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## **Bonduelle, a positive impact company, is strengthening its commitment to gender equality across the Group**

In line with its ambition to be a positive impact company and obtain B Corp certification, Bonduelle's management is seeking to strengthen gender equality across the Group and has set a target to increase the proportion of women in senior management positions to 35% by 2025

### **Major challenge for senior management**

Currently, 42% of Group employees are women. Bonduelle's management comprises 41% women. While this is an accurate reflection of the proportion of women in the Company, the Group intends to take things further by targeting senior management.

Convinced that diversity is an asset for the Company, Bonduelle is currently implementing an action plan to go further in this direction. This will involve hiring, internal promotion and manager training.

### **Hiring: a major source of strength in an inclusive environment**

To make progress in this area, Bonduelle aims to promote women's access to senior management positions. Naturally, having the required skills is, and always will be, the decisive factor for gaining access to a position.

However, the aim is to encourage female job applications for each hiring process. Flexibility (notably via digital technology) will be a valuable asset in achieving this. These developments illustrate the inclusive ethos established across the Bonduelle Group.

Bonduelle's senior management team currently comprises 319 executives, 28% of whom are women. The goal to increase the proportion of women by 7 percentage points in 4 years, to reach 35% by 2025, is quite ambitious, as hiring these positions takes time. Accordingly, to make progress in this respect, the action plan will be implemented very soon.

### **Short-term action plan**

- ⇒ Job offers in line with the diversity policy and particularly inclusive for women seeking middle or senior management positions;
- ⇒ Identifying and developing female talent in each job category via development programs such as the "Bonduelle Executive Program" designed to develop leadership skills;
- ⇒ Encouraging the presence of at least one woman on the shortlist for each hiring process.

This diversity policy will be based on the Company's values (in particular fairness and people-mindedness) which will be applied to the entire HR management process in all countries where the Group operates, with the aim of permanently improving gender equality.

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The action plan and results will be submitted to the Supervisory Board every year. To ensure transparency, they will also be published in the Universal Registration Document, which may be consulted on the Group website at [www.bonduelle.com](http://www.bonduelle.com).

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