

Corporate Social Responsibility Policy

Version of April 4th 2022

We are Ecotone, named after the richest most biodiverse places on earth.

We are a mission-driven company, an organic pioneer and a plant-based food leader and our purpose is deeply rooted in our business model.

For 30 years we have challenged the conventions and committed to change the industrial food system with alternative food: organic and vegetarian.

In 2019, Ecotone was the first and largest European food company to obtain the most complete and demanding CSR (Corporate Social Responsibility) certification in the world: the B Corp certification. Since 2020, **our purpose “Food for Biodiversity”** is giving the orientation to everything we do as a company.

The loss of biodiversity in our environment and in the food that sustains us, is the biggest crisis affecting us all. This threat is largely caused by the current intensive industrial agricultural and food systems.

This is why we are committed to do even more with concrete actions to grow healthy, delicious food that champions biodiversity.

This document aims at :

- **Giving our employees a common roadmap of our commitments and initiatives to grow food for biodiversity;**
- **Engaging our external stakeholders through transparent goals and actions.**

We are aware that there is always room for improvement: we are therefore committed to update this policy on a regular basis.

All KPIs mentioned will be used to track and measure our progress. This will be monitored by the CSR Department and reported annually to the Sustainability Committee and the Mission Committee. General progress will be published in our CSR report for our stakeholders.

We grow food that feeds biodiversity

Our CSR policy is based on three pillars: protect, grow and cherish biodiversity.



PROTECT BIODIVERSITY

- **Organic and vegetarian products**

The ban on pesticides and synthetic fertilisers in the European organic regulations contributes to considerably reducing the pressure on biodiversity. Indeed, synthetic pesticides have a strong impact on micro and macro-fauna. By prohibiting their use, organic farming avoids direct and indirect effects on these organisms. As a result, an average of 30% more different species has been observed and an abundance of individuals which increases by 50% in organic plots.¹

In addition, intensive livestock farming contributes to deforestation and climate change, two major factors in the collapse of biodiversity. 80% of deforestation in the Amazon is linked to intensive livestock farming (Greenpeace), and 14.5% of GHGs are linked to livestock farming (FAO).

To preserve biodiversity, Ecotone has been committed to organic and plant based food for more than 30 years.



Constantly increase the proportion of organic sales in our assortment and reach 90% of our turnover.



Keep a high level of vegetarian products above 95% of our turnover. 100% is not targeted, as we want to preserve mixed farming-livestock structures, with a balance between animals and plants, beneficial to biodiversity.

¹ Tuck et al., 2014, Bengtsson et al., 2005



GROW BIODIVERSITY

- **Diversity of ingredients in our recipes**

According to the United Nations Food and Agriculture Organisation ², two-thirds of what our food contains comes from only 9 plant species grown around the world (wheat, rice, corn, soy, palm oil, potato, cane sugar, beet sugar and cassava), contributing to the depletion of our food and our environment.

Ecotone is committed to organic, plant-based and diversified food to stimulate biodiversity in our food and, ultimately, cultivate biodiversity.



Increase the % of non-standard species in our recipes to more than 2/3.

- **Agri-chains fostering biodiversity**

We defend an agricultural production model that contributes to the variety of landscapes, the conservation of regions, biodiversity preservation and ecosystems restoration. This approach based on the diversity of cultivated species, the integration of natural (not cultivated) elements on the farms, crop rotation, organic and regenerative agriculture, has multiple benefits: more habitat for wild species, resilience and valuation of ecological services, etc.

We defined criteria beyond organic standards for our qualification process, that have been reviewed and challenged by expert third parties such as Solagro and ISARA. To participate in the sector evolution, we are involved in external working groups (FNAB, Synabio).



Have 1/3 of our volumes of purchased strategic raw materials sourced through agri-chains applying practices enhancing biodiversity beyond the organic standard.

- **Diversity & Inclusion in our teams**

In nature, an ecosystem is more resilient when it is diverse: the more diverse an ecosystem is, the greater its richness. The same is true for our companies. This is why we aim to achieve gender equality in leadership positions and improve social backgrounds diversity in our teams.



50% of women in senior leadership positions.

² FAO – State of the world’s biodiversity for food and agriculture (2019)



CHERISH BIODIVERSITY

- **Support of iconic ecosystem restoration projects**

Our commitments to restoring and protecting biodiversity are not limited to the impact of the products that we make. Every year, our Ecotone Foundation partners with scientific organisations, institutions and non-profits to foster knowledge about biodiversity and promote best practices as well as innovative initiatives.



3 iconic ecosystem restoration projects supported every year.

- **Awareness and engagement of our employees in achieving our mission**

Between countries and central teams we all strive towards one common goal: food for biodiversity. Our Biodiversity Day and Veggie Thursday are just two of the events we organize in this regard, along with a number of community-related activities we undertake at all our sites on an ongoing basis.



All employees committed to deliver our mission: “Food for Biodiversity”.

We focus on biodiversity at our core, while relying on additional and essential commitments

- **Reduce our carbon footprint**

Climate change is one of the 5 major causes of biodiversity erosion. We are measuring our CO₂ emissions annually on scopes 1, 2 & 3, and defined CO₂ reduction targets based on the Paris Agreement. With a portfolio mainly plant based (>95% of products are vegetarian) and our electricity purchased mainly from renewable sources (>90%), we are already well positioned on carbon emissions, but will go further in particular in the agri-chain by implementing practices supporting biodiversity and carbon sequestration.



Reduce our CO₂ emissions by 55% (absolute reduction) on scopes 1 & 2, and 43% (intensity) on raw materials, transport and packaging for scope 3 by 2030 versus 2017.

- **Implement sustainable packaging**

To achieve significant CO₂ emissions reduction and reduce the impact of our packaging, we have defined a greener pack policy. It focuses on 3 leverages : weight reduction, increase of circularity and recyclability, and use of renewable materials. We are co-building action plans with our stakeholders, such as packaging suppliers and external experts (ADEME, CITEO).



100% of our packaging to be re-usable, recyclable or compostable.

- **Improve the nutritional quality of our products**

In addition to the EU organic regulation, which prohibits chemical pesticides, bans synthetic fertilisers and limits the use of additives, we are particularly demanding regarding the nutritional profile of our products. The latter is measured using the “Nutri-score”, a method that classifies products according to their nutritional profile (energy intake and sugar, fat, fibre content, etc.) from A (good) to E (poor). The objective is to be classified as Nutri-score A, B or C for the majority of the range. To achieve this objective, we have implemented a policy of reducing the sugar and salt content in our five-year strategy.



Large part of our assortment classified as Nutriscore A, B or C.

- **Ensure Zero waste to landfill or incineration**

Nature is a fantastic model of balance. Natural systems cascade nutrients, matter and energy – waste does not exist. Any by-product is a source for a new product. Nature must inspire us to think about the management of waste throughout their life cycle, to minimise their adverse impacts on human health and the environment.



No waste landfilled or incinerated as part of our operations.

- **Engage our supply chain**

We know that our purchases and supply chain are subject to major societal, social and environmental challenges. To address them and ensure the quality and safety of our products, we have endorsed several commitments and took various actions presented in our Responsible Sourcing Policy. We are cooperating with our suppliers since we cannot achieve our ambitions to have a positive impact without their support and feedback.



See our Responsible Sourcing Policy.

- **Provide a safe and healthy working environment**

We go beyond legal standards by continuously improving our health, safety and environmental (HSE) management and performance, to ensure the safety and health of all employees and business partners.



See our Health, Safety & Environment Policy Statement.

- **Improve our positive impact on the different B Corp dimensions**

As a certified B Corp we are part of a global movement sharing the vision of a global economy that uses business as force for good - for an inclusive, equitable, and regenerative economic system for all people and the planet. We have been certified by the nonprofit B Lab to meet rigorous standards of overall social and environmental performance, transparency and accountability in the five impact areas: governance, workers, community, environment and customers. As Europe's first group certified food company we seek for positive impact in all our practices and communicate honest and transparently on it, as written down in our "Ethical marketing policy".



Renew our B Corp certification in 2022 with an improved score.

This policy was approved and signed by Christophe BARNOUIN, CEO of Ecotone, on April 4th 2022.

