

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

**QUALITY OF LIFE AND WORKING
CONDITIONS**

Quality of Life and Working Conditions (QLWC) are at the heart of our daily concerns. They reflect our commitment to our human capital, which is essential to our collective success and directly linked to our third pillar: Respect. The national QLWC week, held every year in June in France, is a great opportunity to highlight some of the initiatives carried out internally:

Concrete Actions to Promote Well-Being at Work

Our Objective: To create an inclusive, stimulating, and sustainable work environment for all our employees.

1. Respectful and Inclusive Work Environment

- ✓ **Respectful Behavior Charter:** Displayed in all our offices to promote a caring and respectful workplace.
- ✓ **Reporting Platform:** Allows every employee to report any inappropriate or disrespectful behavior.
- ✓ **Social Agreements:** Signed with employee representatives on key topics such as the right to disconnect, remote work, and gender equality.

2. Employee Support and Guidance

- ✓ **"For Me" Platform:** A dedicated helpline for employees and their families, offering: *Administrative and legal assistance, Social support, Psychological counseling*
- ✓ **QLWC Conferences:** Regularly offered to employees on topics such as: *Taking care of yourself and others; The right to disconnect, Turning challenges into opportunities*

3. Inclusion, Diversity, and Accessibility

- ✓ **Diversity & Inclusion Policy:** A core part of our HR strategy.
- ✓ **Targeted Support:** Specific actions focused on: *Parenthood Work-life balance, Disability inclusion*
- ✓ **Disability:**
100% of HR and health & safety officers trained by early 2025
Action plan for 2025-2026 based on the 2024-2025 assessment



Behavior-Based Safety Visits (BBSV)



Introduced last year, BBSVs are carried out by team managers with the consent of employees. They aim to quickly correct working postures to prevent pain and occupational accidents.

These visits complement the Health & Safety awareness activities organized on-site.

A Few Examples of Actions Taken During QLWC Week

In Saint-Geours-de-Maremne, over 500 employees took part in awareness activities such as an introduction to cardiac massage and a conference on stress management.

In Came, women's health was highlighted by the site nurse through the distribution of dedicated informational booklets.



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

News

PILLAR 1 / PRESERVE

SPOTLIGHT ON OUR SUSTAINABLE CHICKPEA SUPPLY CHAIN

In June, our brands Blini and l'atelier Blini welcomed the TV show Capital (M6).

Produced in France and certified by Agri-Éthique France, our chickpeas embody a strong commitment: supporting local employment, respecting the environment, and ensuring fair compensation for farmers.

The report also highlighted the work of our R&D team, committed to combining innovation, taste, and quality.



CAPITAL

LAUNCH OF THE SCEPT TOOL IN OUR SHRIMP SUPPLY CHAIN

A recent webinar brought together all our shrimp suppliers to launch the SCEPT tool (Seafood Carbon Emission Profiling Tool). This tool aims to improve the reliability of carbon data throughout the supply chain and enhance the accuracy of our carbon footprint assessment.

It also helped engage our partners in a dynamic of transparency and environmental progress.



PILLAR 1 / PRESERVE

PILLAR 1 / PRESERVE

LABEYRIE FINE FOODS COMMITS TO MANGROVE CONSERVATION IN ECUADOR

At the SeaFood Expo in Barcelona this May, the Aquaculture Stewardship Council (ASC), Omarsa (a shrimp producer), and Labeyrie Fine Foods announced a partnership for a mangrove restoration project in Ecuador.

This initiative, carried out within the aquaculture farms we work with for our shrimp supply chain, aims to replant mangroves to help combat climate change, by acting as carbon sinks, and to preserve local biodiversity.

By committing to this project, Labeyrie Fine Foods strengthens its involvement in more sustainable aquaculture, directly connected to local territories and communities



EXPECTED REDUCTION IN OUR ENERGY CONSUMPTION IN SAINT-GEOURS-DE-MAREMNE

The modernization of the wastewater treatment station in Saint-Geours-de-Maremne, which led to the shutdown of 2 turbines and 6 agitators, now allows for monthly energy savings of 11 MWh. This represents a 20% reduction in the facility's energy consumption.

PILLAR 2 / MASTER

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It's Eco-Friendly: Hunt Down Excess Packaging While You Shop. The less packaging, the better! Prioritize buying products in bulk, loose, or with minimal packaging to reduce waste.



It's Eco-Friendly. It's Economical: Ditch disposable tableware and switch to reusable alternatives.