

Responsibility, combined with Intense Pleasure, forms the **strategic foundation** of the Labeyrie Fine Foods Group.
Discover one of our priority CSR projects in detail, along with our recent CSR updates

Pillar 1

Preserving

THE ECOSYSTEMS
WE INTERACT WITH

Pillar 2

Mastering

OUR SAVOIR-FAIRE AND PROCESSES
THANKS TO BEST PRACTICES

Pillar 3

Respecting

THE WOMEN AND MEN WHO
PRODUCE, PROCESS, SELL,
AND CONSUME OUR PRODUCTS

Focus on

OUR BIODIVERSITY STRATEGY

Our approach to biodiversity is similar to our climate strategy, including:

- **A science-based methodology:** the Science Based Target (SBT);
- **Two objectives:** 1) **Mitigation** = reduce the causes of climate change and biodiversity loss
2) **Adaptation** = reduce the vulnerability of our company to the impacts arising from these causes;
- **Three areas of focus for mitigation** with a funnel strategy = Avoid, Reduce, Compensate/Regenerate.

The assessment took place in three stages:

1. CONDUCT THE ASSESSMENT



We calculated our biodiversity footprint using the Global Biodiversity Score tool, which allowed us to determine that:



99,9% of our footprint comes from scope 3: our main impact on biodiversity is from our upstream (our aquaculture and agricultural supply chains);

↳ Of which **79% from raw material:** the impact is primarily due to habitat conversion

↳ Of which **75% from our seafood products** (shrimp, salmon, cod) : related to the volume effect and the intensity of the supply chain, particularly the impact of animal feed (soy).

2. PRIORITIZE THE ISSUES



On our supply chains:

- Fight against overfishing and reduce pressure on marine resources
- Combat deforestation
- Support farmers in our partner cooperatives in adopting agroecological practices

On our activities:

- Reduce GHG emissions from scopes 1, 2, and 3
- Protect biodiversity on our sites and their surroundings

At the end of product life:

- Eco-design our packaging, including to reduce plastic use

3. DEFINE OUR ACTIONS

Here are a few examples of actions in favor of biodiversity:

AVOID

Promote certifications to avoid the impacts of our activities, through two commitments by 2026: 1) 100% of our volumes certified or in the process of certification and 2) Ensure deforestation-free soy in animal feed.

REDUCE

Participate in research projects for more sustainable feeding: our commitment to the Millennial Salmon Project aligns with this, focusing on the inclusion of algae and insects in salmon feed.



REGENERATE

Launch of a pilot financing program to restore 3 hectares of mangrove at one of our key shrimp suppliers.





LABEYRIE
FINE FOODS

CSR FLASH

JANUARY 2025

Discover our latest updates on our priority CSR projects that we are proud to share.

News

CLIMATE

CLIMATE FRESH - DUNS

New climate murals were organized at the Duns site in the UK (smoked salmon) to raise awareness among our employees about climate issues.



REINFORCED COLLABORATION WITH METRO

For two days, Labeyrie Fine Foods welcomed the METRO teams to discuss a long-term collaboration aimed at building a sustainable duck supply chain. The teams had the opportunity to meet all the players in the duck supply chain: farmers, cooperatives, slaughterhouses, processors, and wholesale food service providers, to finalize this commitment.



METRO

PILLAR 1/ PRESERVE

PILLAR 1/ PRESERVE

FOCUS ON SALMON WELFARE

To contribute to improving animal welfare within the farmed salmon supply chain, we invited all our suppliers to our 3rd webinar on the topic. The agenda included: the impact of stress on salmon, the integration of behavioral indicators in certifications, and the latest scientific studies on the subject. A big thank you to all our speakers for their presentations!



BIODIVERSITY

WEBINAR RSE N°21 - BIODIVERSITY

The ecological transition is at the heart of our priorities, and training our employees plays a fundamental role in this. Every two months, we organize awareness sessions on sustainable development issues.

During our 21st CSR webinar, the team discussed the topic of biodiversity, explaining why its preservation is essential and presenting our biodiversity strategy. They detailed the assessment of our footprint, as well as the ambitious action plan that follows.



PILLAR 1/ PRESERVE

4 YEARS - SOY MANIFESTO

Earthworm

Four years ago, the Soy Manifesto collective was founded, initiated by Earthworm, to fight against deforestation and ecosystem conversion linked to soy sourcing. The Labeyrie Fine Foods Group is a signatory of the Manifesto and thus promotes greater responsibility in the animal feed used in the farming of its raw materials.

ASSEMBLEE GENERALE UN PACTE POSITIF

The association Un Pacte Positif, founded in 2022 by Labeyrie Fine Foods with the support of the Agri-Ethique label and the Earthworm foundation, held its 3rd General Assembly.

This was an opportunity to review the actions carried out in 2024 (trainings, plot assessments, field experiments) and to plan the actions that will be financed in 2025.

PILLAR 1/ PRESERVE



Close doors and windows when using heating in winter and air conditioning in summer. **Lowering the heating** by 1°C helps save 7% of energy.

Unplug chargers when not in use to avoid unnecessary energy consumption.

