





## Introduction from

Jacques  
Trottier

CEO,  
Labeyrie Fine Foods Group

**At Labeyrie Fine Foods, we've been cultivating the pleasures shared around the dining table for decades. This autumn, in 2024, we unveiled our new raison d'être: "Together, let's inspire people to get Together around the same table".**

Bringing people  
**TO**gether

Because we're convinced that if there's one place that brings us together, it's the table. Labeyrie Fine Foods brings together all tastes and desires around the same table, with Responsibility, by offering exceptional products with indulgence, products designed with the greatest possible responsibility and with a variety of tastes (plant products, seafood, regional products).

When I took over as CEO of the Labeyrie Fine Foods Group, I decided to make responsibility a pillar of our corporate strategy, by defining an ambitious CSR roadmap. And every day, for every decision, at every level of the company, we strive to stay on this essential path, not only for the future of the Group, but for the future, quite simply. It's always interesting, when we publish our CSR report, to take a step back and look at the challenges we've managed to overcome, and the efforts we still have to make moving forward.

My greatest satisfaction this year is undoubtedly the in-depth work done on safety in the workplace. A series of remarkable measures and actions, such as the setting up of Behavioral

**“ When I took over as CEO of the Labeyrie Fine Foods Group, I decided to make responsibility a pillar of our corporate strategy. ”**

Safety Visits, daily awareness-raising campaigns, and the attention we all pay to others, have enabled us to reduce the rate and severity of accidents this year. I sincerely congratulate all our site teams and reaffirm the “zero accident” objective that we must relentlessly pursue.

Finally, as a leader, our mission is undoubtedly to be a driving force in our markets and various sectors. Indeed, once again this year, our Group is at the origin of innovative initiatives that enable us to move our sectors forward. For example, the creation of the “Un Pacte Positif” association, at our Group's initiative, brings together various players in the plant sector, with the aim of supporting farmers in their transition to sustainable agriculture. Another example, the Kalytera program, which helps olive growers in Greece, demonstrates again our Group's concrete involvement in the plant sector.

Being a driving force also means daring! That's how we took the decision to remove all plastic lids from our olives, or how we managed to switch to 100% recyclable plastic on our Smoked Salmon packaging in the UK. Taking this step back, my real satisfaction is to witness all the positive energy that unites the Group's employees, whatever their role in the company, around this major challenge: Reuniting the “Future of our Group” and the “Future of our Planet”. Together, I am convinced that we will have a positive impact on the world around us, by bringing together Indulgence and Responsibility, the foundation of our corporate strategy.



## Interview with

*Gaëlle  
Quarri*

CSR, Communication  
& Brand Strategy Director

This year, we publish our 4<sup>th</sup> CSR Report. We look back with pride on the past 4 years, during which we have taken strategic decisions, implemented structuring projects and begun the transformation of our Group towards a more sustainable model. We applaud the progress made by our employees, who are increasingly convinced, committed and responsible. We are also delighted to see our suppliers and partners working alongside us, as well as our customers and the various organizations with whom we share a common vision. And yet, more than this sense of pride, it is a feeling of humility that surrounds us every day. The road to sustainability is indeed long and complex. It requires resilience, patience and tenacity. And that is a good thing!

This year, we have decided to raise some of our targets for the coming years, such as perfect gender equality in our management teams. Our responsibility extends beyond our own business. For example, we are very committed to animal welfare, which enables us to make progress in the sectors in which we work. In addition, we have launched the Care Salmon collective, alongside CIWF\* and Bankiva\*\*, whose mission is to identify animal welfare issues in the salmon industry, and to work on plans to improve both farming practices and slaughtering conditions.

The year 23/24 was once again marked by the surpassing of one of the 9 planetary limits: freshwater resources. So, with every action we take, every decision we make, we have to think about natural resources, we have to think about impact. At our own level, we can act, and this is what must continue to drive us every day. Our commitment to reducing our carbon footprint obliges us. Taking action in all our activities, whether

**“ The road to sustainability is both long and complex. It requires resilience, patience and tenacity. And that is a good thing! ”**

through investments that enable us to reduce our emissions or by engaging our suppliers in this battle, must be an important, even decisive, criterion in our choices and decision-making. The strength of Labeyrie Fine Foods undoubtedly lies in the awareness and action of our management teams and all our employees. Responsibility is shared. It is with pleasure that I invite you to discover this detailed report on our actions, our progress and the challenges we still face to achieve the ambitious goals we have set for ourselves.



\*Compassion in World Farming, international NGO for sustainable livestock farming)

\*\* Ethology and farm animal welfare consultant

# OUR VALUE-CREATION MODEL:

## Reconciling economic performance and social responsibility

### Our resources

**Our DNA:** A Group founded in 1946, always convinced that the pleasure of eating is the spice of life, and that the notion of indulgence is now inseparable from that of responsibility.

#### INDUSTRIAL SITES

**12** industrial sites:

9 in France  
2 in the UK  
1 in Belgium



#### INVESTED WOMEN AND MEN

Nearly **3,200** employees

2,650 employees in production sites specialized by sector, cultivating Labeyrie Fine Foods' own expertise. A dedicated R&D Teams for each activity.



#### RECOGNIZED BRANDS



#### COMMITTED INVESTMENTS

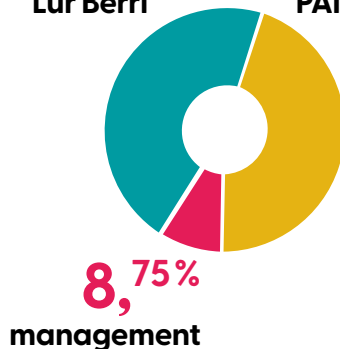
**36%** of the Group dedicated to investments contributing to strategy



#### A STRONG SHAREHOLDING

**45,63%**  
Lur Berri

**45,63%**  
PAI Partners



#### OUR EXECUTIVE COMMITTEE

The Labeyrie Fine Foods Executive Committee, of which the CSR Director has been a member since July 2020, builds the company's strategy and ensures its execution.

### Our project

## 3 quality channels

**Plant products and ingredients (18%):**  
Olive, chickpea, avocado, dairy products, wheat

**Seafood (69%):**  
wild and farmed fish and shellfish

**Regional products (13%):**  
Duck, pork, goose



## 5 major products categories

- Smoked fish
- Fish and shellfish
- Fresh aperitif products
- Foie gras and duck meat
- Premium charcuterie



# Our impacts / Data 2023-2024



## 5 distribution networks

The Group is present in France, the UK and 57 other countries around the world, in these distribution channels:

- Food superstores
- Specialized retailers
- Food service (out-of-home catering)
- Industrial sales
- E-commerce



### EMPLOYEES

- **Leading local employer:** 12 sites across Europe
- Employee fulfillment score: **7,8/10**
- **70%** of employees have received at least 1 training course
- Gender equality index: **94/100**
- **44%** women in top management
- **29** fewer accidents than last year

### SUPPLIERS

- Sharing **CSR commitments** with suppliers through purchasing policies and key meetings
- **302 duck breeders** in Western and South-Western France

### THE PLANET

- Reduction of our **carbon footprint** by **25%** between 2019 and 2023/2024 (and 2030 commitment validated by SBTi)
- **Biodiversity diagnosis** and prioritization of a 2030 roadmap
- **82%** of our packaging recyclable
- **52%** of our packaging made from recycled materials
- **89%** of our strategic raw materials<sup>2</sup> labeled or under an improvement initiative



### CONSUMERS

- **Brand Social Responsibility commitments** visible on our products to help consumers choose more responsible products: 1% l'atelier Blini & Delpierre / Agri-ethique / MSC / ASC / Engagment Qualité / Aquaculture Raisonnée / Organic Farming

### CUSTOMERS

- Member of partner customer working groups to contribute to **sustainable food** (Carrefour Transition Pact / Casino Carbon Forum, etc.)..
- Membership of the **Open Climat** platform to publicly communicate our climate commitments.

### CIVIL SOCIETY

- **961 K€** in annual donations to food banks

**867**  
millions €  
in revenue

<sup>1</sup>Percentage expressed in voting rights on June 30, 2024 - 2. Salmon, duck, cod, herring, mackerel, shrimp, chickpea, avocado, olive.

# OUR CSR STRATEGY

Our mission:

## Making responsible indulgence possible

3  
pillars

1  
major  
challenge

12  
priority  
areas

12  
key  
commitments

### Pillar 1

*Preserving*

THE ECOSYSTEMS WE INTERACT WITH

#### 4 Key Areas

1. Responsible sourcing
2. Animal welfare
3. Animal Feed
4. Reducing environmental impact

### Pillar 2

*Mastering*

OUR EXPERTISE AND PROCESSES THROUGH VIRTUOUS PRACTICES

#### 4 Key Areas

5. Clean labelling
6. Eco-design of packaging
7. Environmental impact of our sites
8. Responsible logistics and transportation

### Pillar 3

*Respecting*

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

#### 4 Key Areas

9. Ethics
10. Human capital at the heart of our collective success
11. Responsible communication
12. Social commitment

## 12 key commitments for 2025/2026:

#### LABELLING:

100% of strategic raw materials carrying a label

#### ANIMAL WELFARE:

100% of our strategic raw materials from suppliers committed

#### ANIMAL FEED:

100% of soybeans with zero deforestation

#### ENVIRONMENTAL IMPACT:

core business reworked vs. environmental display

#### CLEAN LABEL:

100% of ALL our products free of controversial additives\*

#### ECO-CONCEPTION:

-20% plastic, 100% recyclable, (2/3 recycled)

#### FACTORY CONSUMPTION:

-10% water AND electricity & gas

#### FOOD WASTE:

-20% food waste

#### ETHICS:

100% of our key suppliers Code of Conduct signatories

#### EMPLOYEES:

score  $\geq$  8/10 and participation rate  $\geq$  75%\*\*\*

#### SAFETY:

frequency rate 1 of 10 and -20% on TFI\*\*\*

#### GENDER EQUALITY:

50% women on LFF committee

Major Challenge

*Commitment*

TO THE FIGHT AGAINST CLIMATE CHANGE

SCOPES 1&2 : -55% by 2030 (compared to 2019) of its absolute greenhouse gas emissions

SCOPE 3 : -22% physical intensity of indirect emissions (compared to 2019) by 2030

## OUR COMMITMENTS ARE FORMALIZED THROUGH DIFFERENT POLICIES

Supplier Code of Conduct

Animal Feed

Animal Welfare

Clean Label

Packaging Ecodesign

Environmental Impact Management

Responsible Communication

Diversity, Inclusion and Equal opportunities

All these documents are available on [www.labeyrie-fine-foods.com](http://www.labeyrie-fine-foods.com) and are shared with our partners.



### DUCK PRODUCTS:

remain at the forefront of progress in our sectors.

### SEAFOOD PRODUCTS:



**FARMING:** contribute to the development of virtuous aquaculture by reducing the sector's environmental and carbon footprint, while ensuring animal welfare-friendly farming practices;



**SEA FISHING:** participate in reducing the environmental footprint of the fishing sector to ensure the renewal of stocks, and reduce the pollution linked to its activities and its carbon footprint.



### PLANT-BASED INGREDIENTS:

accompany and support producers in our plant-based sectors in their agricultural transition.

## Risk identification at Labeyrie Fine Foods

As part of the CSRD, we conducted a double materiality assessment to comprehensively identify the impacts, risks, and opportunities within our activities and across our value chain.

## Our CSR governance

The CSR team reports to the CSR, Communications and Brand Strategy Director, and comprises 6 CSR employees. A CSR steering committee meets every six months, bringing together the CSR team and the Executive Committee, to discuss the CSR roadmap and arbitrate on structuring issues.

Roadmaps with specific objectives have been defined for each entity.

## As part of our CSR strategy, we are committed to contributing to the Sustainable Development Goals

defined by the United Nations, with priority given to the following SDGs (in line with our 12 priority areas):



# OUR CLIMATE STRATEGY

## Why have a climate strategy?

Aware that food accounts for 1/4 of the carbon footprint of European households and faced with the climate emergency, the Labeyrie Fine Foods Group is committed to making the fight against global warming one of its top priorities.

Since 2019, we have been updating our carbon footprint annually, by calculating our carbon balance sheet which takes into account all emissions, from upstream (production of the raw materials) to downstream (end of life of the products). This calculation allows us to measure the impact of our activities and to pilot an ambitious and adapted strategy to respond in particular to the Paris agreements and to strive to contain global warming below the threshold of 1.5°C.

\*Source : <https://ourworldindata.org/environmental-impacts-of-food>

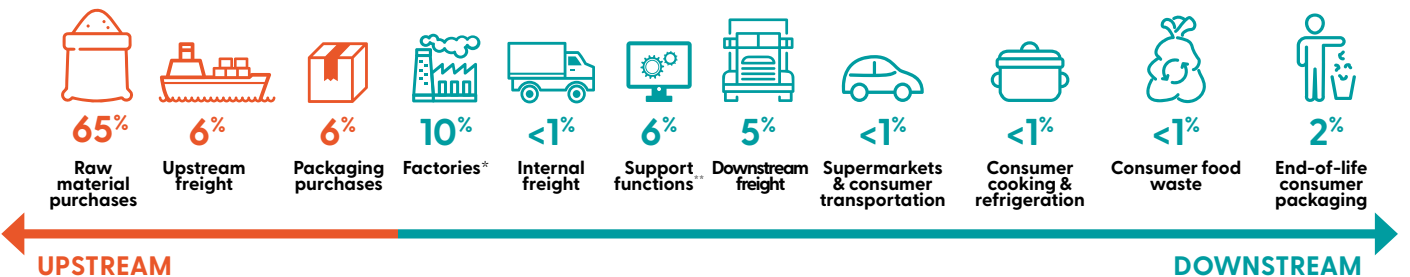
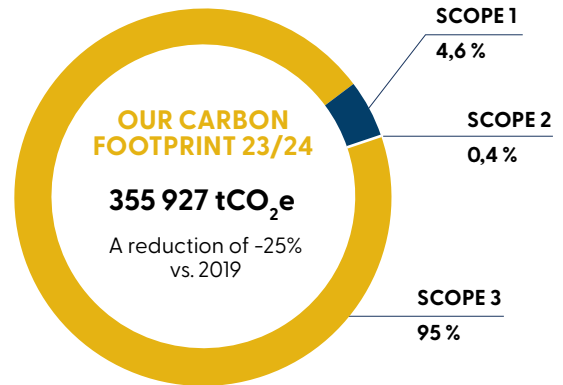
## Our approach



## 1. A Mitigation Plan

### Measure our carbon footprint

\* Factories: energy, non-energy, waste, industrial fixed assets.  
 \*\* Support function: commuting and business travel, other purchases, other fixed assets.  
 Scope 1: direct emissions generated by sources owned or controlled by the Group.  
 Scope 2: indirect emissions generated by energy production for the organization's activities.  
 Scope 3: indirect emissions related to the life cycle of our products and activities.



The LFF Group has reduced its carbon footprint by 25% in absolute value between 2019 and 2023/2024, from 474,208 tCO<sub>2</sub>e to 355,927 tCO<sub>2</sub>e.

This comparison only makes sense if it is also reflected in terms of the tonne of product manufactured: the average carbon intensity of our products has been reduced by 11% between 2019 and 2023/2024, from 6.3 tCO<sub>2</sub>e to 5.6 tCO<sub>2</sub>e / ton of products manufactured by LFF.



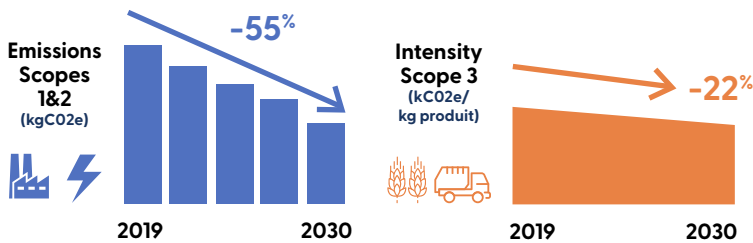




## Set our objectives



### Our climate trajectory



The SBTi validated the carbon emission reduction targets of the Labeyrie Fine Foods Group.

Our decarbonization trajectory was recognized as being aligned with the Paris Agreement objectives, namely to limit global warming to 1.5°C.

Our Scope 3 trajectory is currently being reassessed to take into account the new requirements of the SBTi FLAG standard.



## Onboarding all employees

One of the key success factors of the Labeyrie Fine Foods Group's climate approach lies in raising awareness, mobilizing and onboarding all our employees to concretely address climate issues and reach our reduction targets

**Mobilizing key players:** we have created the LFF Climate community, which brings together all the key contributors to the management of the operational plan to reduce our carbon footprint.

Train to act! We have successfully implemented an internal awareness plan:

- **Digital training** dedicated to climate issues: the LFF Climate School. More than 800 Group employees trained in key concepts related to climate change.
- **Internal webinars** dedicated to climate were broadcast and brought together more than 400 employees.



## Driving Operational Deployment

We have developed a concrete action plan that covers all emission sources in our activities and involves the commitment of our suppliers. Here are some examples of actions:

### FACTORIES SCOPE 1+2



- Replacing refrigerant gases  
**Impact: -22 000 tCO<sub>2</sub>e**
- Transitioning to 100% renewable electricity by 2030  
**Impact: -7500 tCO<sub>2</sub>e**
- Improving energy efficiency at our industrial sites through gas consumption reduction, heat pump installation, etc.

### PACKAGING SCOPE 3



- Reducing packaging weight and increasing the proportion of recycled materials in packaging  
> Targets: 100% recyclable packaging / Two-thirds of packaging made from recycled materials  
10-20% reduction in total packaging by 2025  
**Impact: - 3000 tCO<sub>2</sub>e**

### RAW MATERIAL PURCHASES SCOPE 3

- Supporting our suppliers in reducing their carbon footprint  
**Impact: -10 000 to -50 000 tCO<sub>2</sub>e**

### FREIGHT SCOPE 3

- Implementing actions to reduce upstream, internal, and downstream transport emissions
- Internal target: 30% reduction in freight emissions by 2030  
**Impact: -23 000 tCO<sub>2</sub>e**
- Exploring bio-CNG adoption for LFF intersite flows  
**Impact: > -1000 tCO<sub>2</sub>e**

## 2. An Adaptation Plan

### Why carry out a climate risk analysis?

The Earth is warming and the effects of climate change are multiple: extreme heat waves, agricultural droughts, heavy rainfall, rising sea levels, ocean acidification, etc. As an agri-food group, in permanent contact with Nature, we are at the heart of these concerns: falling crop yields, changing livestock farming conditions, scarcity of resources and raw materials, etc. This is why reducing our carbon footprint is essential in order to mitigate the impacts of climate change, but adapting

our sectors and our models to them, in the short, medium and long term, is also essential, in order to reduce their vulnerability.

The Group has initiated collaborative work that brought together more than 20 internal functions, led by CSR and the Audit / Risk Department, which has made it possible to identify and analyze the major risks to which the Group's activities are exposed (across all value chains). This long-term work will continue in the 23-24 financial year in order to develop specific and appropriate adaptation plans, aimed at improving our resilience and thus perpetuating our activities in the long term.

# A MESSAGE FROM THE MEMBERS OF THE EXECUTIVE COMMITTEE

“ How is CSR essential for the sustainability of your business? ”



LABEYRIE FINE FOODS | PREMIUM

*Stanislas Giraud*

Managing Director LFF Premium

**As a leader, we have a great responsibility towards our strategic sectors of Seafood and Duck Products.**

Our priority is to collaborate with our partners to make these sectors more responsible, by addressing major issues such as animal welfare and the feeding of salmon and duck. In addition, we are committed to the eco-design of our packaging in order to minimize our environmental impact.



LABEYRIE FINE FOODS | UK

*Mark Newton*

Managing Director LFF UK

**CSR is key to ensuring that we have viable markets tomorrow. Respecting and protecting biodiversity is essential.**

Together with our partners (customers and suppliers), we are the guardians of these fragile resources and we have a major role to play.



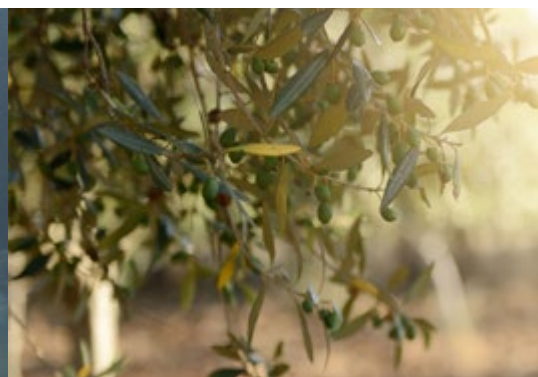
LABEYRIE FINE FOODS | Océan

*Stéphanie Pargade*

Managing Director LFF Océan

**The sea is our identity and our resource. As a seafood producer, we are intimately linked to this fragile ecosystem.**

CSR for LFF Ocean is more than a commitment, it is a necessity to guarantee the sustainability of our activity by preserving marine resources.





LABEYRIE | TRENDY  
FINE FOODS

*Nathalie Reyé-Lacroix*

Managing Director LFF Trendy

**With our committed approach on our brands l'atelier Blini, Blini and Père Olive, we want to be a player in the transition to plants and support the agro-ecological transition in our strategic sectors.**

In addition, we are committed to producing with a lower impact to meet our ambitious Climate challenges as well as the expectations of consumers and distributors.



LABEYRIE | PEOPLE & CORPORATE  
FINE FOODS

*Bertrand Delmas*

People & Corporate Director

**Our responsibility is to create the conditions for success today and tomorrow. The Group's sustainability is at the heart of our activities.**

And this only comes through a responsible attitude in all areas of the game and with all stakeholders.



LABEYRIE | FINANCE  
FINE FOODS

*Frank Lada*

Finance Director

**CSR has become an essential subject for our investors, and that's a very positive thing because they push us to reconcile financial performance and CSR, which go hand in hand to build the company and the world of tomorrow.**



LABEYRIE | GLOBAL SUPPLY  
FINE FOODS

*Olivier Courty*


Global Supply Director

**By working closely with our suppliers and customers, we establish solid partnerships by integrating CSR issues such as responsible sourcing, ethics, logistics and responsible travel, always in the service of performance and customer satisfaction.**




# DASHBOARD OF OUR CSR INDICATORS

## PRESERVE

Labeyrie Fine Foods Group workstreams	KPIs	Year 21/22	22/23	23/24	Objectives 25/26	Objectives 30/31
	Responsible sourcing	86%	88%	89%	100%	Roll-out to other raw materials purchased by the Group
	Animal welfare	97%	96%	96%	100%	
	Animal feed	77%	85%	79%	100%	
	% of volumes of strategic raw materials from suppliers who have signed the animal feed	90%	97%	96%	100%	

## MASTER

	Clean label	65%	84%**	91%**	100%	ND	
	Eco-design packaging	% of recyclable packaging	78%	78%	82%	100%	100%
		% of packaging from recyclables	58%	51%	52%	66%	80%
	Control the environmental impact of our sites	Liter (L) water consumption per kg of finished products manufactured	13,65	14,56	14	12,5 (-10% vs 20/21)	11,2 (-10% vs 25/26)
		kwh consumed per kg of finished products (gas + electricity)	1,54	1,78	1,76	1,31 (-10% vs. 20/21)	1,24 (-10% vs 25/26)
		% of wasted recycled	85%	85%	90%	95%	100%
		% of by-products used for human consumption (in sales)	ND	44%	39%	50%	70%
		Packaging destruction K€	521	447	870	677 (-15% vs 20/21)	576 (-15% vs 25/26)
	Logistics and responsible business travel	Food destruction K€	2 558	2 953	1 789	1 147 (-15% vs 20/21)	975 (-15% vs 25/26)
		Freight carbon footprint (upstream + downstream + internal) in tCO2e	47 336	40 157	37 836	ND	40 568 (-30% vs 2019)
	% of plug-in hybrids or electric vehicles in fleet renewals	18%	21%	28%	25%	50%	

For each priority area of our CSR strategy, we have defined performance indicators in collaboration with the relevant teams and set objectives for 2025/2026 and 2030/2031.

Regular monitoring of these indicators is essential to ensure alignment with our roadmap and to implement the necessary action plans.

RESPECT

Labeyrie Fine Foods Group objectives	KPIs	Year 21/22	22/23	23/24	Objectives 25/26	Objectives 30/31
Ethics throughout the upstream value chain	% of our volumes of strategic raw materials from suppliers with low or controlled ethical risk (FNET tool base)	95%	97%	96%	100%	Deployment to other raw materials
	% of our volumes of strategic raw from suppliers who have signed the code of good conduct (ex RS Policy)	96%	96%	96%	100%	Deployment to other suppliers
Human capital at the heart of our collective success	Frequency rate 1	23,5	18,9	16,8	10	5
	Severity rate	1,6	1,9	1,4	1,5	1
	Absenteeism rate	8,1	8,2	8,3	6	5
	Unwanted turnover (resignations)	11,9	8,9	7,5	<8	<5
	ZEST index /10	7,7/10	7,8/10	7,8/10	8/10	8/10
	ZEST Participation rate**	70%	72%	76%	75%	75%
	% of positions filled internally (vs. externally)	51%	53%	88%***	50%	50%
	% of employees having received at least one training during the year	49%	52%	70%	75%	90%
	% of women in top management	31%	34%	44%	50%	50%
	Gender equality index (score/100) (in France)	93	88	94	95	98
	% of disabled workers (in France)	5,4%	6,2%	7%	7%	8%
	% of employees work-study (in France)	1,2%	1,4%	1,3%	2,5%	3%
	Social movements	4	0	0	0	0
Responsible communication	Average score/3 in the FAIRe program of the UDM (Union des marques)	1,9	2,1	2,25	2,5	2,5
	No. of complaints/ million units sold (ppm)	8,6	10,4	10,9	7	6
Community commitment	Amount donated to food bank (in K€)	1113	872	961	ND	ND
	% of employees participating in on salary	4,5%	4,3%	2,6%	5%	5%

ND : Data not available - \* Controversial additives: Additives posing a health risk to our consumers and listed by our retail clients. (23/24 = extended to 100% of LFF products) - \*\* Connected Population. \*\*\* Scope France only. The LFF Group prioritized internal development over external recruitment in 23/24.

# OUR KEY SUCCESSES

## “ 2023-2024 : A year full of Initiatives and Accomplishments ”

### Pillar 1 *Preserving*

#### THE ECOSYSTEMS WE INTERACT WITH

##### PROJECT N°1

### Responsible sourcing

· In order to define a common vision for a **Responsible Avocado supply chain**, and to improve the environmental and social impact of our sourcing, we have co-created a committed collective which groups technical experts such as Earthworm with some of our distributors.



· Signature of an **ethical charter** with Lur Berri guaranteeing fair remuneration for all our South-West and West duck producers.

##### PROJECT N°2

### Animal welfare

· In partnership with CIWF France and Bureau Bankiva, we have co-founded the CARE Salmon collective, whose mission is to identify animal welfare issues in our salmon industry and work on progress plans for farming practices and slaughter conditions.



In particular, we continue our efforts to raise awareness among our external stakeholders by setting up Newsletters and Webinars dedicated to the Animal Welfare challenges facing salmon, featuring expert interventions on the topic.

· **First scientific publication on duck animal welfare**, a first for the entire industry.

· Labeyrie Fine Foods takes part in **R&D work on shrimp** in partnership with Sainsbury's, Bankiva and CIWF.

##### PROJECT N°3

### Animal feed

· **As an active participant in the Millennial Salmon project**, coordinated by NOFIMA and financed by the Research Council of Norway, our aim is to



work towards the development of farmed salmon with the smallest possible ecological footprint, using ingredients from the circular economy for their feed, in particular to reduce pressure on marine resources.

· **Labeyrie Fine Foods has become a signatory to the Earthworm Soy Manifesto**, which represents a collective commitment by stakeholders to ensure soy sourcing is not linked to deforestation or ecosystem conversion practices.



##### PROJECT N°4

### Reducing upstream environmental impact

· **By joining the 'Pour une Agriculture du Vivant' movement**, Labeyrie Fine Foods aims to actively contribute to the implementation of agro-ecology action plans with our partner farmers in the dairy products sector.



· Agronomic days around the **Kalytera program in Greece** to share the challenges facing the olive sector, the actions launched with farmers and the initial visible results.

# Pillar 2

# Mastering

OUR EXPERTISE AND PROCESS THROUGH VIRTUOUS PRACTICES

## PROJECT N°5

### Clean Label

Our continuing efforts to eliminate or limit the number of controversial additives in our recipes means that 91% of the Group's products contain no controversial additives. 2 major examples this year are:

- . Progressive elimination of nitrites in our Duck and Charcuterie Products
- . Removal of cochineal carmine (preservative) from tarama extra l'atelier Blini



## PROJECT N°6

### Eco design for Packaging

We are continuing our commitment to **reducing the amount of packaging, developing the recyclability of our packaging and using recycled materials:**

- 30 tons** of plastic thanks to a reduction in pot container thickness and the removal of lids from l'atelier Blini & Blini spreadable jars.
- 14 tons** of plastic in our Lyons Seafood shrimp packaging manufactured in the UK.
- 6 tons** of plastic thanks to the elimination of lids on Père Olive jars.



## PROJECT N°7

### Environmental impact of our sites

Committed to reducing our carbon footprint, we carry out energy audits at all our sites. **Some examples of savings:**

- 3%** of electricity consumption at the St Geours site, thanks to the installation of floating high-pressure cooling units.
- 50%** of natural gas consumption following the optimization of the heat pump at Fécamp.
- 5%** of cold water consumption at Saint Geours by adjusting line rinsing flow rates.
- 7%** of water consumption at Troarn by monitoring daily consumption and correcting drifts.



## PROJECT N°8

### Responsible logistics and travel

**Improved management of transport flows**, helping to reduce the carbon footprint of freight (upstream + downstream + internal) by **2,321 tons of CO2e**.



# Pillar 3 *Respecting*

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

## PROJECT N°9

### Ethics

· New **alert platform** in place and functional



## PROJECT N°10

### Human capital at the heart of our collective success

· Definition of a policy in favor of **diversity & inclusion**  
· **Health & Safety** of our sites: raising awareness of safety issues, reducing the number of accidents towards a "zero accident" goal, and organizing conferences on topics related to QWL (Quality of Life at Work).



## PROJECT N°12

### Social commitment

Many **solidarity initiatives** are organized during the year: such as in Warminster with a collection of donations for the benefit of the MacMillan Cancer Support association, in Saint-Aignan by participating in the inter-company solidarity race organized by the Special Olympics France, for the benefit of people with mental disabilities or in Fécamp by participating in the Course de la Rose.



## PROJECT N°11

### Responsible communication

The brand l'atelier Blini has strongly **communicated on its commitment to donate 1% of the profits from the sale of its hummus and falafels to UN PACTE POSITIF** to support the farmers associated with our partner cooperatives. This association aims to develop productive, sustainable and fair French sectors by supporting the farmers who supply Labeyrie Fine Foods, in agroecological transition practices.





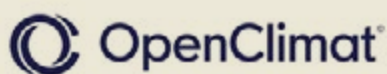
# Major Initiative

# Climate

COMMITMENT TO THE FIGHT AGAINST CLIMATE CHANGE

. **Deployment of climate frescoes and other awareness workshops:** the entire executive committee, management committees, and over 300 employees, including those at our industrial sites, participated in climate change awareness workshops.

. **Membership in Open Climat,** a web platform that transparently references companies' climate commitments.



## OUR MAJOR ORIENTATIONS FOR 2024-2025



### Preserve

- Responsible sourcing dynamics in plant sectors
- Animal welfare action plan, including the Stakeholder Committee in September 2024



### Master

- Eco-design: reduction in plastic weight and the recyclability of packaging
- Deployment of factory action plans following energy audits



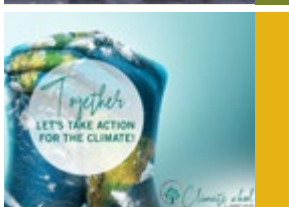
### Respect

- Zero accident policy
- Deployment of Diversity & Inclusion action plans



### Governance

- Evolution of the code of good conduct in responsible purchasing policy



### Climate

- CLIMATE transition plan
- Biodiversity adaptation & mitigation plan

This CSR report is a summarized version of the previous one, as we are working concurrently on a more comprehensive sustainability report under the Corporate Sustainability Reporting Directive (CSRD), which will offer a more in-depth analysis of our actions and progress.

If you have any questions about the CSR actions or commitments detailed in this report, or if you would like to discuss these topics, please contact Manon DURBEC [manon.durbec@labeyrie-fine-foods.com](mailto:manon.durbec@labeyrie-fine-foods.com)



Find out more about our company at [labeyrie-fine-foods.com](http://labeyrie-fine-foods.com)

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