

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

**PROFESSIONAL EQUALITY
AT LFF**

At Labeyrie Fine Foods, professional equality is a key focus of our CSR strategy, at the heart of our third pillar, "Respecting women and men."

On the occasion of International Women's Rights Day, March the 8th, let's take a look at some key figures and initiatives that have been implemented:



TOUS Unis Autour de l'égalité professionnelle

OUR KEY FIGURES

Our gender equality index is **94/100** in France, and we are aiming for a perfect score of 100, ensuring true equality in terms of salaries, promotions, and raises.

For comparable social status and age, the **salary gap** is **+0.93% in favor of women**

+3% in promotions in favor of women

There is **no gap** in individual salary increases (+0.03% in favor of women, excluding promotions)

1/3 of our factories are led by women

3 women sit on the Executive Committee, out of a total of 8 members

44% of women in our Management Committees

100% of women returning from maternity leave have received a salary increase

ENSURE A RESPECTFUL ENVIRONMENT

Labeyrie Fine Foods has implemented several measures to ensure an ethical and respectful environment. One example is the **Harassment & Disrespectful Behavior Reporting** platform, which allows employees to **report situations of harassment or legally reprehensible behaviors** (e.g., insults, defamation, etc.) or actions that go against the charter of respectful behavior.



RAISE AWARENESS ABOUT PROFESSIONAL EQUALITY

On the occasion of International Women's Rights Day, last March 8th, we launched a series of initiatives to highlight Labeyrie Fine Foods Group's commitment to professional equality.



Conference

« Gender in the Workplace: How the Evolution of Masculine and Feminine Codes Disrupts the Professional Environment? »



Training

« Sexism at Work: Understanding and Taking Action » on our e-learning platform



FOR ME & MICRODON

Publications on the intranet to **raise awareness** about professional equality issues through the FOR ME & MICRODON programs.



Profiles of female employees with inspiring career paths or projects.

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

News

PILLAR 1/ PRESERVE

LAUNCH OF THE FIRST AGRI-ETHICAL DUCK SECTOR IN FRANCE BY LABEYRIE FINE FOODS

On February 24, 2025, during the International Agricultural Show, Labeyrie Fine Foods and its partner cooperative Lur Berri took a major step in developing a more sustainable *foie gras* sector by obtaining the Agri-Ethique France label. This label guarantees:

- » Fair and stable remuneration for producers
- » More environmentally friendly practices and respect for animal welfare
- » Full traceability of products

Starting at the end of 2025, this certification will be applied to all of our *foie gras* ranges. In 2026, this offering will expand to include smoked and dried duck breasts, duck confit, and various processed meats.



PILLAR 1/ PRESERVE

CSR WEBINAR N° 22 – ANIMAL WELFARE

During our 22nd webinar dedicated to CSR, we shared with our employees the overall roadmap concerning animal welfare, as well as its specific application to each of our strategic sectors (salmon, duck, shrimp). The discussions were particularly enriching and generated great interest from our audience.



REDUCTION OF WATER CONSUMPTION IN OUR SAINT-AIGNAN FACTORY

In our shrimp cooking factory in Saint-Aignan-Grandlieu, we have implemented a new system to recover the water used during production, instead of continuously discharging it. Thanks to a prototype tested by our maintenance team, we have successfully halved our daily water consumption. This improvement allows us to become more efficient while preserving resources and reducing the environmental footprint of our sites.



PILLAR 2/ MASTER

PILLAR 3/ RESPECT

From now on, you can also find our CSR Flashnews on [LinkedIn](#) every month!



ecogests



Delete your emails when it's not necessary to keep them. A stored email generates 10g of CO2 per year, which is the carbon footprint of a plastic bag.



The power consumption of devices in standby mode accounts for about 11% of the electricity bill for the French. Turn them off when you're no longer using them!