

ECO DESIGN POLICY

Introduction:

75 years ago, guided by the conviction that the pleasure of sharing high quality products was life treasured moments “the salt of life”, Robert Labeyrie put on our tables incomparable flavours from “terroirs” with precious know-how.

Today we have the same conviction, but our world is forever evolving. Our planet's resources are limited. We know that the quality of our food is closely linked with the quality of our environment and our well-being.

If we want to continue to awaken the taste buds of the future generations, we must also awaken our consciousness, our own's as well as the consciousness of those around us, and thus making the relationship of INTENSE PLEASURE & RESPONSABILITY possible.

That's why working together with our colleagues, partners and consumers, we want to redefine this vision of pleasure we have inherited and that drives us.

We want to share a responsible passion for food, one that has been developed via our 3 pillar CSR approach:

PRESERVATION of the ecosystems we interact with,

MASTERY of our processes and know-how through everyday virtuous practices,

RESPECT of the men and women who produce, process and consume our products.

Our mission, as a group is to give as many people as possible the keys to responsible pleasure consumption. Our “raison d'être” is to share a responsible passion for food.



Our mission in terms of eco design is a priority of our MASTER pillar:



1. Our responsibility in terms of eco design

The issue of packaging is a major component of global environmental challenges. As an international premium food company, we have the responsibility to minimise the impacts on the environment of packaging. To achieve this, we are committed to a circular economy approach. It aims to preserve the value and quality of materials at each stage of their use so that they can be reintegrated into the biological cycle (compost, biodegradability) or technical cycles (recycling, reusing).

This policy covers the packaging of Labeyrie Fine Foods Group's finished products (primary, secondary packaging) as well as all the packaging used in its operations.

Our main commitments are as follows:

- Implement 100% recyclable or reusable packaging by 2025
- Significantly increase the proportion of recycled materials in our packaging to reach a target of 2/3 by 2025, as a minimum
- Reduce the weight of our packaging by 10% by the end of 2025 and set a new target each year in line with our other progress
- Achieve 100% of our paper and cardboard packaging being recycled or certified by the end of 2021
- Play our role within our ecosystem: alongside recycling players, consumers, players who innovate to imagine new packaging or distribution solutions for tomorrow.

2. Details of our commitments:

a. 100% of our packaging to be recyclable or reusable by 2025

Today, 72% of our packaging, including 36% of our plastic packaging, is recyclable. The reworking of our plastic packaging is progressive and an absolute priority to ensure that all the packaging we put on the market by 2025 can be recovered in a recycling channel or reused.

b. Significantly increase the proportion of recycled materials in our packaging to reach a target of 2/3 by 2025, as a minimum

Being part of a circular economy implies prioritising the use of recycled materials and limiting the use of virgin materials to a minimum. Therefore, we are committed to significantly increase the proportion of recycled materials in our packaging.

We have already completed several projects:

- In 2020: integration of 90% recycled plastic in all our Atelier Blini branded plastic pots, which is equivalent to 360 Tonnes of virgin plastic saved each year
- In 2020: switch from our ring trays to plastic with 40% rPET

Today, we have reached 55% of recycled materials in our packaging overall; our objective is to reach 66% by end 2025. These targets provide a framework for our actions, but we want to go further.

In 2021, we plan to make all our Père Olive brand jars from 100% recycled plastic.

We are also keeping an eye on innovations in the packaging sector, as well as the development of sorting and recycling channels that will allow us to go further in this area.

c. Reduce our packaging usage by 10% by weight by end 2025

In parallel to our commitment of the most optimal reuse of resources, our duty is also to limit their use as much as possible. Therefore, we are constantly working to reduce the weight of our packaging. Our major projects in this area include:

- Reducing the size of our salmon pouches (180 tonnes of packaging are now saved each year, thanks to this project launched in 2018, first on the large trays and then on the 2 to 6 slices pouches, over 3 production sites)
- Reducing the packaging on our Delpierre shrimp rings (-20T / year from September 2021).

We are also reducing the size of our packing boxes in order to optimise our cardboard boxes and reduce unnecessary packaging.

In the same spirit, the Group is committed to refrain from adding accessories to the Group brands new product launches. Should the addition of an accessory become necessary, it will be designed in accordance with the eco-design criteria developed for all packaging.

d. Achieve 100% of our paper & cardboard packaging being recycled or certified by the end of 2021

We now select our suppliers according to this criterion, which is included in all our calls for tender.

e. Working, alongside recycling players, consumers, and players who innovate, to develop new packaging solutions for tomorrow

- **Alongside consumers:** Encourage and facilitate recycling by clearly communicating to consumers, recycling instructions and symbols to identify how different types of packaging can be recycled on all our products by the end of 2022, and via social marketing.
- **Alongside recycling actors:** Labeyrie Fine Foods Group is currently working with Citeo on criteria for improving the recyclability of its packaging. The Group's medium-term ambition is also to work with recyclers to develop a new recycling channel for its packaging.
- **Alongside innovative players to imagine new packaging solutions for tomorrow:** the Labeyrie Fine Foods Group aims to identify and, where relevant, test or implement new solutions (deposits, bulk, biomaterials, etc.). To do so, the group maintains a dialogue with its commercial partners, both historical and new packaging players.

4. Means of action and follow-up

To achieve its packaging ambitions, Labeyrie Fine Foods Group designed a tool in January 2021 that will systematise the eco-design of its finished product packaging. This tool will allow:

- assess the level of environmental performance of each package in relation to the commitments made by the Group,
- identify areas for improvement,
- guide innovations so that they comply with the Group's commitments from the outset.

The following criteria will be taken into account

- The main material or resource used in the design of the packaging
- The end of life of the product
- The weight of the chosen packaging
- The number of components in the CSU (Consumer Sales Unit)
- The volume of the packaging in relation to the volume of the FP
- Eco-design of the secondary packaging
- Energy consumption of the packaging

- CO2 emissions related to the packaging
- Water consumption related to packaging
- Risk of food and packaging waste
- Process packaging
- Supplier location

In addition, Labeyrie Fine Foods Group undertakes to report annually on the progress made on the issue of eco design as part of its CSR reporting.