OUR COMMITMENT TO YOUR “WELL LIVING”
The complete CSR report is available at www.sustainability.bonduelle.com.

On the cover: Guy Desbieys, Field Supervisor for France South-West.
BONDUELLE IS A FAMILY COMPANY CREATED IN 1853 AND HAS CHOSEN FOR ITS MISSION “TO BE THE WORLD REFERENCE IN ‘WELL LIVING’ THROUGH VEGETABLE PRODUCTS”. THE GROUP HAS UNIQUE AGRO-INDUSTRIAL KNOWLEDGE AND PROMOTES INNOVATION AND A LONG-TERM OUTLOOK BY DIVERSIFYING ITS BUSINESS ACTIVITIES AND ITS GEOGRAPHICAL SITES. THE BONDUELLE GROUP, AWARE OF THE ENVIRONMENTAL AND CIVIL SOCIETY ISSUES THE SECTOR IS FACING, HAS FOR A LONG TIME BEEN COMMITTED TO SUSTAINABLE DEVELOPMENT AND ENVIRONMENTALLY-FRIENDLY AGRICULTURE.

**A LEADING COMPANY**
in terms of commitment to sustainable development in the consumer goods category, in France.

French institute of public opinion (IFOP) study “Observatoire du développement durable 2014”.

**£69 million**
in net income

**£112 million**
in current operating profit

**£1,982 million**
in revenue

**9,755 employees**

**58 PRODUCTION FACILITIES AND AGRICULTURAL OWN-PRODUCTION FACILITIES**
The Bonduelle Group’s Corporate Social Responsibility (CSR) policy is based on six pillars: Agriculture, Natural Resources, Supply Chain and Purchasing, People and Safety, Quality and Nutrition and Commitment to Civil Society. These pillars form the basis of the CSR commitment formalized in the VegeGo! corporate plan, which gives the Bonduelle Group a clear vision of its development and its priorities for 2025.

**AGRONYMIE**
Produce high-quality vegetables and promote responsible and sustainable agriculture methods, in partnership with farmers
- Encourage partner farmers to adopt environmentally-friendly practices
- Maintain and develop solid relations with partner farmers

**NATURAL RESOURCES**
Optimize product design and production to achieve greater efficiency in resource use and recovery
- Optimize the use of non-renewable resources
- Avoid, sort and recover waste

**SUPPLY CHAIN & PURCHASING**
Control and optimize the supply chain (transport and logistics) and purchasing
- Maintain a 5,000 ton reduction in CO₂ emissions from transport
- Extend the scope of suppliers who have joined the UN Global Compact

---

**2014-2015 Key Figures**

- 99% of the 3,490 farmers have signed up to the sourcing charter.
- 5.9% reduction in water consumption*
  
  *Change in the ratio of m³ per ton of manufactured product.

- 4.2% of the energy mix from alternative forms of energy.
- 5,838 TONS OF CO₂ saved by using rail transport.
Climate change, demographic growth, health and nutrition, loss of biodiversity and water resources: agriculture is at the center of global problems. The sector is also faced with crucial questions about its own prospects as well as the future of humankind: how can we feed over nine billion people in 2050 without harming the planet and accounting for increasing urbanization that is consuming thousands of hectares of arable land each year?

JEAN-BERNARD BONDUELLE
Director of External Relations and CSR for the Bonduelle Group.
THE GROUP ATTENDED FRANCE’S LARGEST AGRICULTURAL EVENT, WHICH WAS HELD IN FEBRUARY-MARCH 2015.

For this first attendance, the aim was to highlight the vegetable sector and its best CSR practices, “from farm to table”. Devised in conjunction with French producer organizations with which Bonduelle works, our attendance provided an opportunity for partner farmers to showcase their work and discuss current issues with visitors. Bonduelle also shared the results of the global survey conducted in 2013-2014 amongst all of its producer partners. This study was conducted by the French market research agency IPSOS. It was a first in the farming sector and revealed that 77% of respondents were happy with their partnership with the group. Two-thirds of farmers would recommend working with Bonduelle’s vegetable sector to a colleague, believing that the partnership gave their farm a positive image.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

77% of farmers are satisfied with their partnership*.

The group attended France’s largest agricultural event, which was held in February-March 2015.

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.

FOR THE FIRST TIME, BONDUELLE TOOK PART IN THE PARIS INTERNATIONAL AGRICULTURAL SHOW (SIA)

Demographic growth, environmental concerns, food security and so forth, agriculture needs to undergo a transformation in order to prepare its future. Bonduelle, fully aware of these challenges, is committed to producing high-quality vegetables every day, which are accessible to all, while balancing economic, social and environmental concerns.
RESPONSIBLE AGRICULTURE THROUGH TECHNOLOGY

How can we combat attacks by crop pests in an efficient and environmentally-friendly way? By covering crops with breathable tarpaulins to protect them from pests. This technique is used by the group, particularly in Spain in the lettuce fields. In addition, mechanical weed control and plastic mulching is used to remove weeds.

In France North and Picardy, Bonduelle supports a discussion group on Ecologically Intensive Agriculture (EIA) that includes around forty farmers. A guide is being produced in 2015 to share best practices.

89% of Bonduelle’s partner farmers who replied to the company’s global survey were satisfied with their relationship with the group’s field supervisors and agriculture assistants.*

PILOT FARMS ARE THRIVING

Bonduelle and its partners are increasing the number of experimental projects to promote ecologically intensive agriculture. In June 2015, the group presented the results of the actions taken by eight pilot farms in the North and Picardy region (France) on open-field agriculture of vegetables. Coordinated by Agro-Transfert and the Chamber of Agriculture of the Somme, Bonduelle and two of its partner producer organizations took part in this project. Between 2007 and 2013, the eight pilot farms reduced their phytosanitary product treatment frequency indicator by 17%. How? By alternating mechanical and chemical weeding techniques, combined with better land management.

*IPSOS survey conducted on all of Bonduelle’s partner farmers in 2014.

DIGITAL TECHNOLOGY IN THE FIELDS

AgPOD (Agricultural Portal for Online Data, updated in 2014-2015) in North America, Gaïa in Portugal, Cropio in Russia: information technology is moving into the fields. It enables farmers to optimize fertilization and irrigation by making it easier to share agronomic and meteorological data in real time between Bonduelle’s farmers and field supervisors.

TO ADDRESS AGRICULTURAL CHALLENGES AND MEET THE SECTOR’S CSR OBJECTIVES

Bonduelle relies on an agronomics policy rolled out in each of its four business units. The group’s agronomic Research and Development Division works continuously to improve Bonduelle’s expertise by studying the best agricultural practices in the various production areas.

All salads produced by Bonduelle are Global Gap-certified, a reference standard setting out international requirements for food safety and quality.

THE 5TH AGRONOMIC SOURCING CHARTER bears witness to Bonduelle’s CSR commitment. Over and above the product quality requirements, it includes recommendations for our environment and the health of those working in the fields.

SOURCING OF OUR VEGETABLES

- Surfaces farmed with our agricultural partners
- Own-production
- Purchased on the world market*

* Mainly pulses and exotic vegetables

5 COUNTRIES

GERMANY, CANADA, SPAIN, FRANCE, AND RUSSIA are developing a network of pilot farms.
Reducing the impact of human activity on the planet is vital in order to give future generations the means to meet their needs. Preserving natural resources, biodiversity, and reducing greenhouse gas emissions are priorities for Bonduelle, which for over 20 years now has been committed to Corporate Social Responsibility.

The Santarém plant is located close to an urban area. Effluent management is therefore a major responsibility, both in respect of local residents and the public water treatment network. For this reason, we have improved our treatment processes and increased the capacity of our treatment plant to enable the collection of runoff water.

ANTÓNIO MANSO, Director of the Santarém site, Portugal

In 2012, Bonduelle set itself the ambition of implementing five innovative projects to promote alternative energy sources by 2018.

Following the sites in Saint-Denis (Canada), Békéscsaba and Nagykőrösi (Hungary), which recover biogas from their boiler wastewater treatment plant, two French plants joined this initiative in 2014-2015. These two projects realized in partnership promote the use of renewable resources. Thanks to the Estrées-Mons biomass cogeneration project (CBEM, France), the site runs on steam generated by wood burning. For its first operating season, the cogenerator supplied over 10% of the steam used by the Estrées-Mons site. The target is 60% as of 2016. The second project involves recovery of vegetable waste from the Renescure plant (see page 7).

“...
BONDEUILLE RECEIVES THE ENERGY PERFORMANCE TROPHY

The Energy Performance Trophy for the agri-food industry was awarded to the group in October 2014 at the Paris International Agricultural Show (SIA). This prize recognizes Bonduelle’s entire energy policy, one of the pillars of which is the “frugal factory” program.

In 2014-2015, Bonduelle began mapping its water use at all stages of the agro-industrial process and for all operations. The aim is to define a sustainable, integrated water management policy in line with a long-term vision of water availability, in qualitative and quantitative terms. Phase 1 should be complete by the end of 2015 with the definition of priorities and programs for agricultural and industrial practices in the different business units.

BETTER IDENTIFICATION OF THE CARBON FOOTPRINT

In 2014-2015, Bonduelle took part in a trial of a new method for quantifying the carbon footprint linked to actions to reduce emissions. Proposed in France by the French Environment and Energy Management Agency (Ademe), this method involves building a consequences tree for the action to ensure the completeness and relevance of the environmental consequences to be taken into account. The method and the tests conducted on 40 projects are available at www.bilan-ges.ademe.fr.

Alternative energies make up 4.2% of Bonduelle’s energy mix. This proportion has doubled compared with 2013-2014, mainly due to the commissioning of the biomass plant which powers the Estrées-Mons (France) site.

MAKING PROGRESS WITH LCA

In Quebec, the group launched a life cycle analysis (LCA) on six of its main products. Each stage – production of raw materials, preparation, transportation and warehousing, usage and end of life with consumers – was quantified in grams of CO₂ equivalent. This action, organized with members of the prepared vegetables sector, enabled Bonduelle to identify various areas for improvement, notably in upstream agricultural activities, transportation and eco-design of packaging.

THE RENESCURE SITE PROMOTES THE CIRCULAR ECONOMY

The site contributes to a methanation project begun by two partner farmers. “By being involved in this project, we recover our vegetable waste as part of a real circular economy,” explains Hélène d’Huyveter, director of the plant. “The fermentation generates biogas which powers a motor generating electricity and heat. The plant uses this electricity and heat itself, and any surplus is sold to the La Wostin’ agri-food business. The digestate, rich in nitrogen, phosphorus and potassium, is used for spreading”. This ecosystem is truly local: the partners are less than 2 km from the plant, thus limiting transport and greenhouse gas emissions.

SUSTAINABLE WATER MANAGEMENT

In 2014-2015, Bonduelle began mapping its water use at all stages of the agro-industrial process and for all operations. The aim is to define a sustainable, integrated water management policy in line with a long-term vision of water availability, in qualitative and quantitative terms. Phase 1 should be complete by the end of 2015 with the definition of priorities and programs for agricultural and industrial practices in the different business units.
SIX NEW ISO 50001 CERTIFICATIONS

The Reutlingen and Straelen sites in Germany, along with Estrées-Mons (canning), Labenne, Bordères and Longué-Jumelles (La Tourte, France) are ISO 50001 certified. This international standard guides businesses through the implementation of an energy management system based on continuous performance improvement. In total, with Russy-Bémont, Estrées-Mons (frozen) and Renescure – certified in 2013-2014 –, the group has nine sites with this certification.

RECOVERING INDUSTRIAL WASTE IN QUEBEC

Since 2014, defective canned products have been collected by a company which recycles the metal and spreads the organic waste in order to achieve 100% recovery of this waste. The partnership with ECC Environnement developed gradually with the Saint-Césaire, Saint-Denis-sur-Richelieu and Sainte-Martine plants.

82% of the group’s non-hazardous industrial waste* underwent energy recovery or was recycled in 2014-2015, compared with 78% the previous fiscal year. This result is two points higher than the target set for 2016.

*Excluding ordinary waste from the 2014 fire at the Tecumseh (Canada) site.

SORTING AND COMMUNICATING

LISTENING TO ITS CONSUMERS AND ENVIRONMENTAL CONCERNS, BONDUELLE INCLUDES SORTING AND RECYCLING INFORMATION ON THE PACKAGING OF MANY OF ITS PRODUCTS.

PACKAGING AND RECYCLING: EXAMPLES TO FOLLOW

Bonduelle will do whatever it takes to reduce its environmental footprint. The use of recycled materials is an area of constant action for the group. In Russia, the use of recycled shrink-wrap film has reached 30% of the volume used in 2014-2015. In France, the lids of prepared meals are now 100% recycled PET. In Germany, all salad bowls, are made from 80% recycled PET and cardboard packaging is made from 100% recycled materials.
**TRANSPORTATION**

Reducing vegetable transport flows and the search for alternatives to road transport are key to Bonduelle’s CSR policy, which aims to reduce its CO₂ emissions from transporting its goods by at least 5,000 tons per year.

“We locate our plants close to agricultural production areas. Agricultural production areas are selected according to the soil and climates of the regions, but also their proximity to consumer areas. This precaution limits the distance traveled by our products and promotes development of local economies.”

**JÉRÔME LEFEBVRE,**
Supply Chain Director, BELL


**OPTIMIZING LOGISTICS**

IN ADDITION TO RAIL TRANSPORT, BONDEUDELE HAS A CONTINUING POLICY TO IMPROVE ITS LOGISTICS TO REDUCE CO₂ EMISSIONS.

1,180 tons of CO₂ saved every year thanks to the acquisition of the plant in Lethbridge, Alberta, Canada (forecast).

The extension to the canning warehouse in Saint-Denis avoids the traffic of 675 trucks per year. The acquisition of the plant in Lethbridge, Canada, also avoids having to transport products between Ontario and the west of the country (3,200 km), with a saving of 1,180 tons of CO₂ every year on the horizon. In another streamlining initiative in France, Bonduelle joined forces with Délifruit to pool its transportation resources.

**WALL-TO-WALL CAN MANUFACTURING IN FOCUS**

Hungary’s Békéscsaba plant integrated an empty can manufacturing workshop, which is particularly busy, with almost 70 million units produced in 2014-2015. This Wall-To-Wall can manufacturing system has generated significant savings of CO₂. The Wall-To-Wall process is also being adopted in Russia, where the Novotitarovskaya site works with Crown Cork.

THE POLICY TO REDUCE THE GROUP’S ENVIRONMENTAL FOOTPRINT HAS FIVE STEPS

- Use meters to set priorities
- Continuously improve performance
- Innovate and develop more efficient technologies and processes
- Explain processes and implement them
- Invest in the future

THE “FRUGAL FACTORY” PROGRAM

Developed since 2009 by the group’s Research and Development Department, in partnership with the Ademe, investor partners, and private and public research bodies, the aim of “Frugal Factory” is to create the Bonduelle plant of the future, one that is more energy-efficient and with fewer greenhouse gas emissions.

The scope for measuring CO₂ emissions from transport was extended in 2014-2015 to the Bonduelle Americas business units.
ENSURING ACCESS TO QUALITY VEGETABLES

Food quality, safety and traceability and the nutritional content of products were among the main concerns of the group’s stakeholders. The group is committed to providing accurate, transparent information to consumers about its products, in line with the principles of its ethics charter.

AN ENVIRONMENTAL RESPONSIBILITY GUIDE

By forming a cross-departmental team, with input from the agro-industry, research and development in environment and packaging, marketing and communications, the group was able to complete its environmental responsibility guide in 2015.

This document will provide direction for the teams responsible for designing, producing and marketing Bonduelle products. It is based on 10 fundamental principles, which apply to all branded products (Bonduelle, Cassegrain, Arctic Gardens, Globus) sold worldwide. These 10 principles are designed to measure the environmental footprint, ensure responsible purchasing, guarantee product safety, limit distances traveled, devise nutritious recipes, reduce the use of additives, reduce the impact of packaging, provide consumers with product advice and make them aware of food waste.

“Over the last 10 years, the Nutrition Department has gathered a large amount of data from the experiences of its employees and the research conducted by the R&D Department, which we believe should be shared throughout the whole group using the NutriGO platform.”

SOPHIE LÉGER, initiator of the NutriGO project

CSR AT THE HEART OF TENDERS AND PURCHASING

Since 2014-2015, Bonduelle has included a CSR questionnaire in its new tenders. This initiative bears witness to the group’s attention to any risks linked to the corporate social responsibility of a potential supplier and is an additional criterion taken into account in the rating process. The signing of the purchasing ethics charter by employees in the group’s Purchasing Department also defines a consistent framework of practices regarding suppliers, no matter the buyer or the country.

97% of the group’s production sites have at least one certification (ISO 9001, ISO 22000, IFS/BRC, FSSC 22000, SQF - Safety Quality Food, etc.). In 2014-2015, Bonduelle increased the number of sites with “organic” certification from 11 to 17.

63,600 food safety tests carried out in 2014-2015 on canned, frozen, fresh and prepared products.

35% of suppliers have signed the simplified sourcing charter in 2014-2015.

AIMS & OBJECTIVES

Offer safe products to our consumers and support them in developing a balanced and natural diet based on vegetables

- Ensure maximum product quality and safety.
- Target quality process certification for 100% of sites.
- Reduce the complaints rate.
- Extend the simplified sourcing charter to all processed fruit and vegetable suppliers.

Promote a balanced diet for all (see page 15).

QUALITY & NUTRITION

ENSURING ACCESS TO QUALITY VEGETABLES

Offer safe products to our consumers and support them in developing a balanced and natural diet based on vegetables

- Ensure maximum product quality and safety.
- Target quality process certification for 100% of sites.
- Reduce the complaints rate.
- Extend the simplified sourcing charter to all processed fruit and vegetable suppliers.

Promote a balanced diet for all (see page 15).
PRODUCT QUALITY POLICIES ARE PART OF A CONTINUOUS IMPROVEMENT STRATEGY

These policies are implemented at each of the group’s sites and in the Purchasing Department. The quality plans of sites are complemented by regularly repeating checks and certification processes and, in 2014-2015, carrying out risk analyses on fraudulent and malicious activity. The group’s commitment is also illustrated by its sourcing policy – which includes environmental and social criteria – and the focus on product design, both in terms of nutritional quality and environmental responsibility.

Bonduelle received a special mention in the magazine Advertising Awards (Corporate Category) for its campaign highlighting the different aspects of its CSR policy: new farming techniques and local production.

SOURCING CHARTERS

VEGETABLE PRODUCER PARTNERS SIGN A SPECIFIC AGRONOMY SOURCING CHARTER WITH THE GROUP GUARANTEEING COMPLIANCE WITH THE FARMING SPECIFICATIONS FOR EACH TYPE OF VEGETABLE.

The Purchasing Department also issues a simplified sourcing charter to suppliers of processed fruit and vegetables, for which Bonduelle does not control the cultivation. These suppliers may also be audited to check their performance and adherence to their product quality commitments. In 2014-2015, 15% of processed fruit and vegetable suppliers were audited. Just as the company does for its purchases of vegetables grown by its producer partners, Bonduelle encourages its other suppliers to promote its founding values: fairness, excellence and openness. This purchasing policy includes Corporate Social Responsibility (CSR) criteria, taking into account the principles of the UN Global Compact.

TACKLING FOOD WASTE

The group offers different kinds of packaging so that consumers can make informed choices depending on their type of household to reduce food waste. The Bonduelle sustainable development website also gives practical advice on adhering to use-by dates (UBD) and the minimum shelf life (MSL or best before date - BBD) particularly for canned and frozen products.

30% of the world’s food production is wasted, lost or thrown out between the farm and the table.
Source: FAO

The Louis Bonduelle Foundation has published a scientific report on food waste.

Visa Santé is a program to assess and optimize the nutritional quality of products. This continuous improvement approach to promoting healthier eating involves over a hundred group employees (quality engineers, R&D, marketing services, etc.).

Request is a new piece of quality management software.

The software enables the collection of complaints and comments from customers in all countries where the group operates and integrates them into a special program. This tool helps to improve customer service.
ENSURING EMPLOYEE SAFETY, GROWING TALENT

The survey conducted in 2014-2015 on the group’s internal and external stakeholders revealed four major human resources priorities: health and safety in the workplace, adherence to international commitments, adherence to the company’s CSR policy, skills development and mobility.

MAKING SAFETY A PRIORITY

IMPLEMENTING A SAFETY NETWORK MADE UP OF REPRESENTATIVES FROM ALL SITES TO DISCUSS BEST PRACTICES HAS HELPED THE GROUP MAKE MAJOR PROGRESS.

The accident frequency rate (Fr) fell from 24.4 in 2010-2011 to 7.43 in 2014-2015. In addition to these overall figures, five Bonduelle sites in North America achieved one year or more without any accidents with lost time in the past fiscal year. These performances are in line with the targets set by the group in this area, i.e. seven sites out of 12 achieving these results by 2017-2018. Furthermore, in France, the Renescure plant also achieved one year of operations without any lost time due to accidents. Finally, as at June 2015, the Timashevsk site (Russia) had had no accidents resulting in lost time since December 2013. In addition to the measures undertaken in the various business units, BELL and FRESH have rolled out the STOP™ program developed by DuPont de Nemours. STOP™ helps employees to improve safety performance and reduce or eliminate workplace injuries and illnesses.

“Physical well-being and health: each and every person working for or with Bonduelle has the right to a healthy and safe working environment. We are committed to providing an optimum level of well-being for all.”

BRUNO RAUWEL,
Human Resources Officer for the group

BONDEUELLE - BEST COMPANY FOR HEALTH AND SAFETY IN QUEBEC

Bonduelle was awarded the ‘Les Mercuriades’ award organized by the Federation of Chambers of Commerce of Quebec for its Health and Safety policy. The group cut the number of workplace accidents at its four plants in the Canadian province by 84%. In late 2014, Bonduelle sites in France South-West were awarded the Corporate Road Safety Award by the prefecture of Gironde.

Be an efficient company that listens to and ensures the development of its people in countries where Bonduelle is established

Ensure safety at work.
Target zero workplace accidents.

Promote personnel training and development.
Target individual career development interviews for all personnel (100%).
Encourage internal promotion and local employment.

Share the Corporate Social Responsibility principles within management and the group’s corporate culture.

Promote diversity and comply with the principles of equality. Distribute the ethics charter to employees.

The work-related accident frequency rate fell to 7.43 in 2014-2015, compared with 9.22 in the previous fiscal year.

84% response rate to the internal climate survey conducted in 2014-2015.
**INDIVIDUAL PAY AND BENEFITS PASSPORT**

The group tested the implementation of Individual Pay and Benefits Passports across seven of its French sites. The passports record all compensation and benefits paid to employees. This initiative was welcomed and will be rolled out across all French sites in 2016.

**DEVELOPING KNOWLEDGE WITH MANAGEGO!**

The implementation of ManageGo!, the group’s management model, continued in 2014-2015, with training sessions led by two facilitators working together, a Human Resources Manager and a Manager. The aim of these sessions is to bring out management knowledge during workshops attended by some 20 employees.

**PROGRESSING TOGETHER WITH CLIMATE**

The internal climate survey conducted by each business unit from November 2014 to January 2015 was designed to measure the level of employee commitment and identify what motivates them. Aside from an 84% participation rate, Climate demonstrated that 73% of employees are proud to work for the company. Very positive scores were received on the group’s image, the brand, the products and their suitability for customers’ needs.

**“DIVERSITY IS A SOURCE OF WEALTH, LET’S ENCOURAGE IT!”**

Bonduelle has reaffirmed its commitments to diversity by designing a poster displayed on all of the group’s French sites. The poster reminds employees that “At Bonduelle, it is our employees who best nurture disability’s values. Bonduelle considers disabilities as one of the ingredients of its success”.

![LSA DIVERSITY AND CSR TROPHY](image)

In the category “workplace integration of people with disabilities” organized by the magazine LSA, in Paris.

**GRAND PRIX ESSEC**

“EMPLOYMENT AND PEOPLE DEVELOPMENT” Awarded to Bonduelle for its policy to include employees with disabilities in France.

**INDIVIDUAL PAY AND BENEFITS PASSPORT**

The group tested the implementation of Individual Pay and Benefits Passports across seven of its French sites. The passports record all compensation and benefits paid to employees. This initiative was welcomed and will be rolled out across all French sites in 2016.

**BONDEUELLE’S HUMAN RESOURCES POLICY IS BASED ON THREE MAIN AREAS**

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 and talents, cohesion and a shared culture.

**73% of employees are proud to work for the Bonduelle Group.**

**BONDEUELLE HAS BEEN A SIGNATORY OF THE GLOBAL COMPACT SINCE 2003**

An initiative launched in 2000 by the United Nations encouraging companies to adopt fundamental values according to 10 principles inspired by the Universal Declaration of Human Rights, the Declaration of the International Labour Organization, the Rio Declaration on Environment and Development and the United Nations Convention against Corruption.
MAINTAINING A LONG-LASTING CONNECTION WITH STAKEHOLDERS

The group intends to encourage fostering high-quality dialog with all its stakeholders: consumers, distributor clients, non-governmental organizations, associations, etc. There are three priorities: develop economic and social relations, promote local employment and make products accessible.

BONDEUELLE PRODUCES ITS MATERIALITY MATRIX

IN 2014-2015, THE GROUP BEGAN A MATERIALITY ANALYSIS IN PARTNERSHIP WITH ITS STAKEHOLDERS.

This approach helps identify the economic, environmental, social and civil society repercussions specific to a company, and those that have a major impact on its stakeholders. Stakeholders completed an online questionnaire to rate the importance of each of Bonduelle’s CSR priorities across the whole value chain. At the end of this consultation, the priorities shared by the group and its stakeholders were identified and will help enrich Bonduelle’s CSR policy.

MAKE CONSUMERS AWARE OF THE IMPORTANCE OF A BALANCED DIET

The Fit Food Challenge is an ideas competition launched by the Cactus Group (Luxembourg), in partnership with Bonduelle, to make as many people as possible aware of the importance of eating better.

The three winners and the public’s prize.

PROMOTING LOCAL EMPLOYMENT

Bonduelle focuses on local recruitment and opportunities for people from areas with few employment prospects. The group employs a high number of seasonal workers (18% of full-time equivalent employment contracts), who can combine several jobs. Therefore, at some sites, Bonduelle works with employer groupings to pool skills and provide regular seasonal work. Furthermore, recruitment procedures promote the hiring of local employees and leaders.

PARTNERSHIP WITH THE “MOISSON MONTRÉAL” FOOD BANK

In 2014-2015, Bonduelle donated over 500 tons of vegetables to this association, helping over 140,000 people in difficulty. In addition to the donation, Bonduelle employees worked to label tinned food and help distribute it to 240 bodies with which Moisson Montréal works.

AIMS & OBJECTIVES

Be a company that is engaged with all its stakeholders across countries

Implement a community project at every site and country.

Promote a balanced diet for all via the Louis Bonduelle Foundation.

12 local community projects.

2,644 tons of products distributed to charities in 2014-2015.

Scope France, Italy, Poland, Hungary.
THE LOUIS BONDUELLE FOUNDATION

Created in 2004, the Louis Bonduelle Foundation was a response to the group’s wish to provide concrete solutions to public health concerns related to food. Vegetables and their benefits are at the heart of its action, which takes place in all countries in which the company operates. Three founding pillars guide its approach: inform and raise awareness, support research, implement and support initiatives on the ground to have a lasting impact on eating habits. Made up of independent experts and group representatives, the Louis Bonduelle Foundation awards an annual global research prize of 10,000 euros to support a thesis project relating to nutrition. Every six months, it also launches a call for projects to support local projects to help populations achieve better nutrition. The conferences of the Louis Bonduelle Foundation, held every year, are also an opportunity for researchers, health professionals and journalists to meet.

“OUR SENSES AS DRIVERS OF FOOD CHOICES”

For the first time, the eighth conference of the Louis Bonduelle Foundation took place outside France – in Italy, during the Milan Expo (June 2015). Four specialists spoke on the theme: “Our senses as drivers of food choices”. Participants were able to learn about the work of Filipe de Vadder (winner of the 2013 Louis Bonduelle Research Prize) and attend the 2015 awards ceremony, with the award going to Léïa Mion (Université Aix-Marseille, France) for her research into the origins of the Mediterranean diet.

AN e-BOOK ON OBESITY

The Louis Bonduelle Foundation and the European Childhood Obesity Group continued their partnership in 2014-2015 with an unprecedented project: an eBook about child and teenage obesity. This tool, which is free to access, contains around fifty articles, bringing together the work of renowned experts from 12 European countries, as well as members of the World Health Organization (WHO) and the International Obesity Task Force.

BOOST CHILDREN’S INTEREST IN VEGETABLES

The Foundation launched two calls for projects in 2014-2015. Ten projects were selected for the first call, designed to offer and promote vegetables to children. The call issued in December selected 12 projects, including one from the Federation of Community Grocers, France, which organizes “The Farmer’s Table” project.

217 projects

have received support from the Louis Bonduelle Foundation since 2004.

€1.2 million

donated in research support since the creation of The Louis Bonduelle Foundation.

LÉÏA MION, (Université Aix-Marseille, France), winner of the 2015 Louis Bonduelle Research Prize for her work on the origins of the Mediterranean diet.
COMMITMENT TO CIVIL SOCIETY

BONDUELLE SITES ENGAGE WITH THEIR LOCAL COMMUNITIES

Bonduelle prioritizes participation in local communities where its plants operate. Depending on its specific characteristics, each production facility plans to develop at least one project in partnership with the local community.

BONDUELLE WINS THE CONSERVATION AWARD

Cleaning a park and its paths, building wooden tables, benches and a kiosk, redeveloping a path around the pond, etc. Employees from the Strathroy (Canada) site spared no effort in renovating this space, a place for meeting and socializing. The Strathroy Conservation Area association, partner in this operation, awarded Bonduelle the Conservation Award in February 2015.

12 local community projects launched or renewed.

PARTNERSHIP WITH THE ÉCOLE DE LA 2e CHANCE

The Bonduelle site in Renescure (France) signed a partnership agreement at the end of June 2015 with the École de la Deuxième Chance (Second Chance School), to promote agri-food careers to interns from the school (production operative, maintenance operative, packaging operative, fork-lift truck operator, etc.) via introductory internships and the implementation of a “dynamic youth” group.

For further information, please visit the École de la 2e chance’s website (in french).

“I’M NINE YEARS OLD AND I LOVE VEGETABLES”

In Bordères (France), every year since 2008 the site has organized a visit to its premises and workshops to raise awareness of a balanced diet aimed at pupils and surrounding schools. In 2014-2015, children from the schools of Horsarrieu, Cazères-sur-l’Adour and Saint-Sever benefited from this employee-led program.

In Portugal, several employees from the Santarém site and their families took part, in partnership with the local welfare office, in a project to redesign the garden of an old people’s home called Santa Casa da Misericordia. The aim was to give old people a new, more pleasant communal space with a fully renovated aviary.

BONDUELLE AFFIRMS ITS COMMITMENT TO ITS STAKEHOLDERS

This human dimension has always motivated the group, a family company that respects communication and honesty, values upon which the company’s reputation was built. The materiality matrix produced in 2014-2015 identified different action areas integrated in the group’s CSR policy in terms of commitment to civil society: improve the local economy near our sites, respect local residents, encourage sustainable nutrition and support the most disadvantaged.

LOUIS BONDEUELLE FOUNDATION

For over 10 years, the Louis Bonduelle Foundation has been working to bring about a lasting change in eating habits. It works with young people (recipes, tips and educational games), as well as older people (“Art et saveurs nature” “Arts and flavors of nature” culinary workshops). The LBF’s work focuses on three areas:

• information and awareness building;
• field initiatives;
• support for research in the medical, sociological and agronomy fields.

You can learn more about the work of the Foundation on page 15 and on its website.
The figures in this document are included in the CSR indicators for the 2014-2015 budget year. These indicators are monitored at the group level with a baseline common to all sites all over the world, and comply with the requirements of the Core option of the GRI G4. The GRI has checked that the complete CSR report complies with the requirements of the Materiality Disclosures Service. For its commitment to the United Nations Global Compact, Bonduelle also achieved GC Active level from the UN Global Compact.