites in France improved their systems.

2.3.4.7 Mandatory European energy saving mechanisms

Bonduelle is also involved in the mandatory European energy saving mechanisms. The group's agro-industrial sites have therefore made their technological and organizational improvement actions part of the subsidized energy saving plans. The value of energy savings certificates (ESCs) obtained or being obtained for work carried out in fiscal year 2017-2018 on energy efficient systems and technology, is equivalent to almost 167,840,274 kWh cumac⁽¹⁾.

The ESCs break down as follows:

- 84% thermal energy saving (heat exchanger system, insulation);
- 16% saving on electricity consumption (variable speed control, regulators).

2.3.5 Preservation of water resources through sustainable and integrated management of the water cycle – GRI 103-2

2.3.5.1 Sustainable water management

A major challenge in Bonduelle's materiality matrix, water is used in production facilities as an ingredient in the finished product (liquid, sauce) and in processing as a way of transporting and transferring heat or cold. It is also used to wash vegetables and to clean production lines. The relative proportion of these uses depends on the industrial activity in question, and differs at each site. On the upstream side, water used for crop irrigation is a key factor in industrial performance and the control of vegetable quality.

In 2014-2015, Bonduelle conducted extensive mapping of its water use at all stages of its agro-industrial process, covering its entire scope of consolidation.

After testing pilot operational water management systems in plants, both for water supply and losses and usage, Bonduelle developed its water management tool in 2016-2017.

(1) The kWh cumac is the unit of measurement of French energy savings certificates. It corresponds to the cumulative final energy consumption in kWh discounted over the life of the product (kWh of cumulative discounted final energy) and represents the amount of energy saved by the actions implemented.

Reducing environmental impacts from field to plate

Developed jointly by the environmental expertise network, this management matrix applies equally to industrial water processes and efficient irrigation, and is also helping to achieve the “zero water loss” objective which forms part of the 2025 road map.

2017-2018 was devoted to rolling out this assessment matrix. Of the 41 group sites affected, 19 sites have now completed their self-assessments and 15 have developed their action plans. All sites will have completed their self-assessments and action plans by the end of 2018.



Florence, New Jersey (United States): an extensive plan to reduce water consumption

In order to preserve water resources, the site has measured consumption according to use, introduced employee awareness-raising initiatives and replaced manual controls with automated control systems. The savings achieved represent almost one quarter of the water consumption per quantity produced.



The French plants are continuing their water consumption continuous improvement plan

In 2017-2018, the team at Saint-Benoist-sur-Vanne completed the major task of searching for and repairing water leaks: savings of 20% have been achieved on production line consumption.



Saint-Césaire (Canada): continuous improvement of water consumption

Last year, the Saint-Césaire plant introduced initiatives to reduce drinking water consumption. In 2017-2018, the teams focused their efforts on the transformation stages that consume most water: cooling canned products.

The improvement involved adding recirculation loops in order to reuse cooling water and generate water savings.

Total group water consumption (excluding BFA) was 12,715,228 m³ in 2017-2018, of which 69.7% was from borehole water, 25.7% water from urban distribution networks and 4.5% from surface water. In terms of tonnes of manufactured product, consumption amounted to 11.9 m³/TMP, an increase of 0.8% on the 2016-2017 ratio.

Group CSR	Water Ratio m ³ /TMP
2017-2018 (excluding BFA)	11.9
2016-2017	11.8
Change in ratios 2017-2018 versus 2016-2017	+0.8%



Novotitarovskaya (Russia): joint improvement in water treatment and consumption

In 2017-2018, the Novotitarovskaya plant continued its program to change behaviors and to develop a culture of being careful with water and energy. In order to meet the expectations of local residents, the plant has installed a new continuous system for treating wastewater.

In parallel, in accordance with the virtuous principle that the less water we consume, the less we have to treat, the plant has completely revised its water management system. An assessment of the existing situation was carried out and working groups have been formed. Objectives and best practices for monitoring and controlling water consumption have been defined for each area and also for each activity. Operators now receive a daily report on consumption and, during the high season, they can follow the monitoring of consumption on an hourly basis.



2.3.5.2 Treatment of water and management of treatment plants

In 2017-2018, industrial effluent contained an organic load of approximately 37,343 tonnes of chemical oxygen demand (COD). 90.1% of this load was treated by Bonduelle in independent ventilated biological treatment plants, 1.7% as controlled agricultural fertilizer and 3.5% in external treatment plants. 4.7% was discharged into the natural environment in compliance with regulations.

The group's Environment Department rigorously controls and monitors the quality of plant effluent before it is discharged into the natural environment.



Energy efficiency and fertigation: plant effluents fertilize and irrigate local farmers' land

For some years the teams at the Bordères plant (France) have been improving the energy and purification performance of effluent treatment. New aerators are more efficient and perform better owing to their greater oxygenation capacity. In 2017-2018, the replacement of the aerators for the two largest purification treatment ponds was completed, leading to a reduction of around 30% in the installed aerator capacity. The energy improvements are accompanied by an improvement in purification and acoustic quality.

In addition, the plant has put in place an effluent purification facility paired with an irrigation network with local young farmers who want to develop their farms. This project is a two-pronged response to farmers' water and fertilization requirements for their land and creates value in the plant's effluent.

2.3.6 Waste management: zero loss and circular economy - GRI 103-2

To contribute to the achievement of the environmental objective of "zero loss" in 2025, Bonduelle aims to reduce agricultural losses, logistics waste and non-recoverable waste at source, to sort its waste and to feed recoverable waste into the local circular economy.

538,157 gross tonnes of vegetable or mushroom by-products (green waste) were produced by the group (excluding BFA) in 2017-2018, i.e. a ratio of 504 kg green waste/TMP (tonne of manufactured product). The plants are continuing their

efforts to reduce losses of agricultural raw materials and improve processes. During this fiscal year, 96% of the deposits were recovered in commercial channels, for used as animal feed, methanized or used as compost.

The sorting and recovery of industrial waste is another priority for the group. Thanks to the efforts of all plants, the group's overall performance in terms of energy recovery or recycling improved, with a rate of 90.6% compared with 88.5% in 2016-2017.



At Villeneuve d'Ascq (France), the headquarters is finding alternatives to single use

Working alongside the plants on the "zero waste" policy, this year the headquarters has rolled out an operation in this area to raise awareness, and to facilitate sorting and reuse. The objective? Firstly, to reduce waste from single use products and the Company restaurant and, secondly, to promote recycling (cardboard, used oils, plastic bottles and paper) and composting of organic waste in the corporate vegetable garden.

Several initiatives have taken place in 2017-2018: awareness-raising workshops, discussions on compost and the vegetable garden, displays and distribution of a "plastic cup-free day" mug, etc.

Hazardous industrial waste represented 188 tonnes in 2017-2018, i.e. a ratio of 0.18 kg per tonne of manufactured product.



Saint-Benoist-sur-Vanne (France) begins materials recovery

In order to recover the organic matter from trays of non-compliant products, the Saint-Benoist-sur-Vanne plant has installed a sorting system and established a partnership with a local company for "unpackaging" the trays, in other words, separating the plastic and organic materials.

Bonduelle is also committed to tackling food waste. According to the UN Food and Agriculture Organization (FAO), 30% of global food production is thrown away without being consumed. Instead of destroying products that do not meet Bonduelle's specifications in full, but are perfectly edible, the group donates several tonnes of vegetables each year to charities, which redistribute them locally. The amount totaled 4,293 tonnes in 2017-2018, covering Canada, the United States, France, Italy, Poland and Hungary, for canned, frozen, fresh-cut salad and prepared products.



Saint-Césaire (Canada): Food aid and the fight against food waste

Located in the Saint-Césaire cannery, the laboratory carries out numerous partial and comprehensive product analyses, generating product and packaging waste.

In recent years, the team introduced “zero paper” operations in several quality processes, selective sorting of paper and empty containers and of green waste to be used for composting. Thanks to efforts made to meet the goal of “zero waste”, the laboratory and its dozen employees now produce only a single bag of unrecovered waste per day.

In 2017-2018, the team had the idea of preventing pulses used in quality control tests from being wasted, and to make them available to local food banks. Once bagged in 1 kg packs together with a recipe, the pulses were delivered to local food item collection and distribution organizations. Around 600 bags will now be distributed every year.

2.3.7 Territorial management to develop a long-term vision

For Bonduelle, the territorial management angle in the “zero loss” macro-objective complements its operational environmental policy. It offers a different framework for steering four local environmental challenges – all of which are interdependent and require a long-term approach – around its sites:

- protection of biodiversity and the adequacy of ecosystem services rendered;
- quality of available water resources;
- absence of disturbance and acceptance by local residents;
- adaptation to climate change and the energy transition.

In line with the road map, each agro-industrial entity constructs and implements its action plan to preserve the value of the local land.

In 2017-2018, 35% of sites developed projects in tandem with their local communities (see 2.5.6.1 Participation in the life of local communities and mobilization of employees).

2.3.7.1 Preserving biodiversity on land used

Bonduelle's agri-food operations cover vast tracts of land and require a significant amount of natural resources such as crops, water and energy. The Bonduelle biodiversity road map anticipates the creation of an action plan by 2025. The foundations focus on three main areas:

- acquire knowledge of the specific challenges faced by sites and call on recognized circles of expertise. Bonduelle is therefore a member of OREE, a multi-stakeholder association devoted to integrated environmental management at the territorial level;
- raise awareness among production facilities about new regulatory constraints and local biodiversity issues. In 2016-2017, Bonduelle created an indicator relating to awareness of “local conditions” and set itself three years of observation to make it operational. Six sites out of 39 have identified an area of “outstanding flora or fauna” on the land they occupy;
- design appropriate management tools allowing Bonduelle to identify good practices and weaknesses, lay down structural improvement plans and quantify progress. Bonduelle is continuing to study the specifications to be used as a framework for the challenges and methodological tests, and in 2017-2018 worked on upstream agricultural activities. It is envisaged that the tool will be rolled out in 2018-2019 for the business as a whole.



Plant trees and grow teams

Founded by Peter the Great in 1706 for the cultivation of medicinal plants, Aptekarsky Ogorod (“apothecary's garden”) is the oldest botanical garden in Russia. The BEAM business unit wanted to take advantage of its team building day in order to support this historic garden. Employees came from all over Russia, Belarus and Kazakhstan to plant 100 thuya trees.

2.3.7.2 Monitoring of local acceptance

In 2016-2017, an indicator known as the “complaint index” was implemented in plants to monitor the degree of local acceptance. The index takes into account the frequency and nature of complaints. The group has set itself three years of observation to make it operational.

2.3.8 Responsible product and packaging design and the fight against food waste - *GRI 103-2*

Bonduelle uses various types of packaging to ensure the best possible quality and experience for its customers:

- steel and aluminum for metal cans;
- glass for jars;
- flexible plastic for bags of frozen and fresh vegetables;
- rigid plastic for trays of prepared products;
- cardboard for some frozen packaging and all bulk and transport packaging.

These materials are chosen according to processes, preservation requirements, market convention and their robustness in relation to the product and their use.

2.3.8.1 Packaging optimization

The prevention of waste generated by packaging products for sale is a regulatory requirement: the reduction at source of packaging materials used is therefore an integral part of the group's approach to designing, optimizing and upgrading its packaging.

In 2017-2018, Bonduelle continued work on its program to optimize the wall thickness of heat-processed product packaging, an area it has been working on for several years. The program has reduced at source the quantities of raw materials (steel or aluminum), while taking into account the specific constraints of the various processes and industrial plant. In Europe, an optimization program has been developed around a targeted metal saving of around 500 tonnes per year compared with the quantity used in 2016. A multi-year test plan (2017-2019) has been developed to qualify assumptions. It is steered by the plants and suppliers with coordination by the packing unit of the BELL business unit.

The Purchasing and Research & Development Departments actively monitor environmentally friendly packaging by identifying market opportunities and evaluating their technical-economic potential.

For example, in 2017-2018, more than 74% of our packaging such as cans and glass jars were recycled.



Biosourced, recycled and recyclable: BELL is working on its packaging

In partnership with its suppliers, the BELL business unit has developed a biosourced packing film for its frozen products in France and Italy. Comprising 50% biosourced materials, the carbon footprint of the new film will be reduced by 58% compared with the previous solution and its manufacture will save 75% of non-renewable energy. BELL is also working on replacing polyethylene, with recycled and recyclable polypropylene.

Again in partnership with its manufacturers, BELL has continued its work on reducing can wall thickness.

2.3.8.2 Fight against food waste

In addition to its internal "zero-loss" policy in plants (see 2.3.6 Waste management: zero loss and circular economy), Bonduelle promotes the fight against food waste among consumers. The group offers different kinds of packaging (shelf life, portion size) and specifies the size of the portion so that consumers can make appropriate choices depending on their type of household and consumption. In addition, Bonduelle's websites and social networks provide practical information such as help understanding use-by dates.

2.3.8.3 Environmental responsibility

In order to honor its commitment to designing responsible products, Bonduelle has put together a cross-disciplinary team, with representatives from the Agro-industry, Environment and Packaging Research and Development, Marketing and Communication Departments to work on producing an environmental responsibility guide. This guide aims to serve as a reference for all teams responsible for design, production and marketing. It sets and provides guidelines for improving responsibility, without compromising on aspects such as product pleasure, taste and accessibility (Bonduelle, Cassegrain, Arctic Gardens and Globus).

The guide is based on ten basic principles:

1. measure the environmental footprint of our products and be transparent about their impacts;
2. ensure responsible purchasing according, in particular, to our agronomic sourcing charter or sourcing contracts (covering vegetables, ingredients and packaging);
3. monitor cultivation methods to guarantee the safety of our products by controlling and minimizing the use of inputs for vegetable crops, anticipating regulatory changes and seeking alternative solutions;

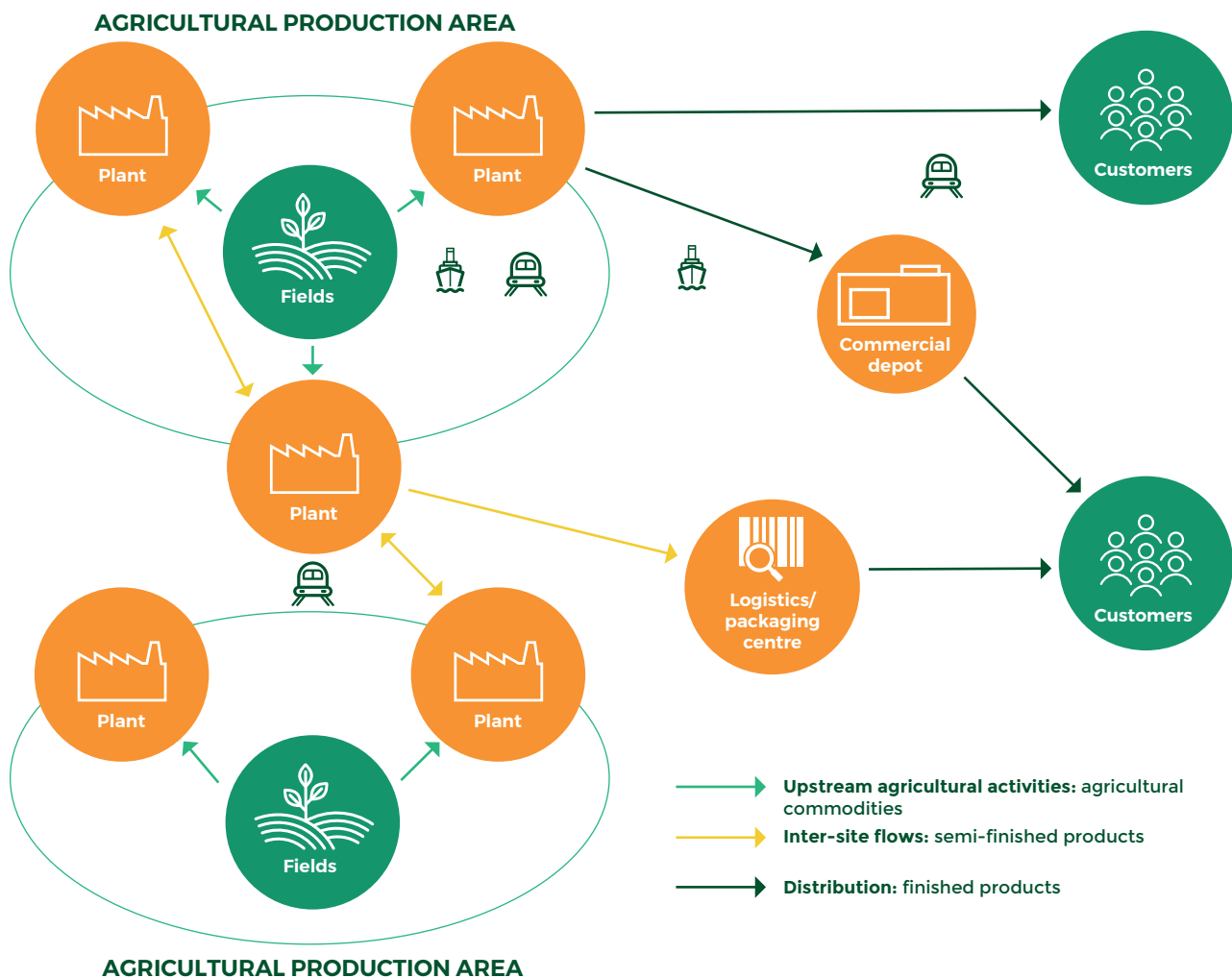
Reducing environmental impacts from field to plate

4. limit distances traveled by vegetables and other ingredients;
5. reduce environmental impacts, ensure socially responsible management and guarantee food safety during production;
6. devise nutritious recipes for consumers;
7. reduce the use of additives;
8. optimize and develop low-environmental impact packaging, while guaranteeing the quality and safety of our products;
9. limit the impact of transport by optimizing the loading rate and routes for road transport and by developing alternative transport solutions;
10. provide consumers with recommendations for use, factoring in environmental and nutritional impacts and raise awareness of food waste.

2.3.9 Management of transportation flows and alternatives to road transport

The Bonduelle Group's transportation flows fall into three categories: upstream agricultural, inter-site and transportation of finished products to distributors.

Product transportation flows and alternatives to road haulage:





To implement its strategy, Bonduelle has formed a Transportation and CSR Monitoring Committee, comprising representatives of the logistics entities of the agro-industrial sites and members of the Supply Chain, Purchasing and CSR Departments. This Committee is responsible for monitoring developments in the sector and researching long-term solutions to minimize the environmental impact of transport flows.

To contribute to the achievement of the environmental objective of "zero loss" in 2025, Bonduelle has committed, firstly, to identifying and measuring transportation-related CO₂ emissions and, secondly, to maximizing the use of alternative means of transportation or solutions that emit less CO₂.

In 2017-2018, transportation-related emissions represented 242,189 tonnes CO₂, including 138,230 tonnes for the BALL subsidiary (excluding Brazil), which was included in the calculation for the first time. Transportation-related emissions from the BFA business unit were not reported for 2017-2018 but will be within three years.

In terms of optimizing flows and reducing the environmental impacts of transporting vegetables to agro-industrial sites and finished products to retailers, the group continued the following initiatives in 2017-2018:

- **combined rail-road transportation** avoided the emission of 7,531 tonnes of CO₂ in 2017-2018, compared with the exclusive use of road haulage. This means of transportation has been promoted on several flows with the Nord-Picardie production area (France), Hungary, Italy, Spain, Russia and packaging returns;
- **natural gas, a way to reduce our environmental footprint:** in liaison with one of its transportation partners in South-West France, Bonduelle favors NGVs (natural gas vehicles) using natural gas in liquefied or compressed form. This option generates CO₂ emission savings compared with traditional fuels and reduces emissions of nitrogen oxides and particulates;
- lastly, in 2017-2018, Bonduelle launched **new calls for tenders for future transportation partners** in France, **incorporating environmental selection criteria** such as the proportion of the vehicle fleet that is compliant with European EURO6 emission standards, whether there is a flow optimization and unladen kilometers policy, the measurement of CO₂ emissions and their management by means of a reduction target, training of drivers in environmentally responsible driving, the Company's CSR policy and its environmental and social certifications. The policy will be implemented in Europe in the next two years.



Tropicana and Bonduelle share a return trip to Florida

How do we transport Bonduelle products from New Jersey to Florida?

Until 2018, it involved a truck-based journey of more than 2,600 km. This year, Bonduelle Americas Long Life (BALL) entered into a partnership with Pepsico Group (Tropicana division) which, for its part, makes deliveries from Florida to New Jersey. From now on, Bonduelle makes use of the return journey component of Pepsico's Florida-New Jersey delivery train.

There is complete synergy, since Bonduelle itself carries out the delivery of products arriving from the Pepsico plant in New Jersey. In exchange, Pepsico looks after final delivery to Bonduelle's customers in Florida.

Truck-based delivery is now restricted to around 1,000 km, representing a reduction of 1,600 km. This win-win partnership also applies to the carbon footprint and the saturated road transportation sector.

This successful outcome forms part of Bonduelle's overall approach to logistics optimization, involving a logistics platform for around fifteen companies.

2.3.10 Responsible purchasing - GRI 102-9, 102-10, 308-1, 103-2, 408-1, 409-1, 412-3, 407-1

For Bonduelle, implementing a responsible purchasing policy involves adopting recognized purchasing model guidelines, inspired by nature's cycles and creating shared value for the Bonduelle ecosystem.

With this new perspective, the group is continuing to develop its responsible purchasing and supplier awareness policy, while continuing to focus on food safety and quality, as well as factoring in environmental and social criteria. This policy is being implemented gradually.

2.3.10.1 Engaging fruit and vegetable suppliers and manufacturers of finished products

Bonduelle sources the majority of its fruit and vegetables from its farmer partners (see Section 2.2 Caring for the land with our farmer partners). Independent and cooperative producers account for 88% of the land under cultivation. As early as 1996, the group established an agronomy sourcing charter to guarantee product quality, compliance with the

cultivation requirements of each vegetable type, food safety and effective risk management. Fully 96% of the group's producers have signed up to the charter. *GRI 308-1*

Although the group's policy is to source supplies as close as possible to the end consumer, some types of produce may have to be grown in countries further afield, particularly in Africa. Where this is the case, Bonduelle chooses reputable, quality-certified partners who work with small producers on a long-term basis. This guarantees an additional revenue stream for producers, many of whom grow subsistence crops. It also ensures that the necessary crop treatments are kept to a minimum and are properly managed. These partnerships offer Bonduelle the assurance that it effectively contributes to local economic development. For example, one of its partners offers its small producers micro-credit solutions to finance their leasing and labor costs, as well as health care for plant employees. To ensure compliance with the production criteria specified by Bonduelle and to support its partners as part of a continuous improvement process, the group ensures a permanent or periodic presence by its own employees.

For fruit and vegetables purchased from other producers or brokers, which account for 5% of the land under cultivation, Bonduelle has a simplified sourcing charter (extracted from the agronomic sourcing charter). Backed up by audits, it focuses on product safety, financial risks, technical constraints and the risk of fraud. Suppliers may also be audited to check their performance and adherence to their product quality commitments. Bonduelle also implements specific surveillance plans according to the types of products and the potential risks. These plans notably take the form of tests on samples of phytosanitary waste and trace metal elements by independent laboratories.

2.3.10.2 Engaging, evaluating and supporting suppliers in other categories (ingredients, packaging, finished products, energy, industrial purchasing and service provision, etc.) – *GRI 407-1*

In an effort to boost awareness and support, the group used an internal questionnaire to assess the maturity of the CSR policies of a sample of suppliers. Since 2016-2017, Bonduelle has appointed a leading external provider to evaluate its suppliers' CSR performance. The aim is to verify compliance with the group's CSR strategy and to identify opportunities for innovation and partnerships. This policy was initially put in place for the international sourcing of the BELL, BFE and BEAM business units and will shortly be implemented by BALL and BFA.

Bonduelle is working with the EcoVadis CSR monitoring platform to set up an online CSR questionnaire and conduct an expert analysis using a CSR scorecard and benchmarking and improvement tools for CSR practices.

The methodology is based on international CSR standards, including the GRI (Global Reporting Initiative), United Nations Global Compact, and ISO 26000. The evaluation is performed using 21 key CSR indicators covering four different areas:

- environment: energy consumption, water, biodiversity, pollution, materials and waste, emissions, greenhouse gases, product use and end of life, consumer health and safety;
- social: health and safety, working conditions, labor relations, career management, forced and child labor, freedom of association, non-discrimination, fundamental human rights;
- ethics: anti-corruption, anti-competitive practices, fair trade;
- purchasing: environment, working conditions and human rights.



Suppliers are also asked about any environmental and social disputes in which they have been involved and which received media coverage.

Using this recognized collaborative platform ensures consistency and transparency in monitoring suppliers' environmental and social commitment.

In 2017-2018, Bonduelle launched an EcoVadis assessment of its largest suppliers in terms of purchase volumes. Currently, they represent 98 suppliers and 27% of the group's purchasing expenditure.

For 2018-2019, Bonduelle added supplier size to its approach, using a risk-based approach. In addition to its largest suppliers, the group has set itself the objective of assessing those suppliers that have a significant CSR risk rating.

To select these suppliers, Bonduelle has established the CSR criteria (according to EcoVadis rankings) for its risk mapping (see 2.1.4.8 Duty of vigilance plan), enabling selection of the suppliers to be assessed - *CRI 308-1*:

- the supplier's category of activity (at risk/not at risk, on a scale of 1 to 6), adjusted for the specific critical nature of this risk for Bonduelle;
- country(ies) in which located and/or of operations.

Bonduelle then applied this CSR risk mapping to all of the suppliers of its BELL, BFE and BEAM business units for 2017-2018. Fifty suppliers were classed as being "at risk". They will be the subject of an EcoVadis assessment by the end of 2018.

Having analyzed its EcoVadis assessments, and in order to help its suppliers make progress on CSR issues, Bonduelle will establish an action plan with suppliers who do not fulfill certain criteria.

These suppliers will be reassessed in order to ensure that they are improving.

From 2017-2018, International Sourcing has been carrying out EcoVadis assessments of its largest suppliers in terms of purchase volumes and the BFA and BALL business units will be included within three years.

2.3.10.3 Animal welfare

Since 2015, Bonduelle's ready-to-eat fresh salads sold in France have been made using free-run poultry reared in humane, environmentally-responsible conditions on a diet free from animal meal or growth hormones.

Although eggs and egg products represent a tiny percentage of the ingredients purchased by Bonduelle in Europe, the Company has launched a survey and is in regular talks with its suppliers. For its partners, this transition represents a significant challenge which will require time and investment. In its previous report, Bonduelle shared its commitment to gradually increase its sourcing of alternative eggs in Europe. Following its publication, the non-profit association L214 requested confirmation from Bonduelle of its commitment. At the beginning of 2018, the Company confirmed to the association and on its website (www.bonduelle.fr) its policy of guaranteeing that all of the eggs and egg products contained in its products would be cage-free by 2025.

2.4 Encouraging people to eat healthy and sustainable food

2.4.1 Challenges, objectives and results

Ensure maximum food safety and product traceability, enhance the nutritional properties of plants, and listen to consumers so that the Company can innovate and meet their expectations: the Bonduelle Group seeks on a daily basis to promote safe, healthy and sustainable plant-based food consumption.

Progress of the 2025 road map

Challenge	Objectives	Results 2017-2018*
<ul style="list-style-type: none"> • Give everyone access to safe, nutritious and sufficient food and ensure the food safety of consumers (SDG 2) • Ensure respect for standards of behavior and ethics 	FOOD FOR GOOD <ul style="list-style-type: none"> • Be the top brand in our category in every country • Offer products nutritionally adapted to their category • Develop our products without "red" additives • Make sure our products are traceable from field to plate 	<ul style="list-style-type: none"> • 44,451 food safety tests on canned goods, 20,237 on frozen, fresh or prepared produce • 100% of Bonduelle's sites have at least one certification and 16 are certified to produce organic products • 282 audit days completed by external bodies in Bonduelle plants • Of our industrial partners supplying finished products, 15 in the Americas (18%) and 32 for the rest of the group (19%) were audited for their performance and delivery on product quality commitments • 100% of Bonduelle branded products comply with Bonduelle's "Visa santé" nutrition charter
	FAMILIARIZING CHILDREN WITH PLANT-BASED FOOD <ul style="list-style-type: none"> • Encourage children to want to eat plant-based food • Give the most disadvantaged children access to plant-based food 	<ul style="list-style-type: none"> • Action was taken in the field in six of the 18 countries where Bonduelle has subsidiaries to help children familiarize themselves with vegetables and healthy eating habits

* Scope of indicators: group excluding BFA.

The results of all quantified indicators over the past five-years are provided in Section 2.6.7.



2.4.2 Group policy and methods used – GRI 103-2, 417-1

Encouraging people to eat healthy, and sustainable food: that is Bonduelle's story in a nutshell. Bonduelle wants healthy and sustainable eating to be enjoyable. It wants to pique people's interest in their food, by telling them more about the products on their plate, and through new ideas, and to constantly encourage people to enjoy tasting and sharing good food. Bonduelle's activity is working toward this macro-objective through pricing, practicality, diversity, and innovation.



Innovation: at the heart of our strategy

After the creation of the Bonduelle Fresh Europe Innovation Center in Saint-Priest (France) in 2016, the *Maison de l'Innovation* opened in 2018. Located at the Company's headquarters in Villeneuve d'Ascq, this specialized unit is entirely dedicated to innovation, development, and research by Bonduelle Europe Long Life and the Bonduelle Group. Collaborative work, agility, and co-construction are the focus in this new space, designed to incite creativity and synergy.



Vegetables and pulses: protein-rich innovations

In 2017-2018, proteins were the featured innovation of Bonduelle Europe Long Life and Bonduelle Fresh Europe:

On the canned vegetable shelf, the Légumiô line is innovating with a new pasta line made 100% from pulses and vegetables!

In the frozen-food aisle, six recipes – *pavés* (patty-style), breaded, nuggets and falafel – in the new VeggissiMmm! line offer a complete and balanced 100% vegetarian alternative.

FortissiMmm!, the new line of high protein-rich frozen purées, is made with consumers at risk of malnutrition in mind.

Finally, in the ready-to-eat aisle, *Les Idées Légumineuses* is a line that combines grains and pulses.

To give even broader support to its plan for healthy and sustainable food, Bonduelle is promoting its commitment and encouraging unity in two innovative areas:

- 1. Food for Good:** Bonduelle is keen to promote plant-based food as being tasty and enjoyable, forging links with today's consumers as well as those of tomorrow, who are increasingly in touch and informed about environmental challenges, and building consumer confidence when it comes to the quality, traceability, and naturalness of its products;
- 2. Plant-based food for as many people as possible:** the Bonduelle Group wants to engage with consumers and, through support for and deployment of local actions, give them a better understanding of the universe of vegetables and plant-based food so they can learn to enjoy them⁽¹⁾.

This macro-objective, deployed using an action plan and tracked by indicators, is also Bonduelle's opportunity to share the wonderful history of vegetables in a world where plant-based food is really gaining ground. And that is one of the talents of the Louis Bonduelle Foundation.

2.4.3 Food for Good

2.4.3.1 Quality and traceability – GRI 417-1, 416-1

Product safety, traceability, and testing

To make sure **food is safe**, an annual risk analysis is conducted methodically. It is used to identify risks, assess them, and take appropriate measures to control them. As part of this continued duty of vigilance plan, 44,451 food safety tests were carried out on canned goods, and 20,237 tests on frozen, fresh, or prepared products in 2017-2018.

The policy implemented by Bonduelle to **provide maximum product quality** is based on a process and management system under the control of a Quality Director in each business unit. Working in a network, Quality Control Departments report to a general coordinator and meet periodically.

Each business unit has a quality plan tailored to its specific technological needs (canned, frozen or fresh food, etc.) as well as the (regulatory) context specific to the different

(1) *It is no secret that, together with fish, vegetables are the least favorite food category among children. It is also widely accepted that a low intake of fruit and vegetables is a factor in early mortality (Binh Nguyen et al., Int J Behav Nutr Phys Act. 2016; 13: 9). Having an understanding of food comes from learning about it at an early age. Studies show that the sooner children are exposed to a wide variety of foods; the more likely they are to enjoy a variety of foods in adulthood. Studies also show that it is possible to boost the enjoyment and consumption of vegetables through a process of familiarization, for example by presenting new vegetables in multiple ways, developing an understanding of the plant, and taking part in cookery workshops (Sensitive periods and factors in the early formation of food preferences, S. Issanchou, S. Nicklaus, ebook.ecog-obesity.eu).*

geographical sites. Quality plans are implemented in all of the group's production facilities, based on three main aspects:

- quality checks on incoming raw "plant" materials and all other supplies;
- quality controls on the production lines; and
- final checks on products before shipping.

In 2017-2018, of our industrial partners supplying finished products, 28 (11%) were audited for their performance and delivery on product quality commitments; 619 tests conducted on phytosanitary waste and trace metal elements (TME) were conducted by an independent laboratory, and 99% were compliant.

The results of these control plans lead to continuous improvement actions. In particular, the quality plans of production facilities are accompanied by a policy of investing in and upgrading industrial facilities, certification processes and analysis of the risks of fraud and malfeasance. The action plans resulted in strengthened security at some sites.

Bonduelle has a **certification policy for its production sites**, developed in line with industry standards, and specifically taking into account its locations, or client requests. This policy was initially based on ISO 9001. Quality management systems have now reached maturity, so Bonduelle is gradually discontinuing ISO 9001 certification renewal and refocusing its certification policy on other benchmarks, including Global Food Safety Initiative-recognized standards such as IFS and BRC.

100% of Bonduelle production sites have at least one type of product quality certification. The majority of our quality-certified agro-industrial production facilities are certified by several bodies:

- 23 sites are IFS- and/or BRC-certified.

(IFS: Private international food standard, owned by the French Food Retail and Wholesale Federation (Fédération des entreprises du commerce et de la distribution, FCD) and its German counterpart. The IFS evaluates food product suppliers focusing on product quality and safety. The current version is IFS V6).

(BRC (British Retail Consortium): a private standard owned by the British Retail Consortium and very similar to the IFS. The current version is BRC V6);

- Five are FSSC 22000 accredited and four American sites are SQF (Safety Quality Food) accredited.

(Private international standard owned by the Foundation for Food Safety Certification, based on ISO 22000 and PAS 220 for food producers).

- Three are ISO-22000 certified;

(This standard specifies the requirements for food safety management systems and aims to improve customer satisfaction by effectively controlling food safety hazards);

- Nine have obtained ISO 9001 certification.

(International quality management certification standard delivered by an accredited external body. It sets out the requirements for an effective quality management system ensuring that products comply with the requirements of customers and applicable regulations. The most recent version is ISO 9001 V 2008).

Finally, other certificates covering specific areas have also been awarded and are audited by accredited external bodies. In 2017-2018, in response to customer demand, 16 Bonduelle sites had "organic" certification.

Natural manufacturing processes

Bonduelle has designed its manufacturing processes so that when plant-based food reach the consumer's plate, they are as close as possible to the food they would bite into in the field. To preserve their nutritional and taste qualities, only a **few hours elapse between harvesting vegetables and processing them in the plant**. Next, the process of transforming raw materials preserves their natural characteristics as much as possible:

- **natural sorting, washing, and peeling:** the plants are sorted, washed, and peeled mechanically or by steam. Then, for frozen and canned foods, the plants are water- or steam-blanching to preserve their qualities: **taste, color, and texture**.
- **preserving without preservatives:** the plants are **preserved by the temperatures** used during their preparation: frozen vegetables are preserved by cold at -30°C, then stored at -18°C; bagged salads and salads in containers are prepared and stored at +1 to +4 °C; canned vegetables are preserved by heating for just a few minutes at above 130 °C in sealed packaging, then stored at room temperature.

Bonduelle ensures its products are **quality-controlled** and **traceable**. These practices enable a quick response whenever a quality issue is detected.

- **Dozens of quality control inspections** are carried out from harvest to storage of the products, including on temperature, bacteriology and weight.
- From harvest to storage, all information can be found using the **code on the packaging**: field and growing conditions, harvest date, preparation conditions in the plant, and storage conditions.



Consumer information and satisfaction

Bonduelle is committed to providing transparent information on its products and their health benefits. The group also strives to promote responsible behavior by its consumers.

All Bonduelle products are labeled with the statutory information required under current European legislation (INCO). Bonduelle is also transparent, reliable and consistent in how it shares information with consumers. This objective and trustworthy information about the group's products, processes, regulations and commitments is taken from NutriGO, the dedicated platform shared by all marketing, sales, communication, quality, and research and development teams throughout the Bonduelle Group.

In each country where Bonduelle operates, there is a department dedicated to consumer satisfaction. Each product bears the telephone numbers, an email address and a web address customers can use to contact the Customer Services Department at any time, either to ask questions or to make a complaint.

2.4.3.2 Nutritional quality - GRI 417-1, 416-1

Nutritional quality of the products

For Bonduelle, the nutritional quality of products is essential. "Visa Santé", a continuous improvement initiative, is built around reviewing and optimizing our products and is based on four essential points:

1. classification of products into three "nutrition" groups, according to their levels of certain nutrients:
 - "raw products that have undergone minimum processing",
 - "lightly-cooked plant-based food",
 - "prepared and gourmet products";
2. the development by the group's Nutrition Department of a reference framework of nutritional values related to recommendations on the quantity and quality of salt, sugar and fat content in food:
 - over the past 10 years, Bonduelle has gradually reduced the salt in its recipes,
 - Bonduelle only adds sugar to recipes that traditionally use it (steamed peas and carrots) to sweeten the natural bitterness of the vegetable (endive, Brussels sprouts) or the acidity of an ingredient (vinegar, etc.),
 - 1,158 products from all segments were tested to determine if they were in line with the recommended nutritional values;
3. recipe compliance: between 2009 and 2017, 258 recipes that did not meet the nutritional criteria were revised by the business units;

4. all new plant-based products must meet a number of minimum criteria defined by "Visa Santé" and be positioned in one of the three "nutrition" groups.

The program's objectives also include the development of well-thought out, simple, transparent and objective nutritional communication. The group makes no nutrition claims on the packaging of its "prepared and gourmet products".

"Visa Santé" was launched by Executive Management and, in addition to the Nutrition Department, now involves engineers in the Quality, Innovation and Development and Marketing Departments of the various business units.

100% of Bonduelle branded products are evaluated by "Visa Santé". GRI 416-1

Consumer information and satisfaction

On the Bonduelle.com website, the group explains the process of growing and processing plant-based food, from harvest to shipping.



Clear, easy-to-read nutrition information with Nutri-Score in France

Bonduelle has made the commitment to include Nutri-Score nutrition labels on all its French canned, frozen, fresh, and ready-to-eat products. Designed by the French national public health agency (*Santé Publique France*), this new optional logo provides consumers with the product's full nutritional quality at a glance. Of a total of more than 500 products in question, 98% of Bonduelle products are A or B classified. Nutri-Score labeling is now available at www.bonduelle.fr.

2.4.4 Plant-based food for as many people as possible

Food is a public health issue: according to the World Health Organization (WHO), a diet low in fruits and vegetables is one of the top ten risk factors for mortality worldwide.

Because children are tomorrow's consumers, and because, along with fish, vegetables are the food category they reject most, Bonduelle has come up with a whole world of plant-based food that kids crave.

Bonduelle believes that eating habits are learned. The group is deploying essential actions to familiarize children with vegetables so that they, too, will want more on their plate.

Encouraging people to eat healthy and sustainable food

2.4.4.1 Access to plant-based food

As part of the fight against waste (2.3.5. Waste management: zero loss and circular economy) and Bonduelle employees' involvement in the local life (2.5.6.2 Participation in the life of local communities and mobilization of employees), Bonduelle is carrying out solidarity actions to raise awareness about balanced nutrition and the value of vegetables.



In Russia, the Louis Bonduelle Foundation and Moscow State University are raising children's awareness

In Russia, the Louis Bonduelle Foundation worked hand-in-hand with the Moscow State University institute for health and safety for the protection of children and adolescents, to teach children how tasty and beneficial vegetables are. More than 240,000 school children participated in the "ABCs of vegetables" interactive program combining information, games, and discussion about vegetables from a nutritional and culinary standpoint.

In addition, Bonduelle is pursuing its research projects to understand children's relationship to food, particularly vegetables.

In order to improve knowledge about eating habits, the Foundation has designed a poster about the results of the EPICALIM research program, conducted in partnership with Epicurium, the museum in Avignon devoted to fruit and vegetables. Distributed as part of the Francophone Nutrition Days (*Journées Francophones de Nutrition*), this educational support illustrates the assessment and impact of on-the-ground initiatives on children's awareness of vegetables and their eating habits.

Following up on the Foundation's event in Canada last year (*Rencontres de la Fondation au Canada*), Bonduelle and two partners, the Quebec tourism and hotel institute (*Institut de tourisme et d'hôtellerie du Québec*) and the *C'est moi le chef !* (I'm the chef!) workshops in Montreal, organized six-month cooking classes to develop children's culinary skills.

2.4.4.2 The Louis Bonduelle Foundation – GRI 103-2, 413-1

In October 2004, the group set up the Louis Bonduelle Foundation which works to bring about a lasting change in eating habits. It is now active in France, Italy, Belgium, the Netherlands, Canada, Spain and, as of this year, Russia. Its work focuses on its three operational areas, which are all interconnected: educating and raising awareness by making information about plant-based food widely available; supporting research; and arranging and supporting actions on the ground.

The Louis Bonduelle Foundation is administered by a Board of Directors with eight voluntary members:

- three independent experts: Marie-Laure Frelut – pediatrician and member of the European Childhood Obesity Group, Béatrice de Reynal – nutritionist, and Abdelkrim Saïfi – Chairman of the Board of the French Heart and Arteries Foundation;
- five representatives of the group: Christophe Bonduelle – Chairman of the Louis Bonduelle Foundation and Chairman of the Bonduelle Group, Jean-Bernard Bonduelle – Member of the Bonduelle SA Board of Directors, Anne-Sophie Fontaine – Group CSR, Communication and Corporate Marketing Director, and Treasurer of the Louis Bonduelle Foundation, Laurence Depezay – Head of Sustainable Food Communication for the Bonduelle Group, and Gianfranco D'Amico – Chief Executive Officer of Bonduelle Italy.

Highlights 2017-2018

- 11th Louis Bonduelle Foundation Conference:

For its 11th event, the Foundation has chosen to focus on the relationship between the city and agriculture, from the history of gardening under the Ancien Régime to the perspectives and prospects that people assign to agriculture in or around the city. In addition to the issues frequently raised of local food sourcing, the focus at UNESCO headquarters in Paris was on the question of what food means to people in cities, and how they do or do not take back control of their food.

These events were organized around Christophe Bonduelle, Chairman of the Louis Bonduelle Foundation; Nicolas Bricas, Socio-Economist and Director of the UNESCO World Food Systems Chair; Florent Quellier, Historian; Joëlle Zask, Philosopher and Educator; Antoine Jacobsohn, Head of the King's Kitchen Garden at Versailles; and Julie Le Gall, Geographer and Lecturer.

- The 2018 Louis Bonduelle Research Award:

The 2018 Louis Bonduelle Foundation Research Award was given to Columbian student Andrea Pallarès Pallarès for her work at the University of Leuven (Belgium): Influence of distinct process-induced (micro) structures on the in vitro starch digestibility of common beans: A kinetic approach.

- Partnership with the European Childhood Obesity Group (ECOG): development of an eBook:

The Louis Bonduelle Foundation finances and participates in the free international knowledge database for childhood obesity practitioners and researchers, available on the ECOG website: <http://ebook.ecog-obesity.eu/>. Consulted more than 600,000 times since its appearance in 2015, the document is available in English, Spanish, Portuguese, and French.





– Partnership with the ANCA Chair:

Since 2016, the Louis Bonduelle Foundation has been a member of the ANCA Chair, hosted by the AgroParisTech Foundation, which develops innovative educational tools to raise awareness of balanced nutrition. In 2018, the chair created a forward-looking digital comic called “Manger vers le futur” [Feed-Forward]: <https://mangerverslefutur.org/>.

Projects supported in 2017-2018 – GRI 413-1

Every year, the Company's Louis Bonduelle Foundation launches a call for projects to support local initiatives whose aim is to improve eating habits. These international calls have already resulted in support for 207 projects.

Seventeen new local initiatives were selected following a call for projects in December 2017, entitled “Légumes pour tous, produire et s'approvisionner autrement” (Vegetables for everyone: an alternative approach to production and supply):

– MESA BRASIL – São Paulo, Brazil

A new training course designed to help head cooks in social institutions served by the Mesa Brasil Program reduce food waste from plant-based food (bark, stems, seeds, etc.): lower costs, better health!

– ATHERBEA – Bayonne, France

With the workshop “Les bocalx solidaires” [Community Jars], disenfranchised people residing at the association preserve fruit and vegetables collected from the Bayonne Food Bank in jars.

– URBA TERRA – Albi, France

La Ferme du Gô [Gô Farm] at the center of Albi, is a central point for a farmers' cooperative, a training site, a space for project leaders and people out of work as well as a public display site.

– VALDEC'QUINT – Saint-Julien-en-Quint, France

Sponsored by the association, the “Gratte la terre” [Scratch the Soil] project is a set of small projects related to biodiversity, agriculture, food production, and the sharing of collectively-grown crops.

– VIA SAHEL GASCOGNE – Sangha, Mali

The cafeteria at the Iby School is teaching students about market gardening, balanced diets, and taste, and distributing 600 meals each day to all nine grades (elementary and middle schools).

– LES COLS VERTS – Rennes, France

In the priority district of Blosne, the Neighborhood Farm is a place for training, growing healthy food, socializing, and learning about the links between food and health.

– FUNDACION A LA PAR – Madrid, Spain

“Notre jardin potager” [Our Kitchen Garden] brings the country into the city, teaching people about horticulture and the importance of healthy eating, and promotes access to jobs for people with intellectual disabilities.

– LA GLUTAMINE – Tresses, France

The association promotes sustainable, relocalized, and high-quality subsistence farming. It raises awareness of the “zero-waste, zero wasted” circular economy and promotes social and professional inclusion.

– LES FERMIERS DE LA FRANCILIENNE – Paris, France

In line with the association's educational actions, this future community-led eco-restaurant offers fresh, local vegetables from short supply chains and educates the public about the link between the environment, agriculture and healthy food.

– LE SOUFFLE 9 – Paris, France

In their future market garden, young people will take a carefully-considered approach to growing vegetables that they then cook and eat.

– LE PARTI POÉTIQUE – St Denis, France

Developed with Zone Sensible – the World Cultures Farm, this hands-on project conveys the values of eating well at mealtime and reflects the cultural and culinary diversity of the 155 nationalities in its territory.

– BANQUE ALIMENTAIRE INDRE – Châteauroux, France

This project combats food waste of fruit and vegetables and is aimed at improving the nutritional balance of those receiving food aid.

– BANQUE ALIMENTAIRE CHARENTES – France

The association has created a workshop for processing fruit and vegetables with short shelf lives.

– MAISON DE QUARTIER DES ORS – France

This mobile processing laboratory is a meeting point for residents and producers, traveling through neighborhoods and towns to collect, cook, and can fruit and vegetables.

– LES JARDINS DU VOLVESTRE – France

The Cocagne Alimen'Terre program makes local organic vegetables accessible to all, promoting food independence and affordable quality.

– LES SAVEURS DU MARCHÉ – France

From farm to fork, a group will go to pick fruit, vegetables, and flowers at the Ferme du Paradis in Seclin.

– OUORT DE BENEVENT – France

This community garden in the hamlet of Bénévent in the village of Saint-Bonnet-en-Champsaur is a place for gardening, bringing generations together, and passing on know-how.

2.5 Ensuring the “well-living” of employees and local communities

2.5.1 A summary of the challenges, objectives and results – GRI 103-2

One of the Bonduelle Group’s five CSR objectives for 2025 (see 2.1.2 A pioneering approach) is to ensure that employees and communities live well. This ambition takes the form of a simple, long-term macro-objective that can be communicated and monitored each year by the group’s Executive Management: “To foster employee engagement and increase the local involvement of its production facilities by encouraging each site to take part in at least one community initiative, underpinned by the target of zero workplace accidents”. At Bonduelle, “well-living” is defined as follows: “A state of mind that seeks to balance employees’ skills, needs and expectations with the constraints and opportunities linked to the work environment”. It is therefore about ensuring that employees are able to flourish, and

contributing to the “well-living” of the communities around its sites. These ambitions reflect the core values held by the Company since it was established: people-minded, integrity, confidence, excellence, fairness, openness and simplicity.

An ambition was defined for this objective and was approved by the Executive Management in early 2016. This ambition consists of three pillars: Responsibility, Meaning and Development. Each of these pillars is composed of different priorities. Work toward living well by combining corporate **responsibility**, employees’ motivation to reach their **full potential** and the collective pursuit of **meaning** in the initiatives we enter into.

For years, basics such as human rights and safety have been the cornerstone of this ambition.

These basics, together with the Bonduelle Group’s personnel profile, are key to understand the group’s ambition, as set out by each business unit in its own road map.

Progress of the 2025 road map

Challenge	Objectives	Results 2017-2018*
<ul style="list-style-type: none"> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (SDG 8) 	Look after the basics	Frequency of work-related accidents: 6.91
	Being a responsible company and empowering employees	Percentage of employees receiving regular performance and career development reviews: 72.14%
	Help its employees to fulfil their potential	Average training duration per individual: 34.05 hours
	Be meaningful	Number of sites to have launched or continued a joint initiative with their local community during the year: 24 sites

* Scope of indicators: group excluding BFA.

This chapter, which has been restructured this year, describes the major actions implemented by each business unit for each pillar and the key indicators, in line with the defined ambition.



2.5.2 Human resources policies and means implemented – GRI 103-2

Employee development covers safety, working conditions, social dialog and skills development. These four concerns are central to the Bonduelle Group’s human resources policy, which is based on the Company’s values. The policy revolves around three strategic priorities:

- **the creation of economic value**, through hiring high-potential employees, knowledge and skills transfer and the management of value-creation with quantified targets;
- **the international growth model**, integrating skills development, increasing the internationalization of management and anticipating needs;
- **the development of human capital**, including talent development, cohesion and a shared corporate culture, and embracing Bonduelle’s corporate goals. Through innovation in all its forms (managerial, product etc.).

2.5.2.1 Organization

The Bonduelle Group Chief Human Resources Officer (CHRO) relies upon the Human Resources Directors of the business units and a corporate team to implement the human resources policy effectively. The group CHRO participates in and contributes to all of the group’s strategic decisions:

- defining group-wide policies and processes for personnel development, compensation and benefits;

- designing and implementing international communication initiatives, in response to the challenges facing the group and which are designed to promote sharing and networking.

Coordination meetings between the Human Resources teams of the business units and the group so that priorities, current projects and the rollout of the various programs can be discussed. The policy is then approved by the group’s Executive Management and applied in each business unit, where the human resources contact leads a network of dedicated staff.

Ongoing discussions take place between the group and Human Resources Directors of each business unit to monitor the progress and implementation of the strategies. Each process is designed jointly with the business units before it is launched.

The Human Resources teams from the five business units and the group meet at an international seminar held every two years. Bonduelle’s overall human resources strategy is presented to a wider audience at these seminars, with a discussion of the future challenges and sharing of best practices. The human resources function seeks to act as a genuine Business Partner.

2.5.2.2 Personnel profile and employment policy

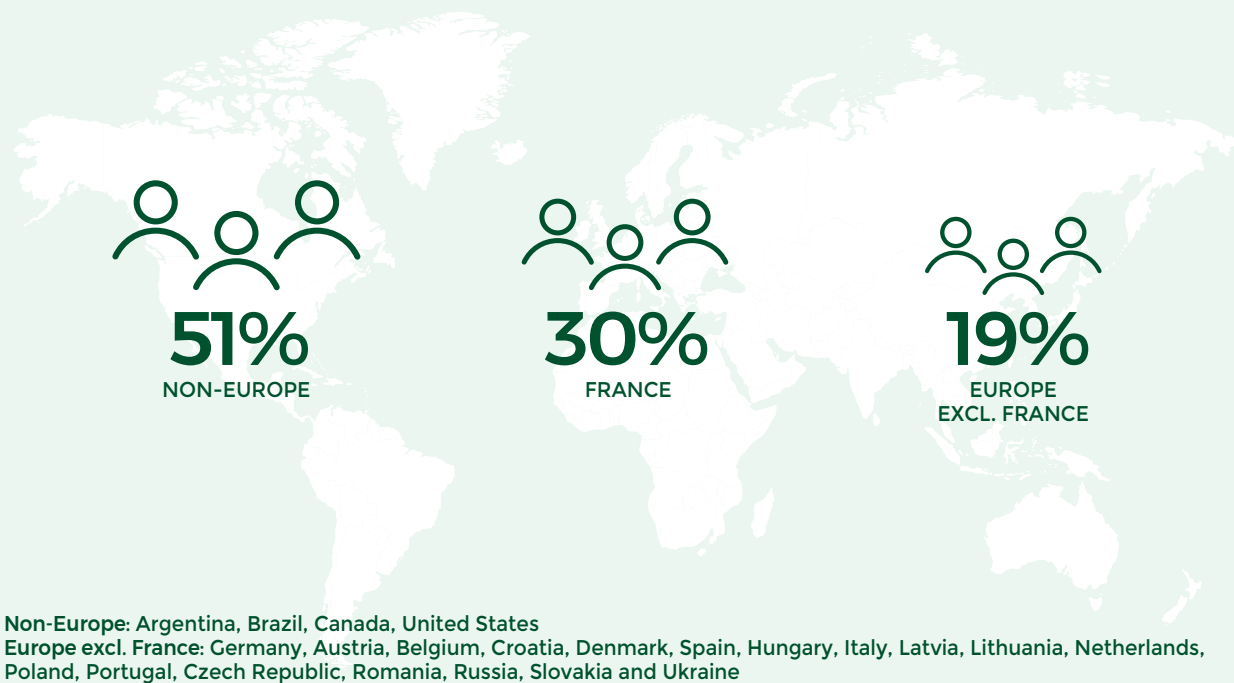
Bonduelle Group’s personnel profile⁽¹⁾

At June 30, 2018, the Bonduelle Group had 10,957 permanent employees, including 3,515 employees in the BFA business unit.

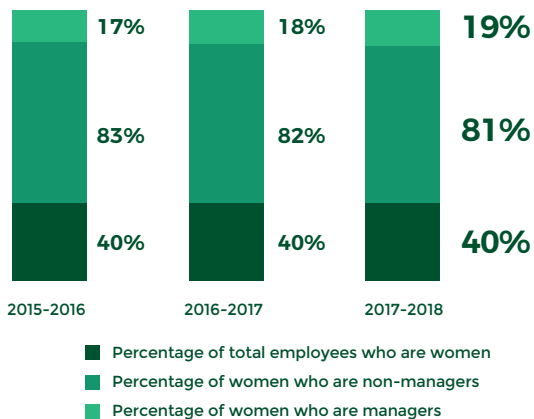
(1) The reporting scope, specified in Section 2.7.3, excludes employees of the Bonduelle Fresh Americas (BFA) business unit.

Ensuring the “well-living” of employees and local communities

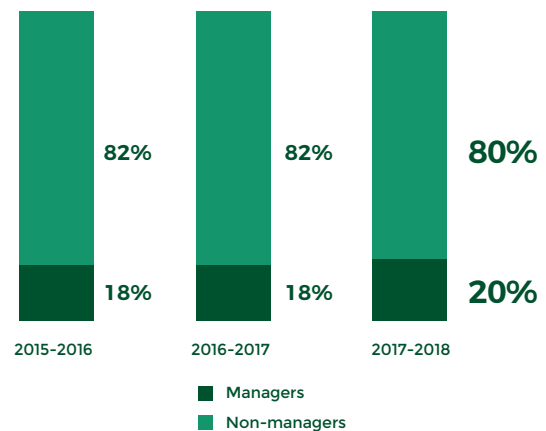
Geographic breakdown of Bonduelle Group employees with permanent employment contracts at June 30, 2018



Women as a proportion of permanent employees as at June 30⁽¹⁾ - CRI 405-1



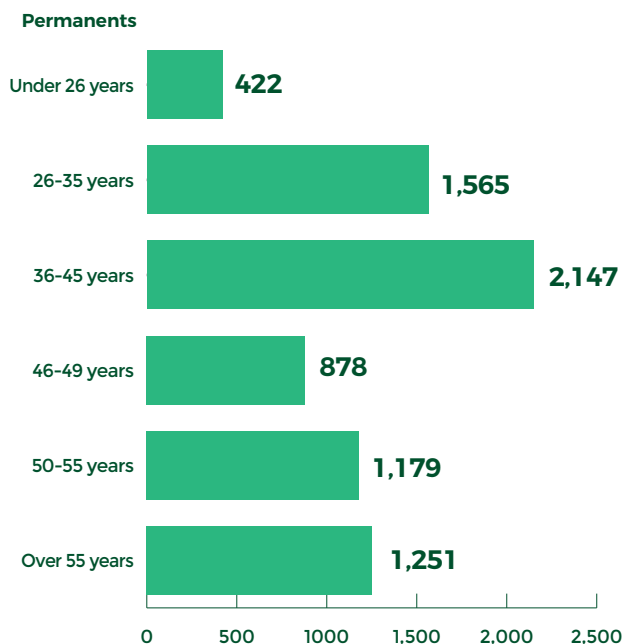
Status pyramid for permanent employees at June 30⁽¹⁾



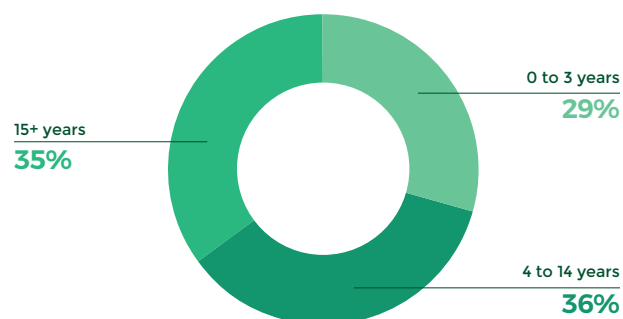
(1) Excluding Bonduelle Fresh Americas.

Ensuring the “well-living” of employees and local communities

Pyramid by years of service for permanent employees at June 30, 2018 ⁽¹⁾

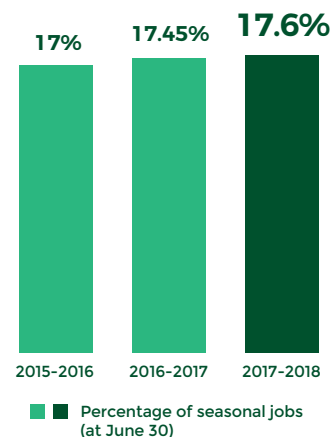


Length of service of permanent employees at June 30, 2018 ⁽¹⁾

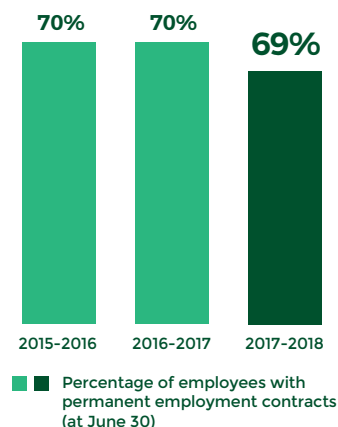


Average year of service among permanent employees is 12.

Percentage of seasonal jobs ⁽¹⁾



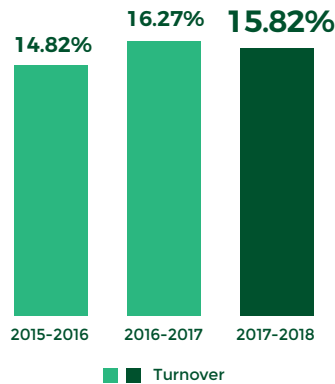
Change in the percentage of employees with permanent employment contracts - at June 30 ⁽¹⁾



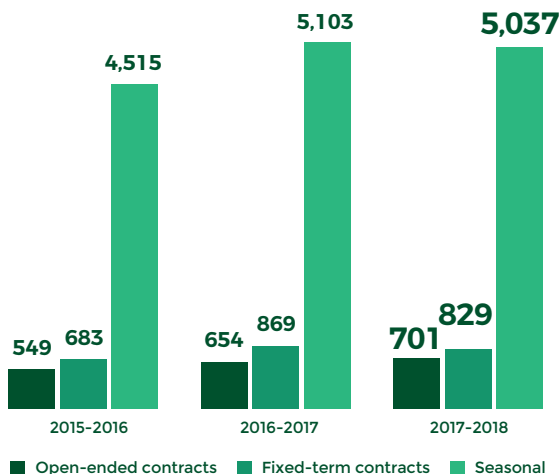
(1) Excluding Bonduelle Fresh Americas.

Ensuring the “well-living” of employees and local communities

Total Bonduelle turnover^{(1) (2)}



Changes in the number of new hires, and breakdown by number of contracts at June 30 ⁽¹⁾



Employment policy, local employment, seasonal employment

The stability of the number of permanent employees reflects the group's consistent approach to organizing its operations.

The very nature of its business and the rhythm dictated by the harvests mean that the Bonduelle Group employs a

large number of seasonal workers. Seasonal employment accounts for 17% of all Bonduelle Group's contracts (full-time equivalents). The Bonduelle Group is committed to all of its workers, and as such is developing responsible initiatives to provide them all with a quality working environment (see 2.6.3 Safety and working conditions).

The Bonduelle Group utilizes a range of strategies to secure the loyalty of its seasonal employees. In the United States, the group provides specific English language training sessions (*via* video) to seasonal workers whose first language is not English. In Italy, special programs are also in place for temporary workers without a good grasp of the local language. Loyalty is also earned by compensation policies (competitive overtime pay, bonuses paid at the start and end of the season in Hungary, etc.) and employment contracts which make working for Bonduelle compatible with other seasonal jobs.

At some sites, Bonduelle works with employer groupings to pool skills and provide regular seasonal work. As information on these contracts is difficult to track globally for each individual, the renewal rate is monitored by site.

The group also strives to transform its recruitment needs into opportunities for local jobseekers. The Bonduelle site at Estrées-Mons (France), for example, recruits 150 to 200 people every year at harvest time. It is a partner, with the Hauts-de-France regional authority and job center, of the “Pass Emploi” scheme, which helps motivated candidates prepare for a position by gaining a training certificate. The job center pre-selects the candidates, then training is provided by an approved body. The certificate demonstrates basic knowledge and skills, which are valuable in all sectors.

Depending on the employment areas in which its sites are located, Bonduelle focuses on local recruitment or opportunities for people from areas with few economic prospects.



Partnership in Poland with a local school to address recruitment issues

Faced with a shortage of skilled labor, the Gniewkowo plant (BELL) has joined forces with a local school to set up a three-year apprenticeship scheme. The scheme consists of a work placement with the plant's technical department and classroom-based theoretical teaching. Since September 2017, three young people from the local area have received training to become electromechanics and plumbers.

(1) Excluding Bonduelle Fresh Americas.

(2) Departures at the request of the employee (resignation, employee's decision at end of probationary period), due to death, retirement or agreed departure





2.5.2.3 Organization of work

At all of its locations, the Bonduelle Group complies with local regulations on working hours.

Work time is organized according to operational requirements. For example, in the BELL business units the work is organized as follows: several types of organization and pace are used depending on whether it is harvest time or not and depending on the department. At BELL France, a 2x8, 3x8 or 4x8 organization may be used during the vegetable harvest.

Within the BFE business unit, the work organization is adapted to the seasonal operations of ready-to-use fresh vegetables, bagged salads and prepared salads, for example by annualizing working hours and recruiting seasonal employees for production activities. In the plant, the work is divided among teams (2x8), with seasonal reinforcements to cover a six-day working week. Lastly, teleworking solutions are being introduced at the various headquarters, accompanied by an overhaul of management practices and processes (dematerialization, virtualization of business meetings, new collaborative workspaces, etc.).

2.5.3 The basics

2.5.3.1 Safety and working conditions – GRI 103-2, 403-4

Each and every person working for or with Bonduelle has the right to a healthy and safe working environment, ensuring their physical and mental well-being, notably through actions to prevent occupational diseases. Bonduelle is committed to maintaining excellent working conditions by developing prevention policies to ensure the highest standards of health and the best working conditions. This is one of the VeGo! initiatives targeting zero accidents with lost time by 2025.

The Bonduelle Group's safety policy was laid down in 2012 and revised in 2015. It highlights three fundamental principles that guide the group's approach:

- all accidents are preventable, the achievement of “zero accidents” is therefore a choice;
- accountability, notably through training, is the basis of a safety approach;
- Bonduelle guarantees safe working conditions. Productivity must not come at the expense of safety.

In particular, Bonduelle has adopted the STOP method – Safety Training Observation Program – to achieve its objective of zero accidents. This method, developed by Dupont de Nemours, is based on preventive observation of behaviors. It enables employees to integrate the safest behaviors into their work culture, to optimize safety performance and to reduce

and/or eliminate workplace injuries and illnesses. Participants are trained in methods that give them the knowledge and tools to work safely. Employees trained in this approach can then pass their knowledge on to their colleagues and staff, so that everyone can play a role in everyday safety.

No plant employees, even seasonal workers, can take up their position until they have been trained in safety on the site and on their specific job. They are issued with all general and job-specific safety instructions, and can also take additional training modules – in ergonomics for instance.

Safety is also a mandatory point on the agenda for Group Management Committee meetings, weekly plant Management Committee meetings, monthly meetings between the Industrial Directors of each business unit and Plant Directors, and quarterly meetings between the General Management of business units and Country Managers. Representatives from the business units also attend meetings of a Group Health and Safety Steering Committee. BFA joined the safety community and Safety Committee in 2017-2018. The Committee's membership has therefore changed and its working language is now English.

To mobilize employees on this issue, business units have the choice of factoring safety into the variable compensation granted to operational staff, in accordance with a recommendation issued by the group. This recommendation is changing in line with the new, more stringent standards: the bonus calculation is at least 10% based on safety, with a recommended level of 20%. The criteria for awarding the bonus vary depending on each site. Originally based on performance indicators such as frequency rate, they will gradually move towards more proactive prevention indicators such as the number of STOP observations per thousand hours worked.

The existence of a safety network, with 260 representatives from all sites in 2018, allows discussions to take place on best practices, priority measures and investments. Members of the BFA business unit joined this network in 2017-2018. Monthly reporting takes place at the group level. This allows the group's Executive Management to monitor key indicators such as frequency and severity rate over a rolling 12-month period, as well as the list of sites that have been accident-free for 12 months.

Site mobilization

In 2016-2017, a diagnostic assessment identified areas for improvement aimed at resuming the downtrend and renewing the motivation of all teams on the goal of zero accidents:

- maintain the involvement of management (safety on the agenda of the Executive Committee, the Management Committees and regular meetings of Industrial Directors and Plant Managers on this issue) and strengthen its role as an example in the promotion of results (public communication, organization of competitions, etc.);

Ensuring the “well-living” of employees and local communities

- define and implement proactive indicators allowing closer follow-up of accidents;
- develop new tools to accompany the process such as: an internal group safety assessment and evaluation chart, the specific deployment of the DuPont STOP method for certain sensitive areas, the training of commercial drivers and the testing of new DuPont techniques;
- increase the number of cross-cutting audits and assessments between sites.

In 2017-2018, the sites rallied behind workplace safety. Some examples are described below.

As of June 30, 2018, the **Santarem plant** in Portugal had recorded 668 working days without any lost-time accidents. This encouraging result comes after several years of disappointing performance in terms of occupational safety (frequency rate of between 16 and 22), despite being average for the country and the industry. To achieve these results, the plant mobilized on all fronts:

- applying the Dupont STOP observation methodology with an average rate of 1.7 observations per 1,000 hours worked in 2017-2018;
- investment in training on production line risks and preventive behaviors;
- strict enforcement of BELL's five safety rules (wearing PPE; obeying traffic regulations; holding the handrail on stairs; keeping workstations clean and tidy; conducting preliminary safety checks);
- improvement in working conditions, including the removal of line waste, floor cleanliness, and protection and accessibility of lines and equipment;
- factoring safety into Managers' personal targets and into the plant's overall target;
- improved communication and awareness.

The last accident with lost time in Santarem was in September 2016.

The Management Committee of the **BEAM business unit**, finding that road accidents represent the most significant risk, has launched an awareness campaign for staff who drive company cars (i.e. the sales force and agronomists). Any employee caught speeding more than three times in a rolling three-month period must attend a risk and awareness session. Over the last 12 months, 15 monthly fines have been recorded, compared with 50 at the start of the campaign in March 2017. In May 2018, this awareness-raising was extended to all employees. It focused on three points: banning mobile phone use while driving; compulsory seatbelt use; driver collision management. It is in the process of being communicated to the various bodies. A 12-point summary will be placed in each company car.

The **Rosporden plant** in France declared 2018 “Health and Safety Year”. The aim is to transform safety from a priority to a value, based on a shared mindset. As a New Year's resolution, everyone was asked to sign a written pledge to ensure their own safety and that of others. To make an impact and get people on board, the plant was shut down for an “I Feel Good” day, when staff had an opportunity to get together and talk about health and safety. Various workshops were on offer for the 240 employees, ranging from an overview of the CSR strategy to taking ownership of personal safety, nutrition and sleep, managing risk, and the use of video as a means of highlighting risk situations in the plant. In addition to participating in the workshops, employees took time to get to know each other, exchange views and understand individual constraints. Several initiatives have been launched in response to employees' suggestions. These will be implemented during the 2018-2019 fiscal year.

The **Oakfield plant** in the United States celebrated seven years without a lost-time accident. U.S. plants are continuing to make safety a permanent and visible priority for everyone. A few examples of these actions are described below:

- each year, plants celebrate if they have had another year without accidents;
- for the past two years, key performance indicators have been used to measure minor accidents and are taken into account when calculating plant Managers' bonuses;
- each plant chooses three annual safety-related initiatives, which may or may not require investment.

For example, the Oakfield plant is working on an ergonomics project. The “zucchini” line has been modified to minimize handling and new equipment has been installed to reduce the use of machetes during the cutting process.

During the 2017-2018 fiscal year, the **BFA business unit**, where the work is still largely manual, focused on awareness and prevention of accidents caused by slips and falls in its plants. For example, it has introduced the “Halo” safety rule for motorized industrial trolleys, the examination and designation of aisles in and between production areas, and the mandatory use of non-slip footwear. It also stresses the importance of good housekeeping and the need for three points of contact when mounting materials handling equipment (one foot and two hands for handling equipment or stairs).

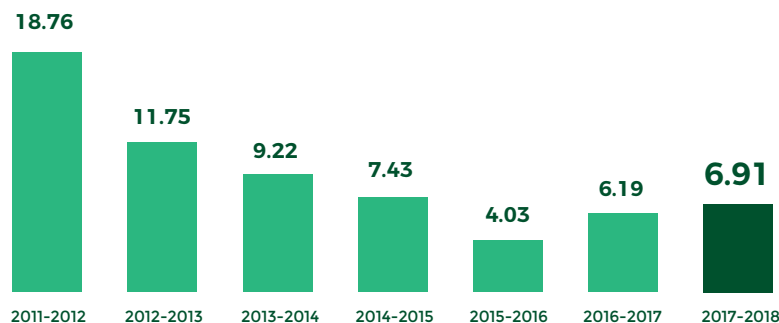
Results

Together, these measures enabled the group to make significant progress between 2010 and 2018, with the frequency rate of workplace accidents with lost time falling from 24.39 to 6.91. These results reflect the close care and attention by Bonduelle to safety issues at all sites around the world.





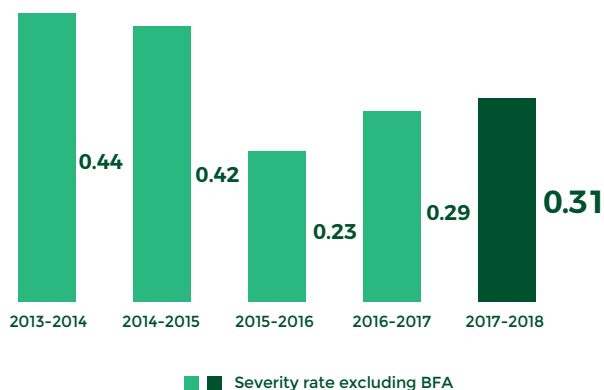
Changes in the frequency rate of workplace accidents for all employees at June 30⁽¹⁾



In 2017-2018, the frequency of work-related accidents for the BFA business unit was 1.75.

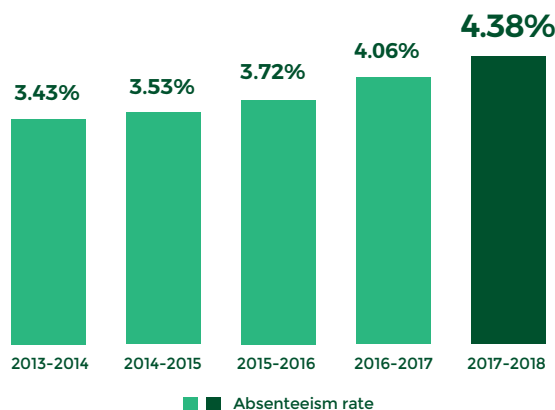
After a significant decline, the frequency rate of workplace accidents with lost time increased in 2018, with a reading of 6.91 at the end of June.

Changes in the severity rate of workplace accidents for all employees at June 30⁽¹⁾



In 2017-2018, the severity rate of workplace accidents in the BFA business unit was 0.14.

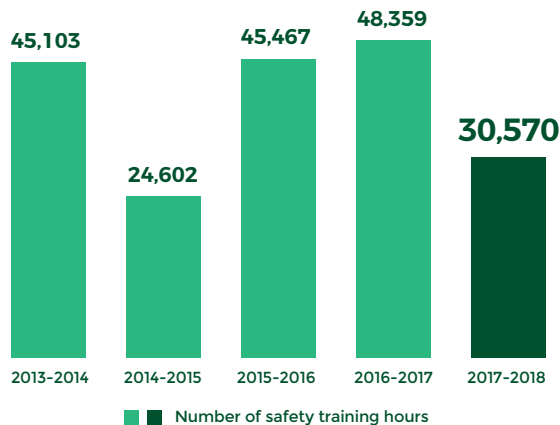
Change in absenteeism rate at June 30⁽¹⁾



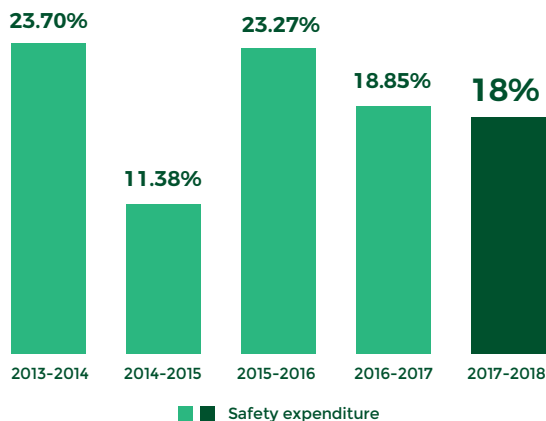
(1) Excluding Bonduelle Fresh Americas.

Ensuring the “well-living” of employees and local communities

Change in the number of safety training hours at June 30⁽¹⁾



Change in safety training expenditure as a percentage of total training expenditure⁽¹⁾



2.5.3.2 Human rights – GRI 102-12, 103-2, 407-1, 408-1, 409-1, 412-3

Bonduelle complies with international labor laws. It is committed to respecting the European charter of fundamental rights in its organization. The group has also undertaken to comply with and promote the fundamental conventions of the International Labour Organization (ILO) and Convention No. 135 concerning workers' representatives. Most of the countries in which Bonduelle operates as an employer are signatories to these conventions, meaning

that 73.6% of employees are covered. Bonduelle's internal commitments ensure compliance with these conventions, over and above countries' commitments. The countries that are not signatories are:

- fundamental convention No. 29 on forced labor: United States;
- fundamental convention No. 87 on freedom of association and protection of the right to organize: Brazil, United States;
- fundamental convention No. 98 on the right to organize and collective bargaining: United States;
- fundamental convention No. 100 on equal remuneration: United States;
- fundamental convention No. 111 on discrimination in employment and occupation: United States;
- fundamental convention No. 138 on minimum age: United States;
- convention No. 135 on workers' representatives: Belgium, Canada, United States.

All countries in which Bonduelle employs people have ratified the following conventions:

- fundamental convention No. 105 on the abolition of forced labor;
- fundamental convention No. 182 on the worst forms of child labor.

The Bonduelle Group has been a member of the United Nations Global Compact since 2003. Launched in 2000, the Global Compact aims to encourage companies to adopt fundamental values according to ten universal principles derived from the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on the Environment and Development, and the United Nations Convention Against Corruption.

2.5.3.3 Wage policy and employee recognition – GRI 203-2

In all countries where Bonduelle has a presence, the group's wage policy goes above and beyond the current minimum wage. The group offers wages in line with those in its sector. The rules applicable in each country reflect local realities, in compliance with the principle of fairness.

In France, the BELL business unit informed its social partners of a plan to manage the skills and remuneration of manual workers, clerical staff, technicians and supervisors. Its aim is to offer employees more transparency and clarity regarding development pathways. The plan will be unveiled to employees by November 2018 at the latest. It will initially concern logistics staff (*i.e.* around 400 people), before being extended to all other departments in 2019.

(1) Excluding Bonduelle Fresh Americas.

2.5.4 Responsibility

The Bonduelle Group has decided to focus on four priorities under the Responsibility pillar: the employability of its staff, employee health, diversity and transparency.

2.5.4.1 Employability: Talent development and training – GRI 103-2, GRI 404-3

Throughout its history, Bonduelle has developed its own specific management model, influenced by its business, its mode of governance and its values. The group shares this model with its Managers via training courses which teach them more about the group and its history, values and VegeGo! vision. This also helps them understand what their role is as Managers.

“Discovery” is the group’s induction program. For two days, Managers from different business lines and countries learn about the group through visits, experiences and discussions with directors and officers. Over the two days, Managers learn more about the group’s ambitions and how they can contribute to them. In 2017-2018, 57 new Managers took part

in Discovery. Four sessions were held, including one in North America.

“ManageGo!” is a two-day seminar that brings together Managers and encourages them to find the right balance between setting high standards and compassion, in line with our values and ambitions. It is based around the three core priorities of Bonduelle’s ManageGo! management model: nurturing performance, developing people, and being agile.

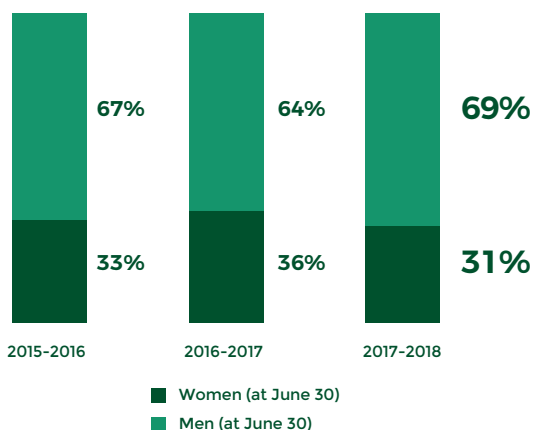
The group’s training program Finance For Growth also continued in 2017-2018. This teaches Managers how to build the concept of financial value creation into their operational decision-making. More than 700 of the group’s Managers have completed this course since it was first launched in 2015. From Canada to Russia, they have tested the business case and experimented with financial concepts to gain a better insight into the concepts of ROCE and Current operating income. The program will be rolled out to local Managers in France and then Russia this year, followed by all group countries next year.

All group employees have an annual performance review, irrespective of their job. It is an opportunity for everyone to assess their performance and discuss their training needs and goals with their Manager.

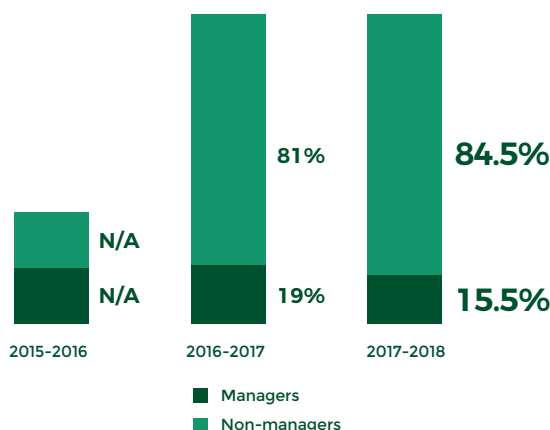
Change in training resources⁽¹⁾ – GRI 404-1

	2015-2016	2016-2017	2017-2018
Training as a percentage of payroll	1.44%	1.40%	1.26%
Amount spent on professional development	3,740,560	3,730,206	3,649,576
Number of training hours	177,979	174,102	185,938
Average training duration per individual (in hours)	29	31	34
% of employees who received training	61%	55%	52%

Change in the breakdown of training hours by gender at June 30⁽¹⁾ – GRI 404-3



Change in the breakdown of training hours by status at June 30⁽¹⁾ – GRI 404-3



(1) Excluding Bonduelle Fresh Americas.

Change in the percentage of employees receiving regular performance and career development reviews at June 30⁽¹⁾ – GRI 404-3

	2015-2016	2016-2017	2017-2018*
Percentage of employees with permanent employment contracts	80%	81%	72%
% women	81%	82%	73%
% men	78%	80%	72%
% Managers	N/A	92%	77%
% non-Managers	N/A	79%	71%

* The calculation method changed in 2017-2018: the number of individual interviews targeted is the number of employees at June 30 of the prior year.

2.5.4.2 Benefits and healthcare

The Bonduelle Group has set the goal of giving all permanent employees access to a social welfare system by 2025. The audit undertaken in early 2017 continued in all countries in 2018, with a view to deepening the knowledge of market practices and drawing up recommendations for the Bonduelle Group. The next step for the Company is to establish its program on group-wide key benefits by 2025.

2.5.4.3 Diversity – GRI 103-2, 405-1

The Bonduelle Group firmly believes that diversity in the workplace is a form of wealth to be explored and shared.

It is committed to eliminating all forms of discrimination in the workplace and in employee relations, both direct and indirect. This principle of non-discrimination applies not only to hiring, but also throughout all stages of employment and during the various HR processes (training, assessment, compensation). It is underpinned by programs to promote diversity.

Gender and intergenerational diversity

Two agreements signed in 2017-2018 underscore the Bonduelle Group's commitment to diversity:

French agreement on intergenerational workforce planning of December 1, 2017. This agreement reflects a desire to predict and accommodate the transformation of the business, anticipate the skills that the Company will need in

future in a timely manner, manage and plan for the wave of retirements that the group faces because of its age pyramid, recommend actions to promote the sustainable inclusion and retention of young people and “senior” workers, and facilitate the necessary skills renewal by encouraging schemes to transfer employee knowledge and skills, key elements of the Company's wealth.

French agreement on professional equality and quality of life at work of February 12, 2018. This agreement reaffirms the group's commitment to promoting gender equality, with diversity regarded as a key factor in the group's performance and in the personal fulfillment of its employees. The aim is not only to recruit, develop and retain employees with diverse personal characteristics (age, culture, origin, gender, disability, etc.), but more importantly, to capitalize on differences, ensuring that everyone can help achieve the group's goals by reaching their full potential.

The following indicators are described in paragraph 2.5.2.2. Bonduelle Group's personnel profile:

- percentage of women in the group;
- age pyramid.

Inclusion and retention of employees with disabilities

Through its HANDIPOL disability mission, Bonduelle has had a proactive policy for the inclusion and retention of employees with disabilities in France since 2006.

(1) Excluding Bonduelle Fresh Americas.



Jointly managed, the disability mission is responsible for coordinating and harmonizing internal and external actions in the area of disability policy. Since its creation, there have been four agreements on the inclusion and retention of employees with disabilities. The employment rate for employees with disabilities was 2.3% at the end of June 2018.

One of these agreements resulted in the customization of 49 workstations between 2015 and 2017, 18 of which were in 2017-2018. For example, the entire production line at the Genas plant (BFE) was customized to cater for the needs of all employees (some with medical restrictions). The agreement also led to partnerships being set up with specialist recruitment organizations and an increase in purchasing from the sheltered employment sector, resulting in a 20% increase in the use of sheltered workshops and organizations that help disabled people back into work (ESAT) between 2016 and 2017.

The Renescure site (BELL) has strengthened its longstanding partnership (of more than 20 years) with the ESAT “Les Papillons Blancs”. It organizes training for volunteer tutors of people with disabilities, offering them a two-week placement with an ESAT (visit and presentation of the various jobs and services offered).

Since this agreement expired in December 2017, a fifth agreement was signed on February 12, 2018 (see below) for a four-year period. Through this fifth agreement on inclusion and retention, the Bonduelle Group reaffirms its commitment to:

- embedding the existing diversity schemes in place for the past few years in the group’s culture, with new corporate awareness actions and the involvement of all employees;
- achieving a 6% employment rate for employees with disabilities across the group;
- adapting the targets and resources available to each site to improve or maintain their employment rates;
- addressing any skills gaps to facilitate retention;
- tackling the issues raised by an aging population at the various group sites.

To achieve these objectives, the Bonduelle Group Executive Management in France has identified five priorities:

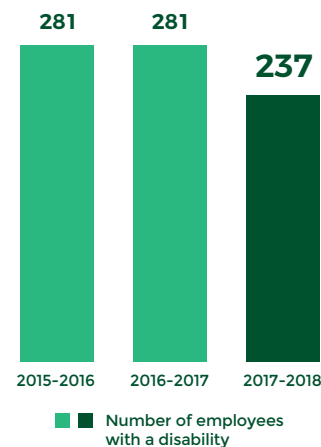
- recruitment;
- retention;
- inclusion and training;
- relationships with the sheltered employment sector;
- management and coordination.



European Disability Employment Week: tackling prejudices around disability

The 2017 European Disability Employment Week focused on the theme of prejudices around disability. At Bonduelle, it began with the organization of breakfasts prepared by ESAT organizations at the Renescure and Villeneuve d’Ascq sites, supported by the Executive Management in an interview broadcast on the group’s internal channel. All week, various activities helped to raise awareness among employees.

Number of employees with disabilities (full-time equivalent) at June 30⁽¹⁾ – GRI 405-1



2.5.4.4 Transparency: Social dialog – GRI 102-41, 103-2, 203-2, 403-4, 407-1

Forums for dialog and agreements signed in 2017-2018

In accordance with its ethics charter, which has been introduced in every country where the group operates (see Section 2.1.4 Ethical business practices and <https://www.bonduelle.com/en/sustainable-development/documents.html>), Bonduelle encourages openness and dialog in its internal relations. The group respects the right of its employees to form or join the representative organization of their choice, including trade unions and workers’ organizations, and to be able to participate in collective bargaining negotiations. Bonduelle respects the role and responsibilities of the social

(1) Excluding Bonduelle Fresh Americas.

partners and is committed to negotiating issues of collective interest with them.

At June 30, 2018, 83% of the group's employees (excluding BFA) were covered by a collective agreement. - GRI 102-41.

The European Works Council (EWC) is a forum for cross-border information, consultation, exchange of views and social dialog. The EWC provides regular updates on Bonduelle's situation and development, organizes social dialog, and presents the group's social policy, particularly on employment, training, safety and working conditions, and CSR. It meets at least once a year to present the group's strategic direction and report on the fiscal year just ended in Europe.

A training course, open to all EWC members, was held in April 2018. It focused on the use of collaborative tools and sharing in connection with the Group's digitalization and financial accounting indicators useful for a solid understanding of the financial data presented at plenary meetings.

The French group Works Council is the representative body for Bonduelle's activities in France (canned, frozen and fresh products and prepared foods). This Committee provides French employee representative bodies with additional information, above and beyond its legal obligations, on Bonduelle's activities in Europe and outside of Europe.

In accordance with the agreement establishing the EWC, renewed by unanimous decision in 2017, CSR features on the agenda of each annual ordinary meeting. In April 2018, the following topics were covered: presentation of the group's CSR policy; social report; strategic workforce planning; employee savings plan; “Climate” survey; APONH program. This commitment also applies to the French group Works Council, which had the same agenda in March 2018, together with a presentation from the disability mission Handipol.

Lastly, presentations were given to both councils on safety performance and the progress of VegeGo! initiatives.

In 2017-2018, Bonduelle signed 47 collective agreements with employee representative bodies in the countries where the group operates.

“Climate” survey

In order to support the ongoing momentum of the VegeGo! program, in 2014-2015 the group introduced a “Climate” survey for all employees every two years. Its aim is to establish their motivations and level of engagement and to implement the measures needed to meet their expectations. The second survey conducted in 2016 recorded an 89% participation rate among employees from more than 20 countries. The data was analyzed by an external organization, guaranteeing the confidentiality of the responses. The results for each entity were compared internally with those belonging to the same controlling area, and with the results of the previous survey. The group's results were also compared with those of other companies. Managers from each entity were informed of their own results and were assisted in sharing these results within their teams, as well as in devising and implementing improvement plans.



In Canada, plants step up initiatives following the “Climate” survey

In 2017-2018, numerous initiatives were set up in Canada as part of the “Climate” action plan. For example:

- in Brockport, employees were able to speak directly to healthcare and pension insurance providers at a “benefits” stand;
- in Strathroy, a mid-term review was carried out with Managers to track the progress of key action plan initiatives, while to improve communication with employees off-site or without a Bonduelle email address, a web application was developed (CommuniGo) which contains useful information and services for staff;
- in Oakfield, internal communication and document sharing have been improved and rotas are planned further in advance for shift workers;
- in Bergen, a rest room was built at the “Seasonal Housing Camp”, while employees are briefed at monthly meetings. The Oakfield and Bergen sites joined forces to organize a benefits stand, plant visits and training.

Shutdown of the Russy-Bémont site

The shutdown of the Russy-Bémont site in France, where production ceased at the end of June 2016, was the subject of a unanimous agreement signed by employee representation bodies. As of March 30, 2018, 49 of the 62 employees who were made redundant (79%) had found permanent employment. Numerous measures have been taken to support the shutdown, including 12 meetings of the monitoring committee, various training courses (24 safe driving aptitude certificates and 29 vocational retraining courses), 34 applications for vocational retraining leave, 9 temporary and degressive benefits granted, 5 hiring subsidies funded, 133 job reassignments proposed, and local regeneration aid pledged in association with the chamber of commerce.

The Bonduelle Group has no official policy that it systematically applies in this field, since shutdowns have rarely happened in its history. Like the arrangements put in place in Russy-Bémont, redundancy measures are adopted on a case-by-case basis, taking into account the specific circumstances of the site concerned, local regulations and the issues inherent to the local labor market.



Industrial disputes

In 2017-2018, the Bonduelle Group recorded a collective industrial dispute at the Rosporden site. This seven-day dispute resulted from a disagreement over pay talks.

2.5.5 Fulfillment

Fulfillment is a powerful lever for employee engagement. Actions around employee development and quality of life at work are put in place so that everyone can get a sense of fulfillment from working for Bonduelle.

2.5.5.1 Well-being at work and ergonomics

The Bonduelle Group is driving improvements to working conditions and the work environment in the interests of its employees' welfare. Sites are encouraged to take ownership of the process by developing their own action plan in response to their specific challenges. Various initiatives have emerged across the group, some of which are described here.

In Madrid (Spain), the B Up! project came about from employee suggestions following the results of the “Climate” survey. A team of volunteers from different departments at the site launched a “Health Week” with various workshops: sophrology, yoga, making smoothies, conscious meditation, personal massage sessions, hiking, etc. Weekly, monthly and annual activities were then planned to maintain the dynamic of well-being at work. Overall, 93% of employees feel that Health Week has been helpful to them.

In Brockport (United States), “B-Well, our well-being program” hires well-being coaches to teach employees about healthy eating and lifestyles, while a competition encourages them to eat well and exercise. Nurses also offer cholesterol screening. With this program, the site hopes to improve its employees' well-being, boost their productivity and lower their insurance premiums.

In Brazil, Bonduelle held a Pink October to improve breast cancer awareness. The Company has negotiated special discounts for its employees for mammograms and breast ultrasound examinations and consultations. This year, 28 examinations were carried out.

In Reutlingen and Straelen (Germany), the Health Management project offers activities tailored to different categories of employees (plant, administration, sales) covering three areas: physical well-being, mental well-being and nutrition. Between February and June 2018, six activity sessions were held to improve the atmosphere at work, reduce healthcare costs and make the Company more attractive.

At the Villeneuve d'Ascq site (France), the project “B! Happy”, launched in September 2017, involves a 90-minute break each month inspired by positive psychology aimed at cultivating optimism and encouraging employees to be more active in order to improve their well-being. Since its launch, more than 150 participants have benefited from the experience.

In the BFE business unit in France, to continue the process of promoting wellness and a healthy work/life balance, employee initiatives give more meaning and vision throughout the year (open-house days, “I Feel Good Day”, workshops on the corporate “Climate” survey, etc.).

2.5.5.2 Get involved in CSR through intrapreneurship

The “#Tomorrow at Bonduelle!” scheme translates the group's ambition to encourage employees to take ownership of CSR. It consists of a scheme to support intrapreneurship projects and is open to all employees. See Section 2.1.2.4, The central role played by the “All actors” approach.

2.5.6 Meaning

The Bonduelle Group wants to offer its employees more than just a job, so it has designed its corporate culture to be meaningful. This consists of responding to its employees' search for more meaning.

2.5.6.1 Participating in local community life and rallying employees – GRI 103-2, 203-2, 413-1

Bonduelle has prioritized participation in local communities. The VegeGo! project aims to galvanize employees and help make local communities a better place to live, in line with the group's values. Depending on its specific characteristics, each production facility plans to develop at least one project in partnership with local stakeholders. In 2017-2018, 35% of Bonduelle sites launched or continued initiatives. These included the following:

To mark Breast Cancer Awareness Day, **four US plants – Irwindale, Swedesboro, Florence and Jackson** – raised 14,323 US dollars for the Susan G. Komen® Foundation to support breast cancer research, awareness-raising, education and screening programs in local communities.

At the Tecumseh site in Canada: employees were asked to donate sleeping bags, hats, gloves and other new or nearly-new accessories to homeless people, as well as equipment for

Ensuring the “well-living” of employees and local communities

making coffee and hot chocolate. Numerous donations were collected by the charity Street Help, including ten brand-new sleeping bags suitable for low temperatures.

In Russia, the **Novotitarovskaya, Timachevsk and Moscow sites** organized a fund-raising campaign and voluntary work in two nursing homes in the Kaluzhskaya and Krasnodar regions, in a bid to involve all BEAM employees in initiatives to help the elderly and disabled. In 2017-2018, the fund-raising campaign received more than 26,000 rubles. The target for next year is 70,000 rubles.

Since 2015, **employees at the Santarém site (Portugal)** have helped various local non-profit organizations (e.g. taking part in a solidarity walk, designing a garden for people with disabilities, landscaping the grounds at an orphanage, etc.). Each year, employees suggest ideas and pick a local charity

to support. On average, 36 volunteers take part each year. In 2018, 2,000 trees were replanted in an area devastated by fire.

Every Easter and Christmas, employees at the **Warsaw (Poland)** site organize collections for vulnerable people (e.g. food, household products, toiletries) and raise money for cinema tickets or vouchers which can be spent in children's stores. Around 60 people take part in these collections each year.

To help the victims of Hurricanes Harvey and Irma in Texas and Florida (United States), and of the fires in California in the second half of 2017, employees at the **Irwindale and Jackson** sites made almost 60,000 chicken Caesar salads. They also loaded the trucks so that the American Red Cross could distribute the salads in the affected regions of the U.S.

Site participation in local community life⁽¹⁾ – GRI 413-1

	2014-2015	2015-2016	2016-2017	2017-2018
Number of headquarters or agro-industrial sites to have initiated or renewed a joint project with their local communities during the year	12	27	33 or 47% of sites	24 or 35% of sites

(1) Excluding Bonduelle Fresh Americas.

2.5.6.2 Encouraging well-living through plant-based food

The Bonduelle Group is naturally an active promoter of plant-based food. Its employees are both its first customers and its first ambassadors of the benefits of nutrition on well-being. In this spirit, Bonduelle's plants have embarked on various initiatives, such as:

- In June 2018, the Bedford Factory in Canada (BALL) highlighted the theme of healthy eating with a range of activities, including: a drawing competition (“Draw a fruit, a vegetable or a health food”) for its employees' children, with a prize on offer of a 150 dollar basket of health foods; the distribution of several varieties of fruit during employee breaks; a tasting of protein bars made from cricket powder to introduce people to alternative protein sources; a “Food” seminar on the negative impact of diets, how to choose which food to buy, understanding hunger and the sensation of feeling full, etc.

2.5.6.3 Promoting the employer brand in a meaningful way

APONH, a flagship project reflecting Bonduelle's commitment to communities

APONH is a development aid project launched as part of the VegeGo! initiative and currently taking place in Cameroon. The aim is to help local communities live sustainably by supporting farmers and entrepreneurs with the development of their crop-growing industry. Working alongside its project partner, the European Institute for Cooperation and Development (IECD), APONH is led by a team of employee volunteers. With APONH, Bonduelle's employees take part in a joint project linked to the Company's businesses and know-how. The project has the support of the Bonduelle family, who were keen to join the initiative.

Each year, the group's sites rally behind the project. For example, in 2017-2018:

- employees at the Ruchocice site (Poland) decided to donate their overtime pay to APONH;
- the Genas site (France) organized a sale of spices from Cameroon and gave a lunchtime presentation to employees;
- the Villeneuve d'Ascq site (France) held a homemade cake sale.





Recognition

Each year, the Bonduelle Group endeavors to recognize the commitment of its employees. In 2018, it achieved this through:

- **employee initiatives.** The BELL business unit, for example, rewards employees involved in safety and grants funding for improving working conditions, while the Italy Awards encourage all employees to suggest ideas and projects to improve the group’s performance and working conditions;
- **employee investment.** Every year, BFA rewards plant employees for their performance and embodiment of Bonduelle’s values. The 38 beneficiaries in 2017 were rewarded with two days of relaxation in a theme park. At BEAM, employees can vote for their “hero” of the year from the categories of mentoring, professional support or prompt and unfailing assistance. At BALL, for example, employees can choose a gift from a catalog, while in some countries the long-service award is accompanied by a cash payment;
- **peer recognition.** A gratitude board at Irwindale (BFA) allows employees to thank one or more employees publicly. During the Managers’ Days, people could hand out gratitude awards to other employees. At Saint-Césaire, employees write heartfelt letters of thanks to their colleagues.

The Bonduelle Group co-optation program, launched in 2017, also offers individual or collective incentives depending on the business unit.



With “Fresh We Up”, the BFE business unit gives meaning to the VegeGo! ambition

With its “Fresh We Up” program, the BFE business unit has adopted the VegeGo! business plan and ramped up its implementation. Managers can choose a project to participate in on a voluntary basis from a list of nine projects. Following the launch in March 2018, all the teams were already in place by June, with 50% of the 250 Managers taking part. The nine projects are based on a three-pillar ambition which ultimately seeks to redefine how people work together: unlocking potential, identifying key innovation players, and fostering a sustainable and agile organization. Managers – who are the driving force of the management chain – will receive support so that they can get all employees on board with the process.



“Managers’ Days”: a two-day event to look back at past achievements and plan for the future.

The Managers’ Days took place in northern France on April 5-6, 2018. They were attended by some 1,300 Managers who had travelled from all over the world to reflect on what Bonduelle has become, celebrate its achievements and plan for the future. Opened by a show highlighting the group’s core values, the event continued with a six-part exhibition showcasing Bonduelle’s roots, talent, agricultural and industrial innovation, well-being and proximity to customers via new distribution channels. In total, 190 Bonduelle employees and 60 external providers staffed 36 exhibition stands and 16 food stands covering an area of 2,000 m². On the fringes of the exhibition, 12 in-house speakers hosted an event which addressed cross-cutting issues.

Day 2 of the Managers’ Days featured a session which looked ahead to the future and a presentation of Bonduelle’s strategic priorities and challenges. Representatives from the fifth, sixth and seventh generations of the Bonduelle family took the opportunity to express their attachment to the Company’s history and future, and to thank Managers for their commitment. Lastly, Christophe Bonduelle announced the new governance structure introduced on July 1, 2018, with separation of the role of Chairman from the role of group Chief Executive Officer, now entrusted to Guillaume Debrosse. This landmark event in the group’s history was welcomed by participants, who gave it a score of 9.15 out of 10 in the satisfaction survey.

2.6 Note on the CSR reporting methodology

2.6.1 Context and objectives - *GRI 102-50, 102-48, 101-1, 101-2*

The analysis of Bonduelle's CSR performance is reported annually in this registration document.

Bonduelle increased its commitment to progress in sustainable development and CSR in 2002-2003, using a traditional phase-based project management methodology:

- phase 1: set and validate objectives and communicate these throughout the organization;
- phase 2: implement progress plans to achieve these objectives;
- phase 3: measure and monitor the results.

Managers in the appropriate fields have drawn up lists of indicators for Bonduelle's CSR priority areas, in association with their exchange networks and approved by the operational teams. The indicators were chosen based on a combination of Bonduelle's CSR commitments and Global Reporting Initiative (GRI) Standards Core option guidelines, as well as the expectations of stakeholders and the regulations set by the Grenelle environment act (France), culminating in the drafting of Bonduelle's own reporting guidelines.

This report was prepared in accordance with Article 225 of the French Grenelle II Act of July 12, 2010 and the Core compliance option of the GRI Standards (see Section 8.4.4 - Cross-reference table between the Corporate Social Responsibility report, the GRI Standards Content Index and Article 225 of the Grenelle II Act). The indicators were reviewed in 2016-2017 according to the requirements of the GRI Standards Core compliance option and the priorities defined by the materiality initiative, which is being circulated throughout the group. The Bonduelle Group has chosen to stay ahead of certain requirements introduced by the order (No. 2017-1180) of July 19, 2017 which transposes Directive 2014/95/EU of the European Parliament and the Council of October 22, 2014, specifically the mandatory publication of a non-financial performance statement. Thus in 2017-2018, chapter 1 of this document contains a presentation of the business model and summarizes the main CSR issues in the materiality matrix prepared in connection with the group risk map.

This document also contains the Bonduelle Group's duty of vigilance plan and the report on its actual implementation, pursuant to French law No. 2017-399 of March 27, 2017 on the monitoring duties of parent companies and contracting companies.

Reporting has taken place every year since 2002-2003. This year the fiscal reporting period is from July 1, 2017 to June 30, 2018. The indicators published in the registration document include the results of the past year and those from the previous four years to allow changes in indicators to be monitored. The reporting period may be adjusted or delayed by a few days depending on data availability.

The primary aim of reporting is to enable the group to enhance its sustainability management. The findings are analyzed by the CSR Steering Committee and the Bonduelle Group Executive Committee to determine the objectives for the following year. The production facilities also have direct access to their indicators so that they can monitor and analyze their performance.

Pursuant to Article L. 225-102-1 of the French Commercial Code, Deloitte, Co-Statutory Auditor, performed work to verify the social, environmental and societal information presented in chapter 2 of the registration document and revised the reporting guidelines and the application of those guidelines in several entities.

This report contains neither modifications nor removals of material aspects of information provided in previous reports.

2.6.2 Procedure - *GRI 102-48, 101-1, 101-2*

The group's CSR and External Communication Director is responsible for overseeing reporting, in addition to the Managers of the areas concerned: human resources, agronomy, natural resources, quality and nutrition, transportation and purchasing - and by the CSR and Foundation teams.

The data is collected annually by the correspondents on the sites and in the business units. The group's Management Consolidation Department checks and consolidates this data.

Covering the entire Bonduelle Group and all aspects of CSR, the Metrio® tool is used to input the data needed to calculate the indicators. Each user has their own personal access, depending on the plant and his or her area of responsibility in the report. To ensure that everyone fully understands the indicators, definitions (scope, data requested, units and examples) can be accessed in the data entry interface. The results of the indicators are directly accessible to the report's contributors using tables and graphs. The group's production facilities can also compare their results with each other to encourage the exchange of best practice. The contributors



to the reporting are trained in Metrio® and given assistance throughout the reporting process.

Human resources reporting (uses the COGNOS RH database tool) and calculations of CO₂ emissions from transport are not yet calculated using the Metrio® reporting tool. The results are imported into Metrio® to consolidate the CSR indicators within the same tool.

Control and validation

An automatic consistency check is carried out in the Metrio® tool: if the value entered deviates significantly from the previous year, this triggers an alert. The member of staff concerned can then modify or confirm the value by adding a note.

Approval is required for each value entered. Plant Managers are responsible for validating their site's Natural Resources and Quality data. Agricultural Managers validate the upstream agriculture data sheets, while country Purchasing Managers validate the purchasing sheets.

For human resources, the data are reported and validated by the Human Resources Officers in each country. They are then consolidated by the Human Resources Manager. Internal audits were conducted by HR teams for data control purposes and to improve the reliability of the process.

Supply chain services are responsible for reporting data on transport and CO₂ emissions. Each business unit checks its indicators prior to group consolidation.

Data consolidation

Consolidation of indicators takes place at business unit and group level using data from the Metrio® tool. A group consistency review is carried out by managers in the field and management control.

For the 2017-2018 fiscal year, the group chose to publish a selection of indicators relating to natural resources and human resources (see 2.6.3 Scope, below) reported by the BFA business unit (Bonduelle Fresh Americas, a business unit created by the integration of Ready Pac Foods). BFA data are not consolidated into group data but published as is. This choice makes it possible to compare 2017-2018 with 2016-2017 group data. The group plans to publish consolidated data including BFA in 2018-2019. Then 2017-2018 group data will be restated to include BFA so that the trend in the indicators can be tracked.

Human resources reporting tools

The group has set up a computer system that allows it to gathers human resources data, mainly using automatic configuration, with some manual entry in COGNOS. This setup applies to the group scope, excluding Canada and the United States, which have their own data collection system.

Coordination of reporting

CSR reporting involves approximately 220 correspondents in various roles across the Bonduelle Group's production facilities. The B!GREEN digital community encourages continued discussion about CSR among employees.

2.6.3 Scope -

GRI 103-1, 102-49, 102-45, 101-1, 101-2

CSR reporting extends to all Bonduelle Group sites and business units (Group organization - Section 1.6). The reporting scope is determined based on the scope of consolidation (5.5 Notes to the consolidated financial statements - Note 10.4 - List of group companies) and in accordance with the following rules:

- new sites and business units acquired by the Bonduelle Group during the fiscal year ended will be included within the scope for the following year. The four plants and headquarters of the American company Ready Pac Foods (company acquired in 2016-2017) were included in 2017-2018 as the BFA business unit for reporting the natural resource and human resource indicators deemed most significant. Finalization of the inclusion of BFA in the reporting will continue in 2018-2019 for all areas;
- sites and business units either disposed of or no longer in operation during the year ended are excluded from the scope for the entire period, to enable comparability of results;
- equity affiliates are excluded from the scope. Their activities are considered as external purchases. Exceptions are made for transportation and purchasing. OP OASI (Italy), an equity affiliate supplying solely to Bonduelle, is included in the purchasing scope;
- logistic centers are also excluded from the reporting scope, with the exception of transport and human resources. The Brockport (BALL) (USA) platform is included in the natural resources reporting perimeter;
- the headquarters of fully consolidated companies are excluded from the scope, with the exception of human resources;

- SAS Euromycel, a fully consolidated company, is excluded from the scope for all areas, with the exception of human resources. The numbers reported are not significant;
- the San Paolo d'Argon site (Italy) is included in the scope of the quality indicators.

Change in scope during fiscal year 2017-2018 – GRI 102-49

In 2017-2018, the CSR Department in charge of reporting contacted the BFA teams in order to include the new subsidiary. Working together, they selected the natural resource and human resource indicators that they deemed to be material and that could be reported by the BFA sites. The individuals in charge of reporting were identified and trained in reporting and using Metrio® software. The controls and validations of BFA data followed the same process as the other business units. The following indicators were reported by BFA for fiscal year 2017-2018.

Human Resources:

- employees with permanent employment contracts in service at June 30;
- frequency of work-related accidents;
- work-related accident severity rate;
- layoff.

Natural resources:

- water consumption (by source);
- energy consumption (by energy type);
- green waste production and recovery;
- effluent volumes discharged from plants.

Upstream agricultural activities

Reporting is based on production and activity areas: France Nord-Picardie; France South-West; Fresh Europe; Hungary; Poland; Russia; Portugal; Quebec, Ontario and Alberta (Canada); United States excluding BFA.

Transportation

Transport has been included in Bonduelle's CSR strategy since 2007-2008. In 2017-2018, the operating scope of transport reporting is defined thus: it does not include BFA but does include the BALL business unit (excluding Brazil) for the first year:

	Frozen vegetables	Canned vegetables	Mushroom	Fresh	Prepared
Upstream agricultural activities	Canada United States France Nord-Picardie France South-West Poland Portugal	Canada United States Hungary France Nord-Picardie France South-West Africa Poland Russia	France	France Italy Germany	France
Inter-sites	Canada United States France Poland Portugal Spain Russia	Canada United States Hungary France Nord-Picardie France South-West Poland Russia	France Poland	France Italy	France
Distribution	Canada United States Bermuda Jamaica France Spain Italy Benelux Germany/Austria Andorra Poland Portugal Czech Republic Slovakia Russia	Canada United States United Kingdom Jamaica Trinidad and Tobago Barbados Kuwait St. Vincent and the Grenadines France Europe Russia Kazakhstan	Poland France Belgium Spain Italy Germany	France Italy Germany	France



Transport-related CO₂ emissions are calculated based on kilometers traveled and tonnes transported, now monitored automatically and reported in real time. The group calculates CO₂ emissions from transportation using the guidelines produced by the ADEME (French Environment and Energy Management Agency) in Europe, and the GHG Protocol for the BALL business unit (excluding transport of agricultural commodities, which is calculated using the ADEME protocol). The transport flows considered for upstream agricultural activities represent only transportation of vegetable harvests from field to plant, and exclude transportation of vegetables purchased from suppliers.

Purchases

The responsible purchasing reporting scope is defined as: purchases made by Bonduelle, including metal cans, cardboard boxes and packing wrap, vegetables and ingredients used in its recipes and not grown or produced by the group, energy and animal products. The BFA business unit is not included in the scope in 2017-2018.

This scope varies by country:

- France: including seeds Europe;
- Italy: only packaging and indirect plant;
- Russia: only cardboard, packaging wrap, vegetables and ingredients;
- BALL business unit: only packaging, pulses and frozen;
- Portugal: only energy, indirect plant, packaging and ingredients.

Quality

The BFA business unit is not included in the 2017-2018 quality reporting scope.

2.6.4 Indicators – GRI 102-48

All quantitative reporting indicators can be found in Section 8, in a cross-reference table that also lists the GRI indicators and their correlation to the Grenelle initiatives. Section 2.7.6 of the Deloitte reports lists the indicators selected for verification work.

Specific information on an agronomy indicator

Surveillance network: Bonduelle Fresh Europe data are published separately from data from the group's other

production and activity areas and cannot be consolidated because they represent two different units:

- a number of farmers benefiting from the surveillance networks operating across the Bonduelle Fresh Europe scope;
- a number of surveillance networks operated by farmers in the rest of the group.

Methods and tools for transport indicators

The methods for calculating CO₂ emissions for Bonduelle's freight transport were devised by supply chain teams working closely with the ADEME (French Environment and Energy Management Agency) in 2009.

Following the enactment of Decree No. 2011-1336 on October 24, 2011, which establishes the calculation principles common to all modes of transport, and following the publication of the new European standard for the calculation and declaration of energy and greenhouse gas emissions from transport services (NF EN 16 258), Bonduelle has sought to comply with these principles and has revised the methods used for calculating emissions.

The calculation covers the carriage of goods (fuel consumption, which is higher in temperature-controlled vehicles due to the refrigeration unit) by road (trucks), rail or maritime freight. Truck manufacture and depreciation is not taken into account. Used only marginally by the group, air transport is not taken into consideration.

The assumptions used are:

- road transportation: the maximum truck payload is taken to be 25 tonnes for a 40-tonne road tractor and for a 44-tonne tractor, with the following two exceptions:
 - upstream agricultural activities, the maximum payload was considered equal to the maximum vegetable tonnage that can be transported, according to the density and crush resistance of the produce,
 - for temperature controlled trucks (+4°), the maximum payload was considered equal to 24 tonnes;
- emissions generated by road transportation for the Fresh and Prepared food businesses are calculated according to the messaging model recommended in the ADEME guidelines, in three segments: collection, traction and distribution, taking into account the unladen distance in each of the collection and distribution segments. This model may be adjusted according to the actual logistics flows to optimize data monitoring. For fiscal year 2015-2016, the second segment includes the unladen distance for two-segment journeys in France and Italy, unlike for Germany.

The supply chain teams work closely with the ADEME to devise a method common to each entity;

- for distribution, unladen return journeys were taken to be equal to 21%, in accordance with ADEME guidelines. Unladen return journeys were also taken to be 21% for picking when the actual distance was not known;
- for the Canned and Frozen businesses, the gross weight transported (including the weight of additional packaging) is included in the emissions calculation, whereas the net product weight is used for the Fresh and Prepared businesses, since there is no method for obtaining reliable data on the gross weight;
- for maritime transport to Cameroon, an average container vessel of 1,900-3,849 TEU was considered, unless otherwise specified. For transport to Kenya and intercontinental transport, a container vessel of over 7,500 TEU is used;
- rail transportation: for countries in Europe (France, Germany, Belgium, Spain, Italy, Luxembourg, the Netherlands, Portugal, the United Kingdom), it was assumed that rail transportation is powered by electricity. For other countries, it is assumed that trains mainly run on diesel.

Some marginal flows are not taken into account:

- returns and sample orders;
- customer orders dispatched by external suppliers;
- purchasing of ingredients and raw materials and/or packaging;
- credits due to returned goods;
- intra-site orders that are not transported;
- sales to brokers, donations, sales to employees, sales to colleagues;
- other sales: disposal of end-of-line products or products that have reached the end of their minimum storage life.

The transportation of fresh products is handled in a specific way. When occasional troubleshooting is required (for example, due to a strike at the storage depot), the standard logistics model is used.

The method used by the BALL business unit is based on the GHG Protocol.

The following indicator is calculated at August 31, 2018: kg CO₂ emitted per tonne transported.

Specific information on a human resources indicator

Strike hours: strike hours taken into account relate to internal Bonduelle Group reasons and do not include national calls to strike from outside the Company.

Individual interviews: the number of theoretical interviews is equal to the number of employees in full-time equivalent at June 30 of the prior year and the number of interviews completed is the number of interviews completed during the fiscal year.

Additional information for natural resources indicators

- The hazardous waste production indicator is limited: seven sites (Ruchocice, Reutlingen, Straelen, Cristalina, Ingersoll, Ste Martine and Strathroy) do not report the quantities of SIW generated or SIW for which return has been negotiated with suppliers. These sites account for 12% of the group's annual production.
- NO_x, SO_x and particulate emissions, mainly resulting from the operation of boilers, are monitored internally.
- T COD treated in an external treatment plant and T COD released into the natural environment in accordance with regulations: the quantities released and following treatment in lagoons in Canada are accounted for in full under "quantities discharged into the natural environment in accordance with regulations".
- tCO₂e from direct and indirect greenhouse gas emissions: greenhouse gas emissions related to the consumption of biogas on site are taken to be zero; Emissions related to the combustion of biomass were, on the other hand, reported in 2017-2018.
- Indicator of the type of packaging material: tracking of wooden pallets is not included in the packaging consumption indicator.

Additional information for quality indicators

Number of tests conducted on fresh, prepared and frozen product categories: product testing for listeria monocytogenes.



2.6.5 2017-2018 Reporting schedule - GRI 102-50, 102-51, 102-52, 102-53

Date	Action	Department
January	Update of the reporting matrix incorporating the requirements of GRI and Article 225 of the Grenelle law	Managers in the field and reporting coordinator
February	Update of definition guidelines	Managers in the field and reporting coordinator
April	Translation of guidelines	Reporting coordinator
June	Training of representatives in the reporting tools and methods	Reporting coordinator and representatives
July	Gathering of information	Subsidiary sites/areas to the subsidiary coordinator
August	Data validation	Persons responsible for approval in the reporting tool
August	Consolidation at group level by area and validation of consolidation	Group management control and managers in the field
September	Reporting audits at the production facilities	Production facilities audited
September	Audit of the group consolidation	Group management control
September	Audit of the CSR policy	Managers in the field
September	Review of the registration document for regulatory compliance with the Grenelle law	Group Communication
September	Validation of the registration document and detailed management charts	Managers in the field, group communication and group management control

The previous CSR report is included in the Bonduelle Group's registration document, available on www.bonduelle.com as of October 2017.

Any questions about the content of this report may also be sent using the contact form at www.bonduelle.com.

2.6.6 Assurance report – GRI 102-8, 102-56

Report by one of the Statutory Auditors, appointed as independent third party, on the consolidated human resources, environmental and social information included in the management report

This is a free English translation of the Statutory Auditors' report issued in French and is provided solely for the convenience of English-speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

For the year ended June 30, 2018

To the Shareholders,

In our capacity as Statutory Auditor of Bonduelle SCA (the "Company"), appointed as independent third party and certified by COFRAC under number(s) 3-1048⁽¹⁾, we hereby report to you on the consolidated human resources, environmental and social information for the year ended June 30th, 2018 included in the management report (hereinafter named "CSR Information"), pursuant to article L. 225-102-1 of the French Commercial Code (*Code de commerce*).

Company's responsibility

The General Management of Bonduelle SCA is responsible for preparing a company's management report including the CSR Information required by article R. 225-105-1 of the French Commercial Code in accordance with the reporting guidelines used by the Company (hereinafter the "Guidelines"), summarised in the management report and available on request from the company's head office.

Independence and quality control

Our independence is defined by regulatory texts, the French Code of ethics (*Code de déontologie*) of our profession and the requirements of article L. 822-11 of the French Commercial Code. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with the ethical requirements, French professional standards and applicable legal and regulatory requirements.

Statutory Auditor's responsibility

On the basis of our work, our responsibility is to:

- attest that the required CSR Information is included in the management report or, in the event of non-disclosure of a part or all of the CSR Information, that an explanation is provided in accordance with the third paragraph of article R. 225-105 of the French Commercial Code (Attestation regarding the completeness of CSR Information);

- express a limited assurance conclusion that the CSR Information taken as a whole is, in all material respects, fairly presented in accordance with the Guidelines (Conclusion on the fairness of CSR Information).

It is not our responsibility to provide any conclusion on the compliance with other applicable legal expectations, in particular those concerning article L. 225-102-4 of the French code of commerce (duty of care) or the French law 2016-1691 (fight against corruption).

Our work involved five persons and was conducted between April and September 2018 during a five-week period. We were assisted in our work by our sustainability experts.

We performed our work in accordance with the order dated 13 May 2013 defining the conditions under which the independent third party performs its engagement and the professional guidance issued by the French Institute of statutory auditors (Compagnie nationale des commissaires aux comptes) relating to this engagement and with ISAE 3000⁽²⁾ concerning our conclusion on the fairness of CSR Information.

1. Attestation regarding the completeness of CSR Information

Nature and scope of our work

On the basis of interviews with the individuals in charge of the relevant departments, we obtained an understanding of the Company's sustainability strategy regarding human resources and environmental impacts of its activities and its social commitments and, where applicable, any actions or programmes arising from them.

We compared the CSR Information presented in the management report with the list provided in article R. 225-105-1 of the French Commercial Code.

For any consolidated information that is not disclosed, we verified that explanations were provided in accordance with article R. 225-105, paragraph 3 of the French Commercial Code.

We verified that the CSR Information covers the scope of consolidation, i.e., the Company, its subsidiaries as defined by article L. 233-1 and the controlled entities as defined by article L. 233-3 of the French Commercial Code within the limitations set out in the methodological note presented with the CSR Information in the management report.

Conclusion

Based on the work performed and given the limitations mentioned above, we attest that the required CSR Information has been disclosed in the management report.

2. Conclusion on the fairness of CSR Information

Nature and scope of our work

We conducted around a dozen of interviews with the persons responsible for preparing the CSR Information in the departments in charge of collecting the information and,

(1) Whose scope is available at www.cofrac.fr.

(2) ISAE 3000 – Assurance engagements other than audits or reviews of historical financial information.



where appropriate, responsible for internal control and risk management procedures, in order to:

- assess the suitability of the Guidelines in terms of their relevance, completeness, reliability, neutrality and understandability, and taking into account industry best practices where appropriate;
- verify the implementation of data-collection, compilation, processing and control process to reach completeness and consistency of the CSR Information and obtain an understanding of the internal control and risk management procedures used to prepare the CSR Information.

We determined the nature and scope of our tests and procedures based on the nature and importance of the CSR Information with respect to the characteristics of the Company, the human resources and environmental challenges of its activities, its sustainability strategy and industry best practices.

Regarding the CSR Information that we considered to be the most important⁽¹⁾:

- at parent entity level, we referred to documentary sources and conducted interviews to corroborate the qualitative information (organisation, policies, actions), performed analytical procedures on the quantitative information and verified, using sampling techniques, the calculations and the consolidation of the data. We also verified that the information was consistent and in agreement with the other information in the management report;
- at the level of a representative sample of entities/sites selected by us⁽²⁾ on the basis of their activity, their contribution to the consolidated indicators, their location

and a risk analysis, we conducted interviews to verify that procedures are properly applied and we performed tests of details, using sampling techniques, in order to verify the calculations and reconcile the data with the supporting documents. The selected sample represents between 20% and 27% of quantitative data disclosed on human resources and between 19% and 57% of quantitative data disclosed on natural resources, transportation, agronomy, quality and purchasing.

For the remaining consolidated CSR Information, we assessed its consistency based on our understanding of the company.

We also assessed the relevance of explanations provided for any information that was not disclosed, either in whole or in part.

We believe that the sampling methods and sample sizes we have used, based on our professional judgement, are sufficient to provide a basis for our limited assurance conclusion; a higher level of assurance would have required us to carry out more extensive procedures. Due to the use of sampling techniques and other limitations inherent to information and internal control systems, the risk of not detecting a material misstatement in the CSR information cannot be totally eliminated.

Conclusion

Based on the work performed, no material misstatement has come to our attention that causes us to believe that the CSR Information, taken as a whole, is not presented fairly in accordance with the Guidelines.

Lille, September 28th, 2018

French original signed by the Statutory Auditor

Deloitte & Associés

Pierre-Marie Martin

Partner

(1) Quantitative human resources information: Number of permanent employees at June 30; Seasonal full-time equivalent employees; Seasonal employee new hires; Departures due to layoff; Total number of training hours; Average training duration per individual; Frequency rate and Severity rate of work-related accidents.

Quantitative natural resources and transportation information: Water consumption; Energy consumption; Production of green waste and breakdown by use; Breakdown of pollution discharge by treatment channel; Pollution produced at production facilities (COD) and proportion treated; Packaging; Greenhouse gas emissions scope 1 and scope 2; CO₂ emissions from transportation.

Quantitative agronomy information: Number of varieties tested.

Quantitative quality and purchasing information: Number of safety tests conducted; Number of tests conducted on phytosanitary waste and trace metal elements and percentage of compliant results.

Qualitative information: Prevention and safety policy; Management of energy consumption; Greenhouse gas emissions assessment; Responsible product and packaging design; Development of alternative cultivation techniques; Responsible purchasing from suppliers other than farmer partners; Road map encouraging healthy and sustainable food; Dialog with stakeholders.

(2) Entities and sites selected: Ruchocice (Human resources, Natural resources, Quality), Saint-Césaire (Human resources, Natural resources, Quality), Irwindale (Human resources, Natural resources), Renescure (Human resources, Natural resources), Bordères (Natural resources), Labenne (Production of green waste), Timashevsk (Training), Tecumseh (Seasonal full-time equivalent employees, Seasonal employee new hires, Production of green waste), Santarem (Agronomy, Quality), FRESH Frais Europe (Agronomy), Herm (Purchasing), BALL Canada (Purchasing), Estrées Surgelés (Quality), Rosporden (Work-related accidents), BALL (Transportation).

2.6.7 Results of all indicators – GRI 102-7, 102-8, 102-48

	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Revenue of the Bonduelle Group (in millions of euros)					
GRI 102-7	1,921	1,982	1,968	2,288	2,777

A. Agronomy

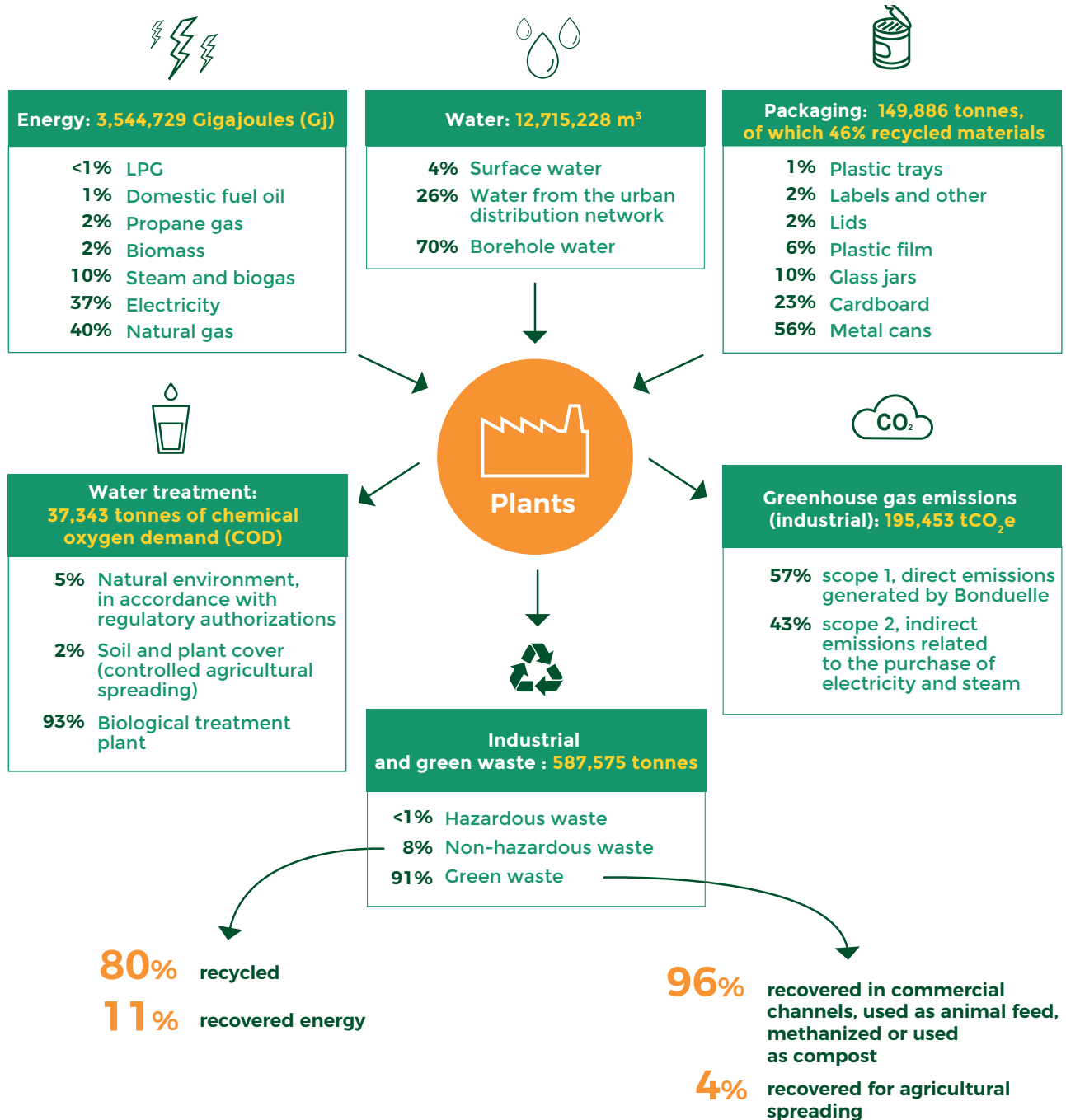
Indicator (excluding BFA)	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Varietal diversity Number of varieties tested across all regions where the group operates (2014-2015 data are not comparable due to a change in methodology).		3,835	1,330	1,013	1,299
Agricultural headcount Number of people (full-time equivalent Agronomy Department employees, including administrative staff, seasonal employees, trainees and those on permanent and non-permanent contracts).	246	252	258	261	264
Sourcing charter Percentage of farmers having signed it (either directly or included in contracts). GRI 308-1	93%	99%	95%	96%	96%
Farmer assessed Percentage of farmers assessed by an initiative with the aim of compiling an annual budget.	74%	87%	84%	88%	79%
Fertilization of land Percentage of farmers having adopted a method of fertilization recommended by Bonduelle.		92%	99.5%	88%	64%
Security network Number of Bonduelle Group trapping networks – excluding Fresh Europe*.				59*	54
Security network Number of farmers benefitting from trapping networks in the Fresh Europe business unit*.				130	132
Farmer loyalty Percentage of farmers who renewed their contracts versus the previous year.				91%	93%

* Different calculation method.

B. Natural resources

Consumption, discharges and recovery at Bonduelle’s production facilities

The following diagram presents consumption of natural resources and discharges into the natural environment generated by all Bonduelle Group production facilities.



Note on the CSR reporting methodology

Indicators	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Tonnes of manufactured product (TMP)					
<i>GRI 102-7</i>	1,137,305 TMP	1,094,504 TMP	1,060,882 TMP	1,054,278 TMP	1,068,412 TMP
Water consumption					
Number of m ³ consumed	12,032,822 m ³	11,475,372 m ³	11,660,490 m ³	12,424,679 m ³	12,715,228 m ³
<i>Number of m³ consumed (BFA)</i>					1,916,960 m ³
Number of m ³ consumed per tonne of manufactured product (TMP)	10.6 m ³ / TMP	10.5 m ³ / TMP	11.0 m ³ / TMP	11.8 m ³ / TMP	11.9 m ³ / TMP
<i>Number of m³ consumed per tonne of manufactured product (TMP) (BFA)</i>					12.8 m ³ / TMP
Water sourcing – GRI 303-1					
Borehole water	9,275,455 m ³	8,544,956 m ³	8,291,365 m ³	8,876,085 m ³	8,866,962 m ³
Urban water	2,391,002 m ³	2,566,504 m ³	2,979,323 m ³	3,055,151 m ³	3,270,171 m ³
<i>Urban water (BFA)</i>					1,916,960 m ³
Surface water	366,365 m ³	363,912 m ³	389,803 m ³	493,443 m ³	578,095 m ³
Energy consumption – GRI 302-1					
Total consumption in GJ (gigajoules)	3,187,816 GJ	3,153,521 GJ	3,069,997 GJ	3,131,844 GJ	3,544,729 GJ
of which Electricity:	1,294,188 GJ	1,253,145 GJ	1,268,663 GJ	1,290,175 GJ	1,306,115 GJ
<i>of which Electricity (BFA):</i>					226,442 GJ
of which Natural gas:	1,626,199 GJ	1,567,567 GJ	1,291,732 GJ	1,343,891 GJ	1,410,888 GJ
<i>of which Natural gas (BFA):</i>					35,862 GJ
of which Fuel oil (very low sulfur content):	0 GJ	0 GJ	0 GJ	0 GJ	00 GJ
of which Propane:	60,863 GJ	64,437 GJ	64,535 GJ	40,928 GJ	81,168 GJ
of which LPG:	3,351 GJ	3,349 GJ	2,648 GJ	1,975 GJ	3,312 GJ
of which Domestic fuel oil:	34,036 GJ	33,683 GJ	39,165 GJ	27,965 GJ	29,475 GJ
of which Biomass:	54,953 GJ	62,484 GJ	81,322 GJ	68,783 GJ	80,549 GJ
of which Purchase of Steam:	98,447 GJ	141,037 GJ	316,662 GJ	352,694 GJ	368,206 GJ
of which Biogas:	15,779 GJ	27,819 GJ	5,271 GJ	5,434 GJ	2,711 GJ
Electricity consumption by country (group scope including BFA):					
France	51%	49%	47%	46.1%	38%
Canada	22%	23%	26%	25.7%	22%
United States	13%	13%	13%	13.6%	28%
Portugal	4%	4%	4%	4.5%	4%
Poland	4%	4%	3%	3.4%	3%
Hungary	3%	3%	3%	2.9%	3%
Germany	2%	1%	2%	1.5%	1%
Russia	2%	2%	2%	1.5%	1%
Brazil	0.6%	1%	0.6%	0.7%	0.5%
Production of non-hazardous waste – GRI 306-2					
Tonnes	45,001 t	76,402 t ⁽¹⁾	43,077 t	48,876 t	48,930 t
kg per tonne of manufactured product	39.6 kg/TMP	69.8 kg/TMP	40.6 kg/TMP	46.4 kg/TMP	45.8 kg/TMP

(1) Of which 33,892 tonnes generated by the Tecumseh (Canada) plant, where there was a fire in July 2014.





Note on the CSR reporting methodology

2

Indicators	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Treatment:					
Industrial landfill:	22%	18%	17%	11.6%	9.4%
Energy recovery:	6%	3%	3%	7.6%	10.7%
Recycling:	72%	79%	80%	80.9%	79.9%
Production of hazardous waste - GRI 306-2					
Tonnes	182 t	284 t	167 t	206 t	188 t
kg per tonne of manufactured product	0.16 kg/TMP	0.26 kg/TMP	0.16 kg/TMP	0.20 kg/TMP	0.18 kg/TMP
Production of green waste - GRI 306-2					
Tonnes	487,318 t	550,643 t	592,689 t	552,068 t	538,157 t
Tonnes (BFA)					31,760 t
kg per tonne of manufactured product	428 kg/TMP	503 kg/TMP	559 kg/TMP	524 kg/TMP	504 kg/TMP
kg per tonne of manufactured product (BFA)					212 kg/TMP
Use (group scope including BFA):					
Agricultural spreading:	2.7%	8%	8%	8%	3.9%
Animal feed:	88%	72%	63%	59.8%	59.7%
Energy recovery:	0.7%	2%	2%	2.8%	6.6%
Marketable product:	8%	17%	19%	19.8%	18.8%
Other (compost) :	0.6%	1%	8%	9.6%	11.1%
Pollution discharge					
Breakdown by treatment channel, in m³ (group scope including BFA) - GRI 306-1					
Percentage (by m ³) discharged to treatment plant	86%	84%	84%	84%	85%
Percentage (by m ³) discharged for spreading after pretreatment	11%	11%	10%	11%	10%
Percentage (by m ³) discharged directly for spreading on crops	3%	5%	6%	5%	5%
Discharge of pollutants and proportion treated - GRI 306-1:					
Number of tonnes of COD (Chemical Oxygen Demand) produced at production facilities	44,392 TCOD	44,206 TCOD	41,090 TCOD	40,447 TCOD	37,343 TCOD
Percentage of COD treated at Bonduelle treatment plants	69%	78%	73%	75%	90.1%
Percentage of COD treated by the soil and plant cover (controlled agricultural spreading)	27%	17.5%	21%	19.8%	1.7%
Percentage of COD treated at external treatment plants	2%	2%	3%	2.6%	3.5%
Percentage of COD discharged into the natural environment in compliance with regulations	2%	2.5%	3%	2.6%	4.7%
Biosolids					
Tonnes of dry biological sludge	2,180 t	1,899 t	2,358 t	3,065 t	3,228 t
Nm ³ of biogas	1,576,263 Nm ³	1,677,528 Nm ³	1,318,384 Nm ³	1,201,007 Nm ³	885,304 Nm ³
Packaging					
Number of tonnes	150,845 t	160,549 t	149,196 t	144,992 t	149,886 t

Note on the CSR reporting methodology

Indicators	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Breakdown by type of material:					
Metal cans:	55.7%	56.3%	55.6%	55.1%	56.5%
Cardboard:	19.9%	20.7%	23.1%	23.6%	22.7%
Glass jars:	12.3%	11.2%	10.5%	9.9%	10.0%
Plastic film:	4.9%	4.8%	5.7%	6%	5.6%
Lids:	2.8%	2.6%	1.8%	1.6%	1.6%
Plastic trays:	1.6%	1.6%	1.5%	1.6%	1.5%
Labels and other:	2.8%	2.8%	1.7%	2.1%	2.1%
Recycled materials					
Percentage of recycled materials in packaging - <i>GRI 301-2</i>				48%	46%
Biodiversity					
Number of production facilities an area of outstanding fauna or flora				6	6
Expenditure, in euros, for minimizing the impact of activities on the environment					
Water and sludge from treatment station:	€1,816,014	€1,692,572	€1,181,274	€1,111,173	€2,378,665
Industrial and green waste:	€181,172	€49,949	€131,716	€360,437	€203,407
Air and energy:	€5,242,105	€2,915,092	€1,355,453	€1,441,496	€4,030,771
Greenhouse gas emissions					
*Scope 1: Tonnes of CO ₂ equivalent direct emissions (fossil fuels purchased for agro-industrial sites, excluding registered offices and tertiary sites) - <i>GRI 305-1</i>	110,180 tCO ₂ e	109,514 tCO ₂ e	95,558 tCO ₂ e	89,823 tCO ₂ e	110,779 tCO ₂ e
*Scope 2: Tonnes of CO ₂ equivalent indirect emissions (electricity and steam purchased for agro-industrial sites, excluding registered offices and tertiary sites) - <i>GRI 305-2</i>	77,734 tCO ₂ e	76,384 tCO ₂ e	74,637 tCO ₂ e	70,533 tCO ₂ e	84,674 tCO ₂ e
Scope 3 upstream: Tonnes of CO ₂ equivalent indirect emissions				804,098 tCO ₂ e	845,778 tCO ₂ e
Scope 3 downstream: Tonnes of CO ₂ equivalent indirect emissions				1,234,290 tCO ₂ e	1,243,491 tCO ₂ e
Emissions of ozone depleting gas					
Tonnes of CO ₂ equivalent for R22, R134A, R404A, R422A	475 tCO ₂ e	3,484 tCO ₂ e	2,600 tCO ₂ e	2,009 tCO ₂ e	3,379 tCO ₂ e

* Emissions related to energy consumption at headquarters and tertiary sites were estimated and recognized under scopes 2 and 2 as presented in the overall assessment of GHG emissions in Section 2.4.3.

(1) Of which 33,892 tonnes generated by the Tecumseh (Canada) plant, where there was a fire in July 2014.

Scope 3 upstream includes: Products and services purchased, capitalized assets, emissions related to contributions and energy, transport of goods upstream and distribution, waste generated, business travel, commuting, upstream leased assets. The following non-material sub-items were excluded from the analysis since they represent less than 1% of the results of the carbon assessment carried out in 2012: volume of pesticides purchased, total volume of potassium fertilizer purchased.

Scope 3 downstream includes: Transport of goods downstream and distribution, transformation of products sold, use of products sold, end-of-life of products sold, downstream leased assets, franchises, capital expenditure. The following sub-items were excluded from the analysis since they do not concern Bonduelle or were considered non-material: upstream leased assets, downstream leased assets, franchises, investments.





Note on the CSR reporting methodology

Directive 2003/87/EC establishing a scheme for greenhouse gas emission allowance trading within the European Community applies to the Bonduelle Group for its European sites equipped with a boiler with a capacity of more than 20 MW. The Emission trading scheme (ETS) for the period 2013-2020 involves two Bonduelle sites: Estrées-Mons, Reinsured (France), excluding the Vaulx-Vraucourt (France) site in 2015 following technical modifications.

For 2017, the allocation of free quotas equates to 16,671 tCO₂e. Certified and transferred emissions totaled 18,857 tCO₂e. The use of biomass steam in 2015 at the Estrées-Mons (France) site made it possible to halve the group's greenhouse gas emissions that are subject to the Emission trading scheme (ETS). Through energy savings made at its sites since 2008, Bonduelle has surplus allowances available in its account; as such it did not have to make purchases on the carbon allowance market in 2016.

C. Transportation (excl. BFA and Brazil)

Indicators	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
CO₂ emissions (tonnes of CO₂)					
Upstream agricultural activities	15,698 t CO ₂	18,085 t CO ₂	18,620 t CO ₂	22,485 t CO ₂	22,758 t CO ₂
Inter-site	14,645 t CO ₂	13,510 t CO ₂	14,499 t CO ₂	14,498 t CO ₂	14,347 t CO ₂
Distribution	76,568 t CO ₂	73,854 t CO ₂	69,994 t CO ₂	67,111 t CO ₂	66,854 t CO ₂
TOTAL (EXCL. BFA AND BALL)	106,911 t CO₂	105,449 t CO₂	103,113 t CO₂	104,094 t CO₂	103,959 t CO₂
TOTAL BALL (EXCL. BRAZIL)					138,230 t CO₂
Ratio of kg CO₂ emitted per tonne transported (EXCL. BALL AND BFA)					
Upstream agricultural activities	19 kg CO ₂ /t	19 kg CO ₂ /t	21 kg CO ₂ /t	26 kg CO ₂ /t	25 kg CO ₂ /t
Inter-site	19 kg CO ₂ /t	17 kg CO ₂ /t	19 kg CO ₂ /t	19 kg CO ₂ /t	20 kg CO ₂ /t
Distribution	74 kg CO ₂ /t	71 kg CO ₂ /t	70 kg CO ₂ /t	68 kg CO ₂ /t	68 kg CO ₂ /t

D. Quality

Indicators (excluding BFA)	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Safety testing – GRI 416-1					
Number of tests conducted on fresh, prepared and frozen product categories		19,000	20,537	19,985	20,237
Number of tests conducted on the canned products category		44,600	43,788	43,900	44,451
Certified facilities					
Number of ISO 9001 certified facilities	16	13	12	11	9
Number of ISO 22000 certified facilities	2	3	3	3	3
Number of IFS certified facilities	22	20	20	19	19
Number of FSSC 22000 certified facilities	5	4	4	4	5
Number of BRC certified facilities	15	15	16	15	15
Number of SQF certified facilities	3	3	3	3	4
Number of facilities certified "organic"	11	17	17	14	7
Number of days of system or product audits carried out by certification bodies, authorities or customers				291	282
Number of hours raising employees' awareness of food quality, food safety, food defense, etc.				16,409	16,869

Note on the CSR reporting methodology

Indicators (excluding BFA)	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Customer services	1 Customer Services Department operates in each country				
Purchases of processed fruit and vegetables					
Number of suppliers (excluding partner vegetable producers) who have signed the Simplified agronomic charter	92	106	105	96	104
Percentage of suppliers (excluding partner vegetable producers) who have signed the Simplified agronomic charter	32%	35%	42%	38%	40%
Number of tests conducted on phytosanitary waste and trace metal elements (TME)	439	411	465	564	619
Percentage of compliant results obtained from tests on phytosanitary waste and trace metal elements (TME)	94%	97%	95%	98%	99%
Number of suppliers audited – (Excluding Canada and the United States)	59	47	41	32	13
Percentage of suppliers audited – (Excluding Canada and the United States)	21%	15%	16%	19%	7%
Number of suppliers assessed – (Excluding Canada and the United States)	93	171	199	141	145
Percentage of suppliers assessed – (Excluding Canada and the United States)	32%	56%	79%	82%	80%
Number of suppliers audited – Canada and the United States*				15	15
Percentage of suppliers audited – Canada and the United States*				18%	20%
Number of suppliers assessed – Canada and the United States*				79	75
Percentage of suppliers assessed – Canada and the United States*				96%	99%

* Different calculation method from the rest of the Bonduelle Group.



**E. Human resources – GRI 102-8**

Indicator	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Number of permanent employees at June 30 of the reporting year	6,983	6,974	7,100	7,330	7,442
Number of permanent employees at June 30 of the reporting year (BFA)	N/A	N/A	N/A	N/P	3,515
TOTAL	6,983	6,974	7,100	7,330	10,957
Number of full-time equivalent permanent, non-permanent and seasonal employees and employees on other contracts over the reporting period	9,569	9,755	9,961	10,220	10,519

* N/P : Not provided.

Total employees by type of employment contract and geographical area (full-time equivalents in 2017-2018)

	France	Europe excl. France	Non-Europe	Total
Open-ended contracts	3,220	1,538	2,485	7,243
Non-Permanent	249	183	40	472
Seasonal	591	560	698	1,849
Other	550	159	245	955
TOTAL	4,610	2,440	3,469	10,519

Total workforce by gender, status, age and geographical area (permanent employees as at June 30, 2018)

GRI 405-1	France	Europe excl. France	Non-Europe	Total
Women	1,314	664	978	2,956
Men	1,950	929	1,607	4,486
Managers	761	325	367	1,453
Non-Managers	2,503	1,268	2,218	5,989
Permanent employees aged under 26	122	43	257	422
Permanent employees aged 26-35	657	318	590	1,565
Permanent employees aged 36-45	973	532	642	2,147
Permanent employees aged 46-49	419	209	250	878
Permanent employees aged 50-55	568	257	354	1,179
Permanent employees aged over 55	525	234	492	1,251

Note on the CSR reporting methodology

Indicator	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Seniority (permanent staff)					
0 to 3 years	1,910	1,892	1,988	2,099	2,194
4 to 9 years	1,476	1,519	1,545	1,616	1,652
+ 9 years	3,597	3,563	3,567	3,615	3,596
Average Seniority	12.81	12.82	13.00	12.27	12.00
New hires, in number of contracts - GRI 401-1					
Open-ended contracts	784	641	549	654	701
Non-Permanent	1,187	942	683	896	829
Seasonal	6,473	4,791	4,515	5,103	5,037
Workers with a disability (full-time equivalents (FTE)) - GRI 405-1	268 FTE	264 FTE	281 FTE	281 FTE	237 FTE
Total group turnover - GRI 401-1 (Scope: departures at the request of the employee, due to death, retirement or agreed departure)	12.84%	13.23%	14.82%	16.27%	15.82%

Departures by status in 2017-2018

	France	Europe excl. France	Non-Europe	Total
Managers (excluding BFA)				
Due to layoff	14	8	2	24
Due to a death, retirement or agreed departure	27	13	9	49
Due to the employee (resignation, end of probationary period)	30	21	20	71
Due to transfer	23	2	10	35
Non-Managers (excluding BFA)				
Due to layoff	73	44	201	318
Due to a death, retirement or agreed departure	100	115	70	285
Due to the employee (resignation, end of probationary period)	304	172	783	1,259
Due to transfer	19	1	8	28
Layoff within BFA				322

Turnover by gender* in 2017-2018

	France	Europe excl. France	Non-Europe	Total
Turnover - Women	11.5%	16.0%	26.3%	17.06%
Turnover - Men	9.0%	11.0%	24.9%	14.98%
Departures - Women	218	168	336	722
Departures - Men	243	153	546	942

* Scope: departures at the request of the employee, due to death, retirement or agreed departure.



Turnover by age* in 2017-2018

	France	Europe excl. France	Non-Europe	Total
Turnover of employees aged under 26	3.1%	3.0%	8.6%	4.89%
Turnover of employees aged 26-35	2.1%	3.4%	5.8%	3.64%
Turnover of employees aged 36-45	1.4%	2.9%	4.3%	2.68%
Turnover of employees aged 46-49	0.5%	0.6%	1.1%	0.70%
Turnover of employees aged 50-55	0.5%	1.0%	1.9%	1.07%
Turnover of employees aged 55+	2.5%	2.3%	3.8%	2.86%
Departures of employees aged under 26	144	72	297	513
Departures of employees aged 26-35	98	83	201	382
Departures of employees aged 36-45	64	70	148	282
Departures of employees aged 46-49	21	15	38	74
Departures of employees aged 50-55	21	24	67	112
Departures of employees aged 55+	113	57	131	301

* Scope: departures at the request of the employee, due to death, retirement or agreed departure.

Indicator	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Training as a percentage of payroll	1.6%	1.44%	1.44%	1.4%	1.26%
Total number of training hours:	168,293	172,776	177,979	174,102	185,938
Average training duration per individual - GRI 404-1	27 hours	28 hours	29 hours	31 hours	34 hours
Breakdown of training hours by gender - GRI 404-1	29.48% women 70.52% men	36.15% women 63.85% men	32.82% women 67.18% men	35.62% women 64.38% men	30.80% women 69.20% men
Breakdown of training hours by status - GRI 404-1				18.66% Managers 81.34% non-Managers	15.46% Managers 84.54% non-Managers
Frequency of work-related accidents	9.22	7.43	4.03	6.19	6.91
Work-related accident severity rate	0.42	0.42	0.23	0.29	0.31
Severity rate of occupational diseases for France	1	0.96	1.08	0.96	0.97

Breakdown of work-related accidents, frequency rate, severity rate and occupational diseases in 2017-2018 – GRI 403-2

	France	Europe excl. France	Non-Europe	Total
Women - Frequency rate	15.61	1.24	4.93	8.48
Men - Frequency rate	10.28	3.53	3.17	5.95
Frequency rate	12.42	2.57	3.76	6.91
Frequency rate (BFA)				1.75
Women - Number of work-related accidents with lost time	43	2	11	56
Men - Number of work-related accidents with lost time	42	8	14	64
Number of work-related accidents with lost time	85	10	25	120
Women - Severity rate	0.90	0.05	0.16	0.44
Men - Severity rate	0.43	0.08	0.10	0.22
Severity rate	0.62	0.07	0.12	0.31
Severity rate (BFA)				0.14
Women - Number of lost days due to work-related accidents	2,492	75	353	2,920
Men - Number of lost days due to work-related accidents	1,752	182	463	2,397
Lost days due to work-related accidents	4,244	257	816	5,317

	France	Europe excl. France	Non-Europe	Total
Women - Occupational disease severity rate	2.03	0.00	0.00	2.03
Men - Occupational disease severity rate	0.26	0.00	0.00	0.26
Occupational disease severity rate	0.97	0.00	0.00	0.97
Women - Number of lost days for occupational disease	5,590	N/A	N/A	5,590
Men - Number of lost days for occupational disease	1,070	N/A	N/A	1,070
Number of lost days for work-related accidents and occupational disease	6,660	N/A	N/A	6,660

N/A: Data not available.



Note on the CSR reporting methodology

2

Indicator	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Staff affected by industrial restructuring plans who have received outplacement support	0	4	62	0	17
Number of hours worked	16,058,864	16,556,775	16,889,400	17,125,082	17,368,538
Absenteeism rate	3.42%	3.53%	3.72%	4.06%	4.38%
Amount of compensation (permanent, non-permanent and seasonal employees)	€246,789,278	€252,912,461	€259,398,219	€266,972,624	288,609,131
Percentage of employees receiving regular performance and career development reviews – GRI 404-3	78.05%	78.16%	79.42%	80.61%	72.14%
Breakdown by gender of employees receiving regular performance and career development reviews – GRI 404-3	77.71% women 78.28% men	79.44% women 77.28% men	80.94% women 78.45% men	81.88% women 79.76% men	72.86% women 71.68% men
Breakdown by status of employees receiving regular performance and career development reviews – GRI 404-3				92.52% Managers 78.62% non-Managers	77.14% Managers and 71.19% non-Managers

Breakdown of absenteeism rate and hours worked in 2017-2018

	France	Europe excl. France	Non-Europe	Total
Women – Absenteeism rate	5.9%	6.1%	4.5%	5.5%
Men – Absenteeism rate	3.8%	3.7%	3.5%	3.6%
Absenteeism rate	4.7%	4.7%	3.8%	4.4%
Women – Hours worked	2,755,474	1,616,917	2,231,681	6,604,072
Men – Hours worked	4,085,780	2,268,004	4,410,682	10,764,466
Hours worked	6,841,254	3,884,921	6,642,363	17,368,538

2.7 Appendices

2.7.1 Ethics Committee

An Ethics Committee was officially created to support the group's efforts in this area and to act in an advisory capacity. It has four members:

Philippe Vasseur (Chairman)

He is currently Chairman of *Réseau Alliances* and the World Forum Lille and former Minister for Agriculture, Fisheries and Food and a former Member of the French Parliament. Today Philippe Vasseur is Chairman of the rev3 mission (third industrial revolution in the Hauts-de-France region). He is also a member of the Bonduelle SA Board of Directors.

Jean-Bernard Bonduelle

Member of the Bonduelle SA Board of Directors as well as Chairman of the *Union pour la promotion des industries de l'appertisé* (Uppia, Union for the promotion of the canning industries), Vice Chairman of the *Association nationale interprofessionnelle des fruits et légumes transformés*

(Anifelt, National Joint Trade Association of Fruit and Vegetable Processors - France) and Vice Chairman of the European Association of Fruit and Vegetable Processing Industries (Profel).

Arno Van Dongen

Director of Sales for Benelux of the canning subsidiary then Sales and Marketing Director for the Benelux area, he is currently Director for Northern Europe for the Bonduelle Europe Long Life business unit.

Marie-France Tisseau

Member of the Supervisory Board of Bonduelle SCA, from 1970 to 2008, she worked as a Legal Advisor and then Legal Counsel, specializing in company and tax law for family-owned companies and French subsidiaries of foreign groups.

2.7.2 The Bonduelle Group's ethics charter - GRI 102-16

1 - The Bonduelle Group ethics charter

Why have an ethics charter?

In 2012, the Bonduelle Group decided to draw up an ethics charter, drawing inspiration from our history, our values, and committing ourselves to a process of continuous improvement. We are aware that this ethics charter expresses an ideal that is difficult to achieve in an organization, but it should inspire every one of us internally, as well as the Stakeholders the group is connected with. Our ethics charter must lead us to do more in the Bonduelle spirit of corporate responsibility.

First and foremost, it is a commitment by the group. It requires the proactive commitment of its employees for this ethics process to take shape in day-to-day practice.

Bonduelle's spirit and values

In this ethics charter, Bonduelle intends to defend and promote its values: People-Minded, Confidence, Openness, Simplicity, Integrity, Fairness, and Excellence. Bonduelle is convinced that its success stems from its corporate culture

and is intent on continuing to grow, underpinned by these values. The group is committed to living the "Bonduelle spirit" through ethical behavior that promotes sound practices. By acting with integrity, our Company engages with its stakeholders in a relationship built on trust. The challenge we face is to consolidate this connection, sharing and nurturing it in the long term.

Ethics, how does it work?

This ethics charter is the foundation of our values and principles. This charter, beyond the legal framework which must be respected without fail, guides our action and internal policies and procedures, specifically the Code of conduct for ethical business practices, with which everyone must be compliant.

The ethics charter should offer the opportunity to challenge practices whilst also providing a decision-making tool. It is inclusive, promoting individual ethical behavior in line with our corporate values. Ethical dilemmas can be complex and rarely have clear solutions. For this reason, and in the spirit of openness and trust synonymous with our Company, the group encourages dialog and discussion on ethical issues.



Ethics Committee

The role of the Ethics Committee is to support the Company on ethical issues, and to issue opinions in an advisory capacity. It may be consulted to give insight into situations in the general interest in cases where the hierarchy and internal experts within the group are unable to provide answers, or in the event of a malfunction in the management of whistleblowing. In this case, the Ethics Committee can be contacted at the following address: ethic_committee@bonduelle.com. Bonduelle Stakeholders can also contact the Ethics Committee for any question about the charter's application.

It is made up of four members from both inside and outside the business, chosen based on their experience, profile and expertise. The Ethics Committee reserves the right to invite outside experts or submissions from employees on specific subjects. It meets at least twice a year.

The Ethics Committee is informed of the application of the ethics charter and Code of conduct for ethical business practices, and annually monitors the management of any malfunction.

2 - Responsible corporate citizenship

Backed by a strong history and a commitment to the long term, the Bonduelle Group is committed to a Corporate Social Responsibility approach, specifically since its signature of the UN Global Compact in 2003 which *is an undertaking to apply the 10 fundamental values related to Human Rights, labor, environmental, and anti-corruption standards*.

Compliance with regulations, conventions and international treaties

Bonduelle complies with all laws and regulations in its relationships with partners. In addition to its commitment to comply with International Labour Organization (ILO) conventions, the Company is committed to respecting the European charter of fundamental rights in the organization. Bonduelle is meticulous in its attention to compliance with health regulations, quality control, food legislation and food packaging legislation. The group also respects communities and seeks to add value and develop local areas wherever it operates.

Some of the following commitments by Bonduelle are due to legal requirements in certain countries, but it is important to emphasize them, because they require active vigilance for their compliance and implementation.

Political sphere

Bonduelle complies with all applicable regulations governing contributions to political parties, regardless of the location of the Company's activities.

Building the Community

Bonduelle's international reach means that it respects communities and local cultures and seeks to add value and develop local areas wherever it operates. Reflecting this commitment, the Louis Bonduelle Foundation works with local authorities in areas where the Company operates, developing communities and supporting local associations. Bonduelle encourages its employees to play an active role in this type of project.

Respect for the environment

Bonduelle respects the environment and endeavors to reduce the carbon footprint of its activities. The group is a major and committed sustainable development player. It takes responsibility for the impact of its activities, products and services on the rural and urban environment, as well as their broader environmental impact. We encourage all our employees to embody this commitment in their day-to-day lives. Bonduelle emphasizes this environmental responsibility to all its stakeholders and in particular, to agricultural producers and suppliers.

3 - A human company

People first

The group complies with the aforementioned conventions and is particularly stringent about ensuring respect for basic human rights in the workplace, namely freedom of association, the right to collective bargaining, the elimination of all forms of forced and compulsory labor, and the effective abolition of child labor.

A fair company - Dialog within the company

Dialog and openness in internal Company relations are important for Bonduelle. The group respects the right of its employees to form or join the representative organization of their choice, including trade unions and workers' organizations, and to be able to participate in collective bargaining negotiations. Bonduelle respects the role and responsibilities of the social partners and is committed to negotiating issues of collective interest with them. Bonduelle listens to its employees and engages an independent body to conduct international surveys to assess personnel satisfaction with working conditions.

Health and safety

Each and every person working for or with Bonduelle has the right to a healthy and safe working environment, ensuring their physical, mental and social “well-living”. Bonduelle is committed to maintaining working conditions at the highest standards by developing policies to prevent negative impacts on health and working conditions. All employees must comply with Bonduelle’s rules on health, safety and security in the workplace.

Work-life balance

Bonduelle strives to offer conditions that ensure a healthy work-life balance. It promotes dialog between employees and management to optimize work organization in order to take individual obligations and requirements into account. The group aims to create a working environment where individual “well-living” is valued and nurtured.

Discrimination

Employee diversity is important for Bonduelle. In every country, we are committed to eliminating all forms of discrimination, either direct or indirect, in the workplace and in employee relations, including that based on age, color, civil status, disability, nationality, sexual orientation, ethnic or social origin, religion or gender. This antidiscrimination policy applies to all stages of employment, from hiring through an entire career.

Harassment

Placing People first is a key value for Bonduelle. Its policies protect employees from all forms of harassment, intimidation or victimization, be it physical, psychological or sexual. Any form of moral or sexual harassment is resolutely condemned. All employees have the right to be respected, and to a positive, pleasant and professional working environment in which each person’s ideas and contributions are valued.

All employees must foster and respect this commitment by being open and clear in their relations with their fellow workers. This helps us to maintain a culture founded on loyalty, trust and solidarity.

Training

Excellence is the cornerstone of the group’s success and competitiveness. Bonduelle aims to develop employees’ skills at all stages of their career through a voluntary training and coaching policy. That is why Bonduelle has established

training systems to deliver training to all personnel, validated by recognized professional qualifications.

Freedom of expression and opinion

The Bonduelle Group is committed to respecting freedom of expression for, and the opinion of, everyone.

All employees are free to take part, in a personal capacity, in activities or organizations of a political or religious nature, provided that they take place outside of working hours and do not involve any of Bonduelle’s assets, and that it is clear that such activities are in no way representative of the Company.

In addition, because every employee is an ambassador of the Bonduelle Group, it is important to exercise good judgment in accordance with Bonduelle’s values and interests and to ensure a clear distinction between personal opinions and interests and those of the Company.

4 - A trustworthy company

Quality of products and services

For Bonduelle, providing high-quality and efficient products and services bears testimony to its commitment to and respect for consumers. The group is meticulous in its attention to compliance with health regulations, quality control, food legislation and food packaging legislation. The trust thus created is essential for the Company’s reputation and long-term presence. The highest levels of food safety are guaranteed through advanced technologies and constant adaptation to new regulatory requirements.

Bonduelle requires the application of these principles in its supply chain.

Suppliers and subcontractors

The Bonduelle Group requires its suppliers and subcontractors to engage in ethical conduct and requests that they follow the principles of this charter.

Its suppliers and subcontractors must adhere strictly to all legislation regarding their activities and working environment.

Consequently, the choices of Bonduelle employees with regard to purchasing and partnerships must take into consideration the sustainable and ethical conduct of co-contractors through an assessment of their reliability, integrity, and role in the economic and social life of the local community.



Competition

The Bonduelle Group agrees to comply with the rules regarding national and international competition law and to prohibit any practice that would result in hindering free and fair competition.

Transparency

Bonduelle ensures that we treat our stakeholders honestly, notably by providing all the necessary information and by demonstrating openness on all related issues. Shareholders, employees, labor representative bodies, and consumers receive reliable, transparent and honest information. The quality of the information we provide to the different parties is an integral part of the relationship of confidence and transparency that Bonduelle wishes to establish and maintain; to the extent of preserving its own interests, notably in terms of innovation and competition.

Confidentiality

Respect for confidentiality is a measure of Bonduelle's integrity and safeguards the relations of trust built up with our various stakeholders.

Bonduelle is committed to respecting the confidentiality and security of confidential information received from employees and stakeholders. We will not use it other than for its original purpose or provide it to any third party.

This also requires that our employees respect the confidentiality and security of this information and these data (including personal data).

It is also vital that each employee pays the strictest attention to safeguarding the confidentiality of Bonduelle's information.

Corruption and conflicts of interest

Bonduelle is committed to fighting corruption and influence trafficking and to implementing an anti-corruption program in every country in which it has a location and relationships.

This program includes the distribution of a Code of conduct for ethical business practices, which can be used to guide employees who find themselves in difficult positions.

In accordance with all of these principles, we each have a responsibility to avoid situations where personal interests may conflict with those of Bonduelle or harm the group. Objectivity must be our guide in relations with the group's partners. All potential conflicts of interests must be disclosed so that the appropriate action can be taken to prevent or resolve the situation.

Whistleblowers

Bonduelle is committed to protecting whistleblowers who might signal or reveal, in a disinterested and good faith manner, any breach of this charter or any crime or misdemeanor, serious or blatant violation, or threat or serious harm to the general interest, and of which he or she has personal knowledge.

Failure to comply with the ethics charter

So that the Bonduelle Group can comply with the charter's principles, each Manager and each employee, in any country whatsoever, must adopt ethical conduct in the context of his or her activities within the group and do nothing that conflicts with the principles defined in this charter and all of the documents inspired by it.

The Code of conduct for ethical business practices specifies the implementing rules for these principles.

Any violations of the charter may also be reported to the relevant line Manager or *via* the whistleblowing procedure.

The Ethics Committee may also be consulted to give insight into situations in the general interest in cases where the hierarchy and internal experts within the group are unable to provide answers, or in the event of a malfunction in the management of whistleblowing. In such cases, the Ethics Committee can be contacted at the following address: ethic_committee@bonduelle.com.

2.7.3 Materiality matrix - GRI 102-46, 101-1

The Corporate Social Responsibility (CSR) challenges cover many areas. Not all of them have the same impact depending on the organizations and their stakeholders. The materiality analysis enables us to identify the economic, environmental, social and societal repercussions specific to an organization, and those that have a major influence on their stakeholders.

In 2014-2015, Bonduelle initiated a materiality analysis approach in partnership with its stakeholders. In the first instance, a materiality matrix was created for the entire Bonduelle Group. Its methodology is used in all the countries where Bonduelle operates. In 2015-2016, the matrix was completed in Canada and started in Italy. Russia devised its materiality matrix in 2016-2017.

The lessons learned from various dialogs with stakeholders in 2016-2017 supported the results of the matrix (see matrix in 1.3.2 Risks and challenges).

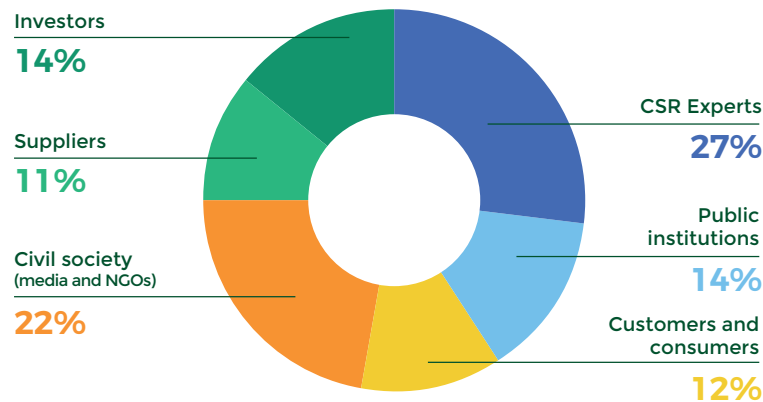
Identifying Bonduelle's CSR challenges

A complete list of Bonduelle's CSR challenges across its whole value chain was drawn up based on various existing guidelines (UN Global Compact, segment GRI, ISO 26000, Article 225 of the French Grenelle law), themes identified by other operators in the sector, topics dealt with during dialog with stakeholders in France and the materiality matrix produced in North America. This list of 51 challenges covers the different links in Bonduelle's value chain, from the agricultural upstream to consumers and civil society. The value chain is represented in the challenges and targets tables outlined in 2.2.1, 2.3.1, 2.4.1 and 2.5.1.

Consultation with stakeholders

External contacts involved in drawing up the "Importance for external stakeholders" item in Bonduelle's materiality matrix were identified so as to represent Bonduelle's various direct and indirect stakeholder categories. Among these categories, the most representative and relevant organizations, as well as renowned experts on matters relating to the Bonduelle Group's operations, were selected.

64 organizations or independent experts responded to the questionnaire



Bonduelle's internal stakeholders involved in producing the "Current or potential impact for Bonduelle" item were selected to reflect the group's overall strategic vision and its

CSR vision. All members of the Executive Committee and the CSR Steering Committee answered the online questionnaire.



Prioritizing challenges

An online questionnaire enabled stakeholders to rate the 51 challenges on 6 different levels, give their opinions and indicate any other issues they considered relevant. None of the stakeholders added any challenges to the list, and all the challenges were considered important as they appear on the matrix between levels 4 and 6.

The final score for each challenge corresponds to an average calculated based on one vote allocated to each stakeholder category, without any weighting. This first score was complemented by:

- cross-referencing with the Bonduelle Group's risk mapping, to ensure consistency of the results with the Company's key risks. (Risk management procedure outlined in Section 3.5);
- inclusion of the results of surveys conducted on Bonduelle's suppliers and consumers. For example, the participation of Bonduelle's farmer suppliers was completed based on an IPSOS survey in 2014 of all of the group's partner producers;
- the annual dialog session organized in France by Bonduelle. A group of some 30 key stakeholders was asked for their responses to the initial results of the matrix. The discussions dealt with the subjects already identified by Bonduelle, such as food waste and climate change. Additional points also came out of this dialog, such as crop diversity and promoting balanced food choices at work.

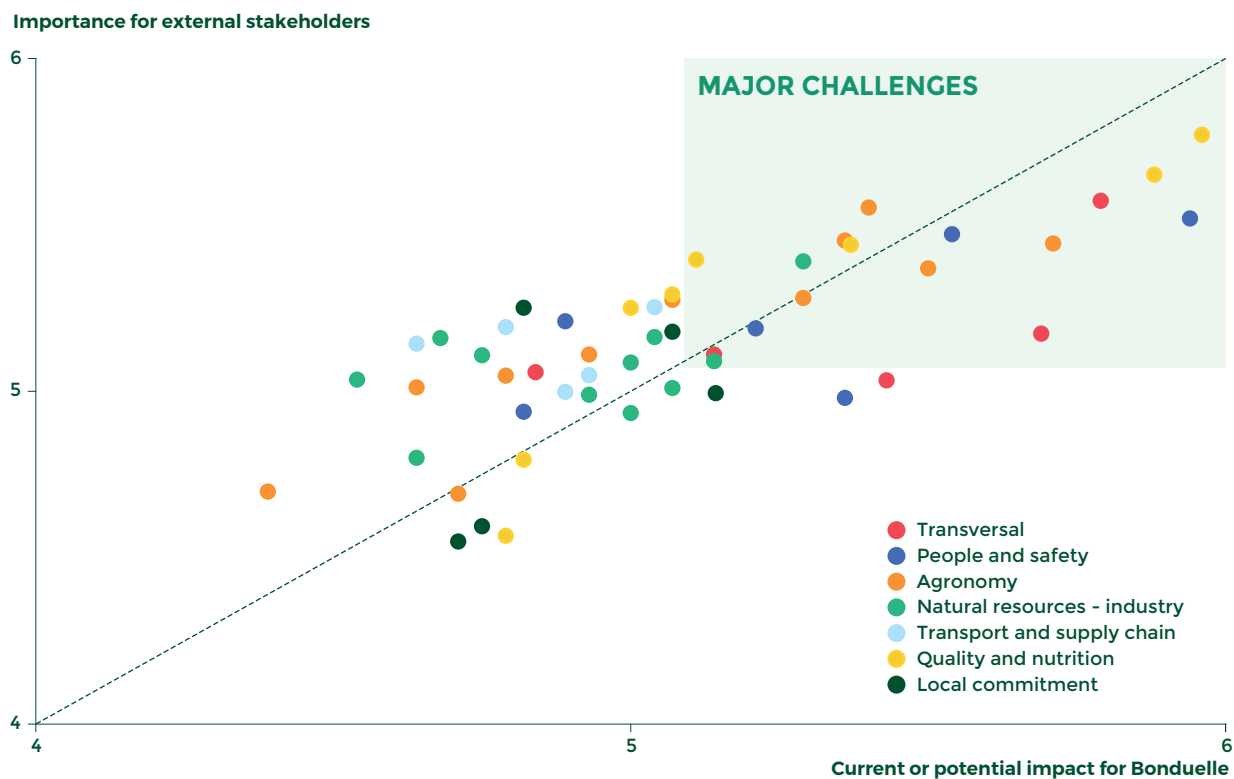
For each challenge, the Bonduelle CSR Steering Committee analyzes the results for each year via materiality matrices produced in the countries where Bonduelle operates.

Materiality matrix – *GRI 103-1*

The materiality analysis (see matrix in 1.3.2 Risks and challenges) identified, from among Bonduelle's 51 CSR challenges, 17 major challenges shared by the group and its stakeholders. They include the commitments of the Company's CSR strategy and will help to enrich it. They are also in line with the sustainable development goals (see 1.4.3.2 Bonduelle's contribution to the UN Sustainable Development Goals). Material challenges apply to the entire Bonduelle Group, which collaborates with its eco-system to address these challenges, and particularly with its farmer partners:

- product quality and safety (detailed in Sections 2.4.3.1 and 2.4.3.2);
- food traceability (detailed in Section 2.4.3);
- workplace health and safety (detailed in Part 2.5.3.1);
- ethical business practices (detailed in Part 2.1.4);
- food safety (detailed in Parts 2.4.1 and 2.2.1);
- compliance with the international labor commitment (detailed in Parts 2.5.3.2 and 2.5.4.4);
- relations with producers (detailed in Parts 2.2 and 2.3);
- soil preservation (detailed in Part 2.2);
- water conservation (detailed in Part 2.3.5);
- packaging quality and safety (detailed in Part 2.3.8);
- water pollution (detailed in Part 2.3.5);
- use of agricultural inputs (detailed in Part 2.2, specifically 2.2.4.1);
- legal compliance (detailed in Part 2.1.4);
- compliance of teams with the group's CSR commitments (detailed in Parts 2.1.2.4 and 2.5.6);
- integration of CSR challenges in relations with customers (detailed in Part 2.4.3.2);
- nutritional composition of products (detailed in Part 2.4.3);
- energy savings (detailed in Part 2.3.4).

Materiality matrix



Cross-reference table between the Company's Corporate Social Responsibility chapter and the Global Reporting Initiative (GRI) Standards Content Index and Article 225 of the Grenelle II Act



2.8 Cross-reference table between the Company's Corporate Social Responsibility chapter and the Global Reporting Initiative (GRI) Standards Content Index and Article 225 of the Grenelle II Act - GRI 102-55

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
GRI 101 - Foundation	101-1: Reporting Principles defining the content of the report (Taking stakeholders into account, Sustainable development context, Materiality, Comprehensiveness)		2.1.3.2 Stakeholder relations - Bonduelle stakeholders and procedures for dialog		34-37	
			1.3 Bonduelle in its ecosystem		8-11	
			1.3.3 Risks and challenges - The Bonduelle Group's materiality		11	
			2.7.3 Materiality matrix		114-116	
			2.6.1 Context and objectives		90	
			2.6.2 Procedure		90-91	
	101-1: Reporting Principles defining the quality of the report (Accuracy, Balance, Clarity, Comparability, Reliability, Compliance with deadlines)		2.6.2 Procedure	2.6.6	90-91	
			2.6.3 Scope	Assurance report	91-93	96-97
	101-2: Using the GRI standards for sustainability reporting (Application of the Reporting Principles, Reporting of general information, Identification of material topics and their scope, Presentation of information)		2.6.1 Context and objectives		90	
			2.6.2 Procedure		90-91	
			2.6.3 Scope		91-93	
GRI 102: General Disclosures 2016	101-3: Making claims related to the use of the GRI Standards		2.1.3.2 Stakeholder relations - Transparency requirements		34	
	102-1: Name of the organization		7.5 General information regarding the Company - Legal name		264-272	
	102-2: Activities, brands, products, and services		1.5 Global operations and value creation of the Bonduelle Group as of 07/01/2018		18-21	
			1.6 Bonduelle worldwide as of 07/01/2018		22-23	
			1.7 Group organization structure as of 07/01/2018		24-26	
	102-3: Location of headquarters		7.5 General information regarding the Company - Registered office		264-272	
	102-4: Location of operations		1.6 Bonduelle worldwide as of 07/01/2018		22-23	
			1.7 Group organization structure as of 07/01/2018		24-26	
	102-5: Ownership and legal form		7.2 Shareholder structure		258-260	
			7.5 General information regarding the Company - Legal form		264-272	

2 CORPORATE SOCIAL RESPONSIBILITY

Cross-reference table between the Company's Corporate Social Responsibility chapter and the Global Reporting Initiative (GRI) Standards Content Index and Article 225 of the Grenelle II Act

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
GRI 102: General Disclosures 2016	102-6: Markets served		1.5 Global operations and value creation of the Bonduelle Group as of 07/01/2017		18-21	
			1.6 Bonduelle worldwide as of 07/01/2018		22-23	
	102-7: Scale of the organization		1.2 Bonduelle Group key figures		6-7	
			1.7 Group organization structure as of 07/01/2018		24-26	
			2.6.7 Results of all indicators		98-109	
			2.6.7 Results of all indicators - B. Natural resources		99-103	
	102-8: Information on employees and other workers	Total workforce and breakdown of employees by gender, age and geographical area	2.6.7 Results of all indicators - E. Human resources	2.6.6 Assurance report	105-109; 96-97	
	102-9: Supply chain		2.2.1 A summary of the challenges, objectives and results		44	
			2.3.10 Responsible purchasing		65-67	
	102-10: Significant changes to the organization and its supply chain		1.1 Message from Executive Management		4-5	
			1.7 Group organization structure as of 07/01/2018		24-26	
			2.1.2.1 Editorial		21	
			2.3.10 Responsible purchasing		65-67	
	102-11: Precautionary Principle or approach	Resources dedicated to preventing risks	4.2 Internal control and risk management procedures		161-163	
Strategy	102-12: External initiatives		2.1.4 Ethical business practices		37-43	
			2.5.3.2 Human Rights		82	
	102-13: Membership of associations		2.1.3.2 Stakeholder relations - Participation in industry think tanks		33-34	
Ethics	102-14: Statement from senior decision-maker	<ul style="list-style-type: none"> Organizing the Company with environmental issues in mind Training and information for employees on environmental protection 	1.1 Message from Executive Management: 2017-2018		4-5	
			2.1.2.1 Editorial		21	
			2.1.2.2 An approach which focuses on five macro-objectives		29-30	
Governance	102-16: Values, principles, standards and norms of behavior		2.7.2 Bonduelle Group ethics charter		110-113	
	102-18: Governance structure		3.1 Information on group organization, legal structures and shareholding structure (at June 30, 2018) and presentation of Bonduelle SCA and Bonduelle SA		132-137	



**Cross-reference table between the Company's Corporate Social Responsibility chapter
and the Global Reporting Initiative (GRI) Standards Content Index and Article 225 of the Grenelle II Act**

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document		External verification	Page no.	Omissions
GRI 102: General Disclosures 2016	Stakeholder engagement						
	102-40: List of stakeholder groups	Conditions for dialog with stakeholders	2.1.3.2	Stakeholder relations - Bonduelle stakeholders and procedures for dialog		34-37	
	102-41: Collective bargaining agreements	<ul style="list-style-type: none">Compliance with the provisions of the fundamental conventions of the ILO (Nos. 87 and 98)Overview of collective agreements	2.5.4.4	Transparency: Social dialog		85-86	
	102-42: Identifying and selecting stakeholders	Conditions for dialog with stakeholders	1.3.3	Risks and challenges - The Bonduelle Group's materiality		11	
			2.1.3.2	Stakeholder relations - participation in industry think tanks		33-34	
			2.1.3.2	Stakeholder relations - Bonduelle stakeholders and procedures for dialog		34-37	
	102-43: Approach to stakeholder engagement	<ul style="list-style-type: none">Conditions for dialog with stakeholdersSupport, partnership and sponsorship actions with stakeholders	2.1.3.2	Stakeholder relations - Bonduelle stakeholders and procedures for dialog		34-37	
	102-44: Key topics and concerns raised	Conditions for dialog with stakeholders	2.1.3.2	Stakeholder relations - Bonduelle stakeholders and procedures for dialog		34-37	
	Scope of the report						
	102-45: Entities included in the consolidated financial statements		1.7	Group organization structure		24-26	
			5.5	Notes to the annual consolidated financial statements - Note 10.4		174-218	
			2.6.3	List of group companies Scope		91-93	
	102-46: Defining report content and topic Boundaries		1.3.3	Risks and challenges - The Bonduelle Group's materiality		11	
			2.7.3	Materiality matrix		114-116	
	102-47: List of material topics		1.3.3	Risks and challenges - The Bonduelle Group's materiality		11	
	102-48: Restatements of information		2.6.7	Results of all indicators		98-109	
			2.6.1	Context and objectives		90	
			2.6.2	Procedures		90-91	
			2.6.4	Indicators		93-94	
	102-49: Changes in reporting		2.6.3	Scope - Change in scope during fiscal 2017-2018		92	
	102-50: Reporting period		2.6.1	Context and objectives		90	
			2.6.5	2017-2018 Reporting schedule		95	
	102-51: Date of most recent report		2.6.5	2017-2018 Reporting schedule		95	
	102-52: Reporting cycle		2.6.5	2017-2018 Reporting schedule		95	
	102-53: Contact point for questions regarding the report		2.6.5	2017-2018 Reporting schedule		95	
	102-54: Claims of reporting in accordance with the GRI Standards		2.1.3.2	Stakeholder relations - Transparency requirements		34	
	102-55: GRI Content Index		8.4	Cross-reference table - Cross-reference table between the Bonduelle Group Corporate Social Responsibility report, the Global Reporting Initiative (GRI) Standards Content Index and Article 225 of the Grenelle II Act		117-128	
	102-56: External assurance		2.6.6	Assurance report		96-97	

2 CORPORATE SOCIAL RESPONSIBILITY

Cross-reference table between the Company's Corporate Social Responsibility chapter and the Global Reporting Initiative (GRI) Standards Content Index and Article 225 of the Grenelle II Act

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
	Specific information	Economic category, indirect economic impacts	Correspondence with Bonduelle's material issues: Relation with producers			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3 Risks and challenges - The Bonduelle Group's materiality matrix 2.1.2.2 An approach which focuses on five macro-objectives 2.6.3 Scope 2.7.3 Materiality matrix - Materiality matrix		11 29-30 91-93 114-116	
	103-2: The management approach and its components		2.1.3 General guidelines 2.1.2.3 Dashboard of the Bonduelle Group's CSR approach 2.2.4 Agro-ecological transition by Bonduelle with its partners		32-37 30-32 49-52	
	103-3: Evaluation of the management approach		2.1.3 General guidelines		32-37	
GRI 203: Indirect Economic Impacts 2016	203-2: Significant indirect economic impacts	Territorial, economic and social impact of the Company's activity in terms of employment and regional development	2.2.2 The Bonduelle Group's vegetable sourcing model 2.5.3.3 Wage policy and employee recognition 2.5.4.4 Transparency: Social dialog 2.5.6.1 Participation in the life of local communities and mobilization of employees		46-47 82 85-86 87-88	
	Specific information	Societal category, anti-corruption aspect	Correspondence with Bonduelle's material challenges: Ethical business practices			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3 Risks and challenges - The Bonduelle Group's materiality matrix 2.7.3 Materiality matrix - Materiality matrix 2.1.2.2 An approach which focuses on five macro-objectives 2.6.3 Scope		11 114-116 29-30 91-93	
	103-2: The management approach and its components		2.1.4 Ethical business practices		37-43	
	103-3: Evaluation of the management approach		2.1.3.1 CSR governance 2.1.4.6 Anti-corruption program		32-33 39	
GRI 205: Anti-corruption 2016	205-2: Communication and training about anti-corruption policies and procedures	Initiatives undertaken to prevent all forms of corruption	2.1.4.6 Anti-corruption program		39	
	Specific information	Environmental category: raw materials aspect	Correspondence with Bonduelle's material challenges: Packaging quality and safety			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3 Risks and challenges - The Bonduelle Group's materiality matrix 2.7.3 Materiality matrix - Materiality matrix 2.1.2.2 An approach which focuses on five macro-objectives 2.6.3 Scope		11 114-116 29-30 91-93	
	103-2: The management approach and its components	Training and information for employees on environmental protection	2.3.2 Group policy and methods used 2.3.1 A summary of the challenges, objectives and results 2.3.8 Responsible product and packaging design and the fight against food waste		56 53-55 63-64	
	103-3: Evaluation of the management approach		2.1.3.1 CSR governance		32-33	
GRI 301: Materials 2016	301-2: Recycled input materials used	Raw material consumption and measures taken to improve efficiency in their use	2.6.7 Results of all indicators - B. Natural resources	2.6.6 Assurance report	99-103; 96-97	





Cross-reference table between the Company's Corporate Social Responsibility chapter
and the Global Reporting Initiative (GRI) Standards Content Index and Article 225 of the Grenelle II Act

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document		External verification	Page no.	Omissions
	Specific information	Environmental category, energy aspect	Correspondence with Bonduelle's material challenges: Energy savings				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Adaptation to the consequences of climate change Energy consumption, measures taken to improve energy efficiency and use of renewable energy sources 	1.3.3	Risks and challenges - The Bonduelle Group's materiality matrix		11	
			2.7.3	Materiality matrix - Materiality matrix		114-116	
			2.1.2.2	An approach which focuses on five macro-objectives		29-30	
			2.6.3	Scope		91-93	
	103-2: The management approach and its components	<ul style="list-style-type: none"> Adaptation to the consequences of climate change Energy consumption, measures taken to improve energy efficiency and use of renewable energy sources 	2.3.2	Group policy and methods used		56	
			2.3.1	A summary of the challenges, objectives and results		53-55	
			2.3.4	Zero energy loss for the industrial activity		58-59	
	103-3: Evaluation of the management approach	<ul style="list-style-type: none"> Adaptation to the consequences of climate change Energy consumption, measures taken to improve energy efficiency and use of renewable energy sources 	2.1.3.1	CSR governance		32-33	
GRI 302: Energy 2016	302-1: Energy consumption within the organization	<ul style="list-style-type: none"> Energy consumption, measures taken to improve energy efficiency and use of renewable energy sources Environmental evaluation or certification processes 	2.6.7	Results of all indicators - B. Natural resources - Energy consumption	2.6.6 Assurance report	99-103; 96-97	
	302-4: Reduction of energy consumption		2.3.4.1	Management of energy consumption		58-59	
	Specific information	Environmental category, water aspect	Correspondence with Bonduelle's material challenges: Water conservation				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Water consumption and water supply according to local constraints	1.3.3	Risks and challenges - The Bonduelle Group's materiality matrix		11	
			2.7.3	Materiality matrix - Materiality matrix		114-116	
			2.1.2.2	An approach which focuses on five macro-objectives		29-30	
			2.6.3	Scope		91-93	
	103-2: The management approach and its components	Water consumption and water supply according to local constraints	2.3.2	Group policy and methods used		56	
			2.3.1	A summary of the challenges, objectives and results		53-55; 96-97	
			2.3.5	Preservation of water resources through sustainable and integrated management of the water cycle	2.6.6 Assurance report	59-61	
	103-3: Evaluation of the management approach	Water consumption and water supply according to local constraints	2.1.3.1	CSR governance		32-33	
GRI 303: Water 2016	303-1: Water withdrawal by source	Water consumption and water supply according to local constraints	2.6.7	Results of all indicators - B. Natural resources - Water sourcing; Water consumption	2.6.6 Assurance report	99-103; 96-97	

Cross-reference table between the Company's Corporate Social Responsibility chapter and the Global Reporting Initiative (GRI) Standards Content Index and Article 225 of the Grenelle II Act

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document		External verification	Page no.	Omissions
	Specific information	Environmental category, emissions aspect					
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Adaptation to the consequences of climate change Prevention, reduction, or reparation of air, water, and soil pollution	1.3.3	Risks and challenges - The Bonduelle Group's materiality matrix		11	
			2.7.3	Materiality matrix - Materiality matrix		114-116	
			2.1.2.2	An approach which focuses on five macro-objectives		29-30	
			2.6.3	Scope		91-93	
	103-2: The management approach and its components	Adaptation to the consequences of climate change Prevention, reduction, or reparation of air, water, and soil pollution	2.3.2	Group policy and methods used		56	
			2.3.1	A summary of the challenges, objectives and results		53-55	
GRI 305: Emissions 2016	103-3: Evaluation of the management approach	Adaptation to the consequences of climate change Prevention, reduction, or reparation of air, water, and soil pollution	2.3.3	The group's carbon footprint group and energy transition		56-57	
			2.1.3.1	CSR governance		32-33	
	305-1: Direct (Scope 1) GHG emissions	Significant items relating to greenhouse gas emissions, in particular linked to use of goods and services produced	2.6.7	Results of all indicators - B. Natural resources - Scope 1: Tonnes of CO ₂ equivalent direct emissions (fossil fuel purchased for agro-industrial sites, excluding registered offices and tertiary sites)	2.6.6 Assurance report	99-103; 96-97	
	305-2: Energy indirect (Scope 2) GHG emissions	Significant items relating to greenhouse gas emissions, in particular linked to use of goods and services produced	2.6.7	Results of all indicators - B. Natural resources- Scope 2: Tonnes of CO ₂ equivalent indirect emissions (electricity and steam purchased for agro-industrial sites, excluding registered offices and tertiary sites)	2.6.6 Assurance report	99-103; 96-97	
	Specific information	Environmental category: effluents and waste aspects	Correspondence with Bonduelle's material challenges: Water pollution; Use of agricultural inputs				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3	Risks and challenges - The Bonduelle Group's materiality matrix		11	
			2.7.3	Materiality matrix - Materiality matrix		114-116	
			2.1.2.2	An approach which focuses on five macro-objectives		29-30	
			2.6.3	Scope		91-93	
	103-2: The management approach and its components		2.6.4	Indicators		93-94	
			2.3.1	A summary of the challenges, objectives and results		53-55	
GRI 306: Effluents and waste 2016	103-3: Evaluation of the management approach		2.3.2	Group policy and methods used		56	
			2.3.5	Preservation of water resources through sustainable and integrated management of the water cycle		59-61	
	306-1 : Water discharge by quality and destination	Measures for the prevention, reduction, or reparation of air, water, and soil pollution seriously affecting the environment	2.3.6	Waste management: zero loss and circular economy		61-62	
			2.1.3.1	CSR governance		32-33	
	306-2: Waste by type and disposal method	Measures for waste prevention, recycling, reuse, and other forms of waste recovery and elimination	2.6.7	Results of all indicators - B. Natural resources - Pollutant discharge and proportion treated	2.6.6 Assurance report	99-103; 96-97	
			2.6.7	Results of all indicators - B. Natural resources - Production of non-hazardous waste	2.6.6 Assurance report	99-103; 96-97	





Cross-reference table between the Company's Corporate Social Responsibility chapter
and the Global Reporting Initiative (GRI) Standards Content Index and Article 225 of the Grenelle II Act

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
Specific information			Correspondence with Bonduelle's material challenges: Legal compliance			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3 Risks and challenges - The Bonduelle Group's materiality matrix		11	
			2.7.3 Materiality matrix - Materiality matrix		114-116	
			2.1.2.2 An approach which focuses on five macro-objectives		29-30	
			2.6.3 Scope		91-93	
	103-2: The management approach and its components		2.7.1 Ethics Committee 2.7.2 Bonduelle Group ethics charter		110 110-113	
	103-3: Evaluation of the management approach		2.1.3.1 CSR governance		32-33	
GRI 307: Environmental Compliance 2016	307-1: Non-compliance with environmental laws and regulations		2.1.4.8 Duty of vigilance plan - Fine amounts and significant convictions in social, economic and environmental areas		40-43	
Specific information		Environmental category: supplier evaluation aspect	Correspondence with Bonduelle's material challenges: Relations with producers			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3 Risks and challenges - The Bonduelle Group's materiality matrix		11	
			2.7.3 Materiality matrix - Materiality matrix		114-116	
			2.1.2.2 An approach which focuses on five macro-objectives		29-30	
			2.6.3 Scope		91-93	
	103-2: The management approach and its components		2.2.1 A summary of the challenges, objectives and results		44	
	103-3: Evaluation of the management approach		2.1.3.1 CSR governance		32-33	
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria		2.3.10 Responsible purchasing 2.6.7 Results of all indicators - A. Agronomy		65-67 98	
Specific information		Social category, employment aspect				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Work time organization	1.3.3 Risks and challenges - The Bonduelle Group's materiality matrix		11	
			2.7.3 Materiality matrix - Materiality matrix		114-116	
			2.1.2.2 An approach which focuses on five macro-objectives		29-30	
			2.6.3 Scope		91-93	
	103-2: The management approach and its components	Work time organization	2.5.2 Human resources policies and means implemented		75-79	
		Organization of social dialog	2.5.4.4 Transparency: Social dialog		85-86	
	103-3: Evaluation of the management approach		2.1.3.1 CSR governance		32-33	
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	Hires and dismissals	2.6.7 Results of all indicators - E. Human resources - Hires in number of contracts	2.6.6 Assurance report	105-109; 96-97	

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GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
	Specific information	Social category, health and safety in the workplace aspect	Correspondence with Bonduelle's material challenges: Health and safety in the workplace			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3 Risks and challenges – The Bonduelle Group's materiality matrix		11	
			2.7.3 Materiality matrix – Materiality matrix		114-116	
			2.1.2.2 An approach which focuses on five macro-objectives		29-30	
			2.6.3 Scope		91-93	
	103-2: The management approach and its components		2.5.2 Human resources policies and means implemented		75-79	
		Workplace health conditions	2.5.3.1 Workplace safety and working conditions		79-82	
	103-3: Evaluation of the management approach		2.1.3.1 CSR governance		32-33	
GRI 403: Occupational Health and Safety 2016	403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<ul style="list-style-type: none"> Frequency rate and severity of workplace accidents and occupational illnesses Absenteeism 	2.6.7 Results of all indicators – E. Human resources – Breakdown of work-related accidents, frequency rate, severity rate and occupational diseases in 2017-2018	2.6.6 Assurance report	105-109; 96-97	
	403-4: Health and safety topics covered in formal agreements with trade unions	<ul style="list-style-type: none"> Summary of agreements signed with labor unions or employee representatives on workplace health and safety Safety in the workplace 	2.5.4.4 Transparency: Social dialog		85-86	
			2.5.3.1 Workplace safety and working conditions		79-82	
	Specific information	Social category, education and training aspect				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3 Risks and challenges – The Bonduelle Group's materiality matrix		11	
			2.7.3 Materiality matrix – Materiality matrix		114-116	
			2.1.2.2 An approach which focuses on five macro-objectives		29-30	
			2.6.3 Scope		91-93	
	103-2: The management approach and its components		2.5.2 Human resources policies and means implemented		75-79	
			2.5.4.1 Employability: Development and training for women and men		83-84	
	103-3: Evaluation of the management approach		2.1.3.1 CSR governance		32-33	
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	Total number of training hours:	2.6.7 Results of all indicators – E. Human resources – Average training duration per individual; Breakdown of training hours by gender; Breakdown of training hours by status	2.6.6 Assurance report	105-109; 96-97	
	404-3: Percentage of employees receiving regular performance and career development reviews	Training policies implemented	2.6.7 Results of all indicators – E. Human resources		105-109	
			2.5.4.1 Employability: Development and training for women and men		83-84	





**Cross-reference table between the Company's Corporate Social Responsibility chapter
and the Global Reporting Initiative (GRI) Standards Content Index and Article 225 of the Grenelle II Act**

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
	Specific information	Social category, diversity and equal opportunities aspect				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3 Risks and challenges - The Bonduelle Group's materiality matrix		11	
			2.7.3 Materiality matrix - Materiality matrix		114-116	
			2.1.2.2 An approach which focuses on five macro-objectives		29-30	
			2.6.3 Scope		91-93	
	103-2: The management approach and its components	Anti-discrimination policy	2.5.2 Human resources policies and means implemented		75-79	
			2.5.4.3 Diversity		84-85	
	103-3: Evaluation of the management approach		2.1.3.1 CSR governance		32-33	
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees	<ul style="list-style-type: none"> Measures taken to promote gender equality Measures taken to promote the employment and integration of disabled persons 	2.6.7 Results of all indicators - E. Human resources		105-109	
			3.1.3 Bonduelle SCA		133-134	
			3.1.4 Bonduelle SA		135-136	
			2.5.4.3 Diversity		84-85	
	Specific information	Human rights category, freedom of association aspect	Correspondence with Bonduelle's material challenges: Compliance with international labor commitments			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3 Risks and challenges - The Bonduelle Group's materiality matrix		11	
			2.7.3 Materiality matrix - Materiality matrix		114-116	
			2.1.2.2 An approach which focuses on five macro-objectives		29-30	
			2.6.3 Scope		91-93	
	103-2: The management approach and its components		2.5.2 Human resources policies and means implemented		75-79	
			2.5.3.2 Human Rights		82	
			2.1.4 Ethical business practices		37-43	
	103-3: Evaluation of the management approach		2.1.3.1 CSR governance		32-33	
GRI 407: Freedom of Association and Collective Bargaining	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> Promotion and compliance with the provisions of the fundamental conventions of the International Labour Organization pertaining to freedom of association and collective bargaining Extent of subcontracting and incorporating environmental and social issues into relationships with suppliers and subcontractors Incorporation of environmental and social challenges into the purchasing policy 	2.5.3.2 Human Rights		82	
			2.5.4.4 Transparency - Social dialog		85-86	
			2.3.10 Responsible purchasing - Engagement, evaluation and support of suppliers in other categories		65-67	

2 CORPORATE SOCIAL RESPONSIBILITY

Cross-reference table between the Company's Corporate Social Responsibility chapter and the Global Reporting Initiative (GRI) Standards Content Index and Article 225 of the Grenelle II Act

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
	Specific information	Human rights category, child labor aspect	Correspondence with Bonduelle's material challenges: Compliance with international labor commitments			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3 Risks and challenges – The Bonduelle Group's materiality matrix 2.7.3 Materiality matrix – Materiality matrix 2.1.2.2 An approach which focuses on five macro-objectives 2.6.3 Scope		11 114-116 29-30 91-93	
	103-2: The management approach and its components	<ul style="list-style-type: none"> Promotion of and compliance with the stipulations of the fundamental conventions of the International Labour Organization pertaining to the elimination of discrimination in respect of employment and occupation Anti-discrimination policy 	2.5.2 Human resources policies and means implemented 2.5.3.2 Human Rights 2.1.4 Ethical business practices		75-79 82 37-43	
	103-3: Evaluation of the management approach		2.1.3.1 CSR governance		32-33	
GRI 408: Child Labor 2016	408-1: Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> Promotion of and compliance with the provisions of the fundamental conventions of the International Labour Organization pertaining to the elimination of child labor Extent of subcontracting and incorporating environmental and social issues into relationships with suppliers and subcontractors Incorporation of environmental and social challenges into the purchasing policy 	2.5.3.2 Human Rights 2.3.10 Responsible purchasing		82 65-67	
	Specific information	Human rights category, forced labor aspect				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3 Risks and challenges – The Bonduelle Group's materiality matrix 2.7.3 Materiality matrix – Materiality matrix 2.1.2.2 An approach which focuses on five macro-objectives 2.6.3 Scope		11 114-116 29-30 91-93	
	103-2: The management approach and its components		2.5.2 Human resources policies and means implemented 2.5.3.2 Human Rights 2.1.4 Ethical business practices		75-79 82 37-43	
	103-3: Evaluation of the management approach		2.1.3.1 CSR governance		32-33	
GRI 409: Forced or Compulsory Labor 2016	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> Promotion and compliance with the provisions of the fundamental conventions of the International Labour Organization pertaining to the elimination of forced or compulsory labor Extent of subcontracting and incorporating environmental and social issues into relationships with suppliers and subcontractors Incorporation of environmental and social challenges into the purchasing policy 	2.5.3.2 Human Rights 2.3.10 Responsible purchasing 2.3.10 Responsible purchasing		82 65-67 65-67	





**Cross-reference table between the Company's Corporate Social Responsibility chapter
and the Global Reporting Initiative (GRI) Standards Content Index and Article 225 of the Grenelle II Act**

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions	
	Specific information	Human rights category, investment aspect	Correspondence with Bonduelle's material challenges: Compliance with international labor commitments				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3 Risks and challenges – The Bonduelle Group's materiality matrix		11		
			2.7.3 Materiality matrix – Materiality matrix		114-116		
			2.1.2.2 An approach which focuses on five macro-objectives		29-30		
			2.6.3 Scope		91-93		
	103-2: The management approach and its components		2.5.2 Human resources policies and means implemented		75-79		
			2.5.3.2 Human Rights		82		
			2.3.10 Responsible purchasing		65-67		
103-3: Evaluation of the management approach		2.1.3.1 CSR governance		32-33			
GRI 412: Human Rights Assessment 2016	412-3: Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Initiatives to promote human rights	2.5.3.2 Human Rights 2.3.10 Responsible purchasing		82 65-67		
	Specific information	Societal category, local communities aspect					
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3 Risks and challenges – The Bonduelle Group's materiality matrix		11		
			2.7.3 Materiality matrix – Materiality matrix		114-116		
			2.1.2.2 An approach which focuses on five macro-objectives		29-30		
			2.6.3 Scope		91-93		
	103-2: The management approach and its components		2.5.2 Human resources policies and means implemented		75-79		
			2.5.6.1 Participation in the life of local communities and mobilization of employees		87-88		
			2.4.4.2 Louis Bonduelle Foundation		72-73		
103-3: Evaluation of the management approach		2.1.3.1 CSR governance		32-33			
GRI 413: Local communities 2016	413-1: Operations with local community engagement, impact assessments, and development programs	Territorial, economic and social impact of the Company's activity on neighboring and local populations	2.4.4.2 Louis Bonduelle Foundation – projects supported in 2017-2018 2.5.6.1 Participation in the life of local communities and mobilization of employees		72-73 87-88		
	Specific information	Products category, consumer health and safety aspect	Correspondence with Bonduelle's material challenges: Product quality and safety; Nutritional composition of products				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3 Risks and challenges – The Bonduelle Group's materiality matrix		11		
			2.7.3 Materiality matrix – Materiality matrix		114-116		
			2.1.2.2 An approach which focuses on five macro-objectives		29-30		
	103-2: The management approach and its components		2.6.3 Scope		91-93		
			2.4.2 Group policy and methods used		69		
103-3: Evaluation of the management approach		2.1.3.1 CSR governance		32-33			
GRI 416: Customer Health and Safety 2016	416-1: Assessment of the health and safety impacts of product and service categories	Fair practices: Measures taken to ensure consumer health and safety	2.4.3.1 Quality and traceability 2.4.3.2 Nutritional quality 2.6.7 Results of all indicators – D. Quality		69-71 71 104-105		

2 CORPORATE SOCIAL RESPONSIBILITY

Cross-reference table between the Company's Corporate Social Responsibility chapter and the Global Reporting Initiative (GRI) Standards Content Index and Article 225 of the Grenelle II Act

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
	Specific information	Product category, product and service labeling aspect	Correspondence with Bonduelle's material challenges: Product quality and safety; Nutritional composition of products			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3 Risks and challenges - The Bonduelle Group's materiality matrix 2.7.3 Materiality matrix - Materiality matrix 2.1.2.2 An approach which focuses on five macro-objectives		11 114-116 29-30	
	103-2: The management approach and its components		2.6.3 Scope 2.4.2 Group policy and methods used		91-93 69	
	103-3: Evaluation of the management approach		2.1.3.1 CSR governance		32-33	
GRI 417: Marketing and Labeling 2016	417-1: Requirements for product and service information and labeling	Fair practices: Measures taken to ensure consumer health and safety	2.4.2 Group policy and methods used 2.4.3.1 Quality and traceability 2.4.3.2 Nutritional quality		69 69-71 71	
	Specific information		Correspondence with Bonduelle's material challenges: Legal compliance			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		1.3.3 Risks and challenges - The Bonduelle Group's materiality matrix 2.7.3 Materiality matrix - Materiality matrix 2.1.2.2 An approach which focuses on five macro-objectives		11 114-116 29-30	
	103-2: The management approach and its components		2.6.3 Scope 2.4.2 Group policy and methods used		91-93 69	
	103-3: Evaluation of the management approach		2.1.3.1 CSR governance		32-33	
GRI 419: Socio-economic Compliance 2016	419-1: Non-compliance with laws and regulations in the social and economic area		2.1.4.8 Duty of vigilance plan - Fine amounts and significant convictions in social, economic and environmental areas		40-43	





**Cross-reference table between the Company's Corporate Social Responsibility chapter
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GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document		External verification	Page no.	Omissions
	Other material challenges faced by Bonduelle						
Not applicable	Legal compliance and integration of CSR challenges in relations with customers		2.1.3.2	Stakeholder relations – Bonduelle stakeholders and procedures for dialog		34-37	
			2.1.4	Ethical business practices		37-43	
	Other non-material challenges for which Bonduelle has indicators						
	Challenge						
Not applicable	Protecting biodiversity	Measures taken to conserve or develop biodiversity	2.2.1	A summary of the challenges, objectives and results		44	
			2.2.3	Group policy and methods used		47-49	
			2.2.4	Agro-ecological transition by Bonduelle with its partners		49-52	
			2.3.7	Territorial management to develop a long-term vision		62	
			2.2.1	A summary of the challenges, objectives and results		44	
			2.6.7	Results of all indicators – A. Natural resources		99-103	
Not applicable	Food Traceability	Fair practices: Measures taken to ensure consumer health and safety	2.4.2	Group policy and methods used		69	
			2.4.3.1	Quality and traceability		69-71	
Not applicable	Food safety	Land use	2.2.1	A summary of the challenges, objectives and results		44	
			2.2.3	Group policy and methods used		47-49	
			2.3.1	A summary of the challenges, objectives and results		53-55	
			2.6.7	Results of all indicators – B. Natural resources		99-103	
			2.6.7	Results of all indicators – B. Agronomy		98	
Not applicable	Employee development Remuneration and Development	Remuneration and Development	2.6.7	Results of all indicators – E. Human resources		105-109	
			2.5.1	A summary of the challenges, objectives and results		74	
			2.5.3.3	Wage policy and employee recognition		82	
			2.5.4.1	Employability: Development and training for women and men		83-84	
Not applicable		<ul style="list-style-type: none">• Territorial, economic and social impact of the Company's activity on neighboring and local populations• Account taken of noise pollution	2.3.7	Territorial management to develop a long-term vision		62	
Not applicable		Amount of provisions and guarantees for environmental risks	5.5	Notes to the annual consolidated financial Statements – Note 9.3 Contingent liabilities		199-202 213	

This document was prepared jointly by the Finance Department and the External Communication and CSR Department.

We would like to thank our farmer partners and our employees for their contributions to this document.

Photos credit

Nicolas Blandin, Barbara Grossman, Julien Pebrel, Offset.com, Photothèque Bonduelle

Visual territory and iconography

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www.mcslittlestories.com

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