

ENVIRONMENTAL MANAGEMENT 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 that same conviction, but our world is forever evolving. Our planet's resources are limited, and 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 future generations, we must also awaken our own consciousness and that of the consciousness of others around us, 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 which 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.



Controlling our environmental impact is a priority of our Master pillar:



The efficient use of natural resources, controlling our impacts on the environment and on the local ecosystem (water, air, land, energy, waste, effluents, odour, noise, food waste, etc.) and fight against global warming are the major challenges that the Labeyrie Fine Foods group has committed to address. These environmental issues are guiding our purchases and design strategies.

The LFF Group has set up a governance dedicated to the environment and energy, a cross-functional Environmental Committee that meets quarterly with representatives from each site.

Compliance with regulations is our absolute priority for examples:

- In France, ICPE (**Installations Classified for the Protection of the Environment**) classifies installations as “any industrial or agricultural concern likely to create risks or to generate pollution or otherwise harmful results, particularly endangering the health and safety of people living nearby. Most of our French sites are classified as **ICPE** and as such, our site managers have ongoing relations with the national control bodies in charge.
- Within the framework of the 2010/75/EU directive on industrial emissions, known as "IED", four of our sites have implemented best practices known in Europe (in terms of environmental impacts). These good practices feed into our overall **continuous improvement plan which is being rolled out on all our sites**.
- We keep abreast of changes in local and national legislation and emerging environmental issues. We are committed to ensuring **compliance &** adopting an improvement **approach**.

This policy details the Group's main areas of focus to manage its environmental impacts, including any associated monitoring indicators and commitments:

- Effluent control
- Waste management
- Recovery of by-products and fight against food waste
- Reduction of the impact of our energy consumption
- Reduction of our water consumption
- Refrigerant gases: elimination of HFCs

- Controlling the impact of the transport of raw materials and of our finished products

1. Effluent control:

Our processing facilities require the use of water, both as part of our manufacturing operations but also as part of our cleaning and disinfection processes. This results in the creation of wastewater which must be treated before it can be discharged into the natural environment.

Our sites are committed to complying with the terms & conditions of their respective discharge consents as issued by the competent authorities. LFF commits to making the necessary investments and ensuring sites are implementing a robust due diligence process to monitor the quality of the discharge waters.

2. Waste management :

LFF has been committed for several years to the 3Rs by reducing waste at source, sorting, and optimising its recovery.

All our sites work with licensed waste management and recovery professionals (cardboard, plastics, bio-waste, etc.).

Actions are being instigated and targets set so we recover 95% of our waste by 2025 (vs. 89% at the end of June 2021) and ensure no waste is sent to landfill by 2030. LFF is committed to developing and using the most efficient recovery methods for each type of waste generated.

3. Recovery of by-products and fight against food waste (Food waste hierarchy):

Labeyrie Fine Foods strives to act on all the levers that make it possible to reduce food waste, at all stages of the value chain. This includes the recovery of by-products (progressive development of recovery channels for human consumption or use in animal feed), clearance sale of unsold products, donation to charities and food banks, as well as sales to staff at very low cost.

We are working on the recovery of our by-products (salmon (offcuts, pulp, heads), duck (feathers, meat), etc.) and are building a solid network of partners (B2B industrial players, innovative startups, etc.).

Our commitments on food waste and the recovery of by-products are as follows:

- Aim for 100% of our by-products to be redirected as ingredient for human consumption
- Reduce our food waste by 15% by 2025

4. Reduction of the impact of our energy consumption

Our plan to control and reduce our energy consumption is structured around the following two pillars:

- Reducing our energy consumption:

Working on the energy efficiency of the Group's sites and processes is our main lever for reducing our consumption. For example, at all our sites we are implementing the recovery of wasted/unavoidable heat from compression systems to produce cold or compressed air.

We are committed to reducing our consumption of energy per kilo (KWh/Kg) of finished product ratio by 8% by 2025.

- Decarbonisation of energy

To reduce our dependence on fossil fuels and limit our greenhouse gas emissions, we are focusing on the decarbonisation of energy by:

- a. Electrification of processes and utilities, for example by combining heat recovery with heat pumps to produce hot water.
- b. Renewable energy supply: we have moved to a 100% renewable electricity contract in January 2021
- c. The use of renewable energy, for example the production of renewable energy on our sites through photovoltaic panels, biogas, etc.

5. Reduction of our water consumption

We are also implementing actions on our sites to control our water consumption and encourage the reuse of water in our processes as soon as possible.

Meters have been installed at our sites to better monitor consumption by activity area.

We are committed to reducing our consumption of water per kilo of finished products (L of water / kg) by 10% by 2025

6. Refrigerant gases: elimination of HFC's

- Industrial process cooling: the LFF Group is committed to no longer building installations using HFC refrigerant gases that have a high impact on the greenhouse

effect for any installation of more than 50 kWh and for all installations (regardless of capacity) from 2028.

- Industrial cooling excluding processes: the LFF Group is committed to no longer building installations using HFC refrigerant gases that have a high impact on the greenhouse effect

7. Controlling the impact of the transport of raw materials and of our finished products

The carbon footprint of freight represents 15% of the overall carbon footprint of the LFF Group. Reducing the environmental impact and in particular the carbon impact of the transport of our products (upstream, inter-site and downstream) is a major challenge for LFF.

To achieve this, several areas of work have been identified and action plans have been initiated, notably on the following issues: optimising the loading rate of our vehicles, the means of transport used (modal shift where possible, reducing road transport in favour of rail transport, for example, using alternative fuels with a reduced environmental impact) and selecting committed and responsible transport providers.

Our goal is to reduce freight-related emissions by 30% by 2030.