



**OUR
COMMIT-
MENT
TO YOUR
“WELL
LIVING”**

**Corporate Social
Responsibility report**
From the Registration Document
2014-2015



Bonduelle



2.1	The Bonduelle Group and Corporate Social Responsibility <small>AFR</small>	26
2.1.1	“Agriculture more than ever at the heart of global issues”	26
2.1.2	A pioneering approach	26
2.1.3	Commitments and targets for 2013-2017: a first step toward the VegeGo! 2025 vision	28
2.1.4	Adapted governance	29
2.1.5	Almost 20 years of CSR commitment	31
2.2	Structuring dialog with stakeholders <small>AFR</small>	32
2.2.1	Permanent relations	32
2.2.2	Creation of a materiality matrix	38
2.3	Feeding 9 billion people by 2050 <small>AFR</small>	40
2.3.1	Issues and targets	40
2.3.2	Group policy and resources implemented	41
2.3.3	Bonduelle and its agricultural partners	42
2.3.4	Charter and certification	43
2.3.5	Preparing the future of agriculture	43
2.3.6	Toward ecologically intensive agriculture	44

2 Corporate Social Responsibility

2.4	Reducing the group's environmental footprint <small>AFR</small>	45	2.7	Ensuring employee safety, growing talent <small>AFR</small>	64
2.4.1	Issues and targets	45	2.7.1	Issues and targets	64
2.4.2	Group policy and resources implemented	46	2.7.2	Group policy and resources implemented	64
2.4.3	Assessing the carbon footprint	46	2.7.3	Safety and working conditions	66
2.4.4	Energy consumption	47	2.7.4	Compensation policy and social dialog	66
2.4.5	Water consumption and treatment	49	2.7.5	Training and developing potential	67
2.4.6	Managing waste and by-products	50	2.7.6	Diversity	68
2.4.7	Responsible use of packaging	51	2.7.7	Human rights	68
2.4.8	Optimizing transport flows	52	2.8	Note on the CSR reporting methodology <small>AFR</small>	69
2.5	Ensuring access to quality vegetables <small>AFR</small>	54	2.8.1	Context and objectives	69
2.5.1	Issues and targets	54	2.8.2	Procedures	69
2.5.2	Group policy and resources implemented	54	2.8.3	Scope	70
2.5.3	Sourcing of raw materials	58	2.8.4	Indicators	72
2.5.4	Product design	59	2.8.5	2015 Reporting schedule	74
2.5.5	Consumer information and satisfaction	60	2.8.6	Assurance report	75
2.6	Maintaining a long-lasting connection with local stakeholders <small>AFR</small>	61	2.8.7	Results of all indicators	77
2.6.1	Issues and targets	61	2.9	Appendices <small>AFR</small>	87
2.6.2	Group policy and methods used	61	2.9.1	Ethics Committee	87
2.6.3	Louis Bonduelle Foundation	62	2.9.2	Bonduelle Group ethics charter	87
2.6.4	Participating in local community life	63	2.9.3	Acronyms	91

2.1 The Bonduelle Group and Corporate Social Responsibility

2.1.1 “Agriculture more than ever at the heart of global issues”

Message from Jean-Bernard Bonduelle

Jean-Bernard Bonduelle is director of External Relations and Corporate Social Responsibility for the Bonduelle Group.

Climate change, demographic growth, health and nutrition, loss of biodiversity and water resources: agriculture is at the center of global problems. The sector is also faced with crucial questions about its future and the one of Humanity. How can we feed over 9 billion people in 2050 without damaging the planet and taking into account increasing urbanization which is taking up thousands of hectares of arable land every year?

More attention is being paid to these issues, as testified by the many initiatives focusing on food safety that we embarked on in 2015. The Milan World Fair, which took place in May and was entitled “Feeding the Planet. Energy for Life” was one example of this new awareness of the challenges agriculture is facing. Agriculture will also be a major focus of the 21st United Nations Conference on Climate Change (COP 21), which will be held in Paris in December 2015. The United Nations has declared 2015 the “International Year of Soils”.

The Bonduelle Group, aware of the issues the sector is facing, has for a long time been committed to sustainable development, and environmentally friendly agriculture. Our convictions have led us to develop a Corporate Social Responsibility (CSR) policy based around six pillars: people and safety, agriculture, natural resources, quality and nutrition, supply chain and purchasing, and commitment to civil society. These pillars form the basis of our CSR commitment formalized in the VegeGo! corporate plan, which gives the Bonduelle Group a clear vision of its development and its priorities for 2025.

Dialog with stakeholders in 2014-2015 has enabled us to plan in many areas: durability of vegetable supplies, relations with our producer partners, management of climate issues, water supply and waste from the source to the consumer. Consultation with external and internal stakeholders gave us the opportunity to produce a materiality matrix, a tool which helps us identify the group’s priority areas in terms of CSR.

Setting CSR priorities and giving each group employee the means to act in the long term reflects our ambition: “to be the world reference in ‘well living’ through vegetable products.”

2.1.2 A pioneering approach

Bonduelle is a family company established in 1853, which produces ready-to-use and ready-to-eat fresh vegetables. Its products are sold in over 100 countries and it has 58 agro-industrial or own agricultural production sites; its growth depends on two fundamentals: respect for the natural environment, which is essential for a group whose business is directly linked with the earth on a daily basis, and placing People at the heart of its long-term corporate plan. This project aims to offer the best that nature can provide, guided by ethical principles formulated by six generations of Shareholders.

Bonduelle has been a pioneer in sustainable development and CSR, in line with the objectives defined by the group’s family Shareholder: sustainability, independence and the individual development of our

employees. Since 1996, the group has also had a sourcing charter in place with its producer partners to ensure optimum production conditions and the best product quality.

With the intention of responding even better to society’s expectations while formalizing its approach, the Bonduelle Group decided in 2002-2003 to step up its CSR actions by setting up a dedicated Steering Committee.

2012 saw Bonduelle initiate a new phase in its development to define how the group will develop by 2025 and the launch of VegeGo!. A visionary and collaborative program, the aim of VegeGo! is to position the Bonduelle Group as “the world reference in ‘well living’ through vegetable products”, wholeheartedly embracing its responsibilities to Shareholders, employees, partners, customers and the environment.

VegeGo! is structured around four pillars:**1. We respect the planet and our social commitments**

Backed by our unique agro-industrial expertise, particularly in agricultural upstream, Bonduelle's proactive policy over almost 20 years demonstrates its determination to be exemplary in its business practices.

2. We promote equality and encourage everyone to realize their full potential

People matter most to Bonduelle and are placed at the heart of its corporate plan. This pillar demonstrates the group's intention of furthering its actions in the area of equal opportunities, diversity, internal mobility and safety, setting a target of zero accidents by 2025.

3. We promote our brands and develop vegetables in all forms

Bonduelle's brand portfolio enjoys international recognition. The group defined its international positioning in 2013 to create strong unity: *"Bonduelle, your inspiration to enjoy vegetables every day"*. This positioning focuses on how our products contribute to healthy living (health, environment, nutrition, pleasure and taste) and demonstrates the group's intention of developing all its brands, across all channels and in all technologies.

4. Customer service is the focus of our organization

Bonduelle offers national brand products and private label products, in line with the specific requirements of consumers and guests in different markets. The group, which is present in all distribution channels (retail, food service, industry sales) worldwide, is constantly innovating to bring added value to set its products and services apart.

These four pillars are consistent with the group's six CSR commitments:

- People and safety;
- Agronomy;
- Natural resources;
- Quality and nutrition;
- Supply chain and purchasing;
- Commitment to civil society.

These six commitments are shared by the Bonduelle Group's four business units: (GRI-G4-20, G4-21)

- **Bonduelle Europe Long Life (BELL)** covers all of the group's canned and frozen vegetable activities in Europe for the Bonduelle and Cassegrain national brands, and for private label brands, mass-market retailing, food service, and BtoB sectors;
- **Bonduelle Fresh Europe (FRESH)** covers all the group's prepared fresh vegetables: fresh-cut bagged salad and prepared salad in Europe, for the Bonduelle brand and private label brands, in the mass-market retailing and food service sectors;
- **Bonduelle Americas (BAM)** covers all canned and frozen vegetable activities in North and South America for the Bonduelle and Arctic Gardens brands, and private label brands, mass-market retailing, food service, and BtoB sectors;
- **Bonduelle Development (BDV)** covers the group's activities and development in the rest of the world, particularly in Eastern Europe for the Bonduelle and Globus brands, and for private label brands, for all technologies and all distribution channels.

2.1.3 Commitments and targets for 2013-2017: a first step toward the VegeGo! 2025 vision

Commitments

Objectives 2013-2017

AGRONOMY

Produce quality vegetables and promote responsible and sustainable cultivation methods, in partnership with farmers

Encourage partner farmers to adopt environmentally-friendly practices

- Reduce the use of phytosanitary products with targets for each business unit
- Increase the number of partner farmer signatories of the 5th sourcing charter to 100% within five years
- Develop pilot farms adopting alternative cultivation methods in all countries where the group operates
- Launch a plan to reduce agricultural upstream waste and optimize harvests

Maintain and develop sound relationships with partner farmers

- Develop partner loyalty within each business unit
- Support our partners in the use of innovative vegetable-growing techniques

NATURAL RESOURCES

Optimize product design and production to achieve greater efficiency in resource use and recovery

Optimize the use of non-renewable resources

- Implement tools to measure environmental impact
- Continue to reduce energy consumption: Reduce energy consumption by 5% per year between 2011-2012 and 2014-2015 (in tonnes of manufactured product)
- Continue to reduce water consumption, without compromising on product quality: Reduce water consumption by 3% per year between 2011-2012 and 2014-2015 (in tonnes of manufactured product)
- Launch at least five renewable energy projects in five years between 2011-2012 and 2018

Avoid, sort and recover waste

- Recover 80% of ordinary industrial waste in the period 2012 to 2015-2016
- Achieve 100% recovery from green waste
- Minimize packaging impacts

SUPPLY CHAIN AND PURCHASING

Control and optimize the supply chain (transport and logistics) and purchasing

Continue to save 5,000 tonnes of CO₂ from transport

- Continue to roll out measures to cut CO₂ emissions from transport in all subsidiaries and areas
- Stabilize the methods used to calculate levels of CO₂ generated by transport among the various business units and define a common framework
- Focus on alternatives to road transport

Increase the number of suppliers who are signatories to the UN Global Compact and meet the 23 Corporate Social Responsibility (CSR) criteria

PEOPLE AND SAFETY

Be an efficient company that listens to and ensures the development of its People in countries where Bonduelle is established

Ensuring safety at work

- Aim for a workplace accident frequency rate of 0 by 2025

Promote personnel training and development

- Target individual career development interviews for all personnel (100%)
- Give priority to internal promotion and encourage a policy of local recruitment

Pursue initiatives aimed at ensuring equality, diversity and the inclusion of people with disabilities

- Distribute the ethics charter to all employees

Share Corporate Social Responsibility principles in management and in the group's corporate culture

COMMITMENT TO CIVIL SOCIETY

Be a company that is engaged with all its stakeholders across countries

Implement a community project at every site and in countries where Bonduelle is established

- Engage with stakeholders in countries where Bonduelle is established
- Undertake a group community development project

QUALITY AND NUTRITION

Offer safe products to our consumers and support them in developing a balanced and natural diet, based on vegetables

Ensure maximum product quality and safety

- Target quality process certification for 100% of sites
- Reduce the complaints rate
- Roll out the simplified supplier sourcing charter to all processed fruit and vegetable suppliers (excluding producer partners)

Promote a balanced diet for all through our support and advisory actions

- Support the work of the Louis Bonduelle Foundation

TRANSPARENCY REQUIREMENTS

Since 2012, the Bonduelle Group has submitted certain of its CSR reporting indicators for auditing by an independent third party, in this instance, Deloitte. Bonduelle obtained Global Reporting Initiative (GRI) application level B+ each year since 2012, then in 2015, the present report was prepared in line with the requirements of the GRI G4 Core option. The GRI has validated that the report complies with the requirements of the Materiality Disclosures Service. For its commitment to the United Nations Global Compact, Bonduelle also achieved GC Active level from the UN Global Compact.

In line with its commitments and to make its CSR report more accessible to its stakeholders, the group communicates using various internet platforms: bonduelle.com, unglobalcompact.org and corporateregister.com.

2.1.4 Adapted governance

The overall governance of the Bonduelle Group is outlined in Section 3.1 of the registration document (Administrative, management and supervisory bodies).

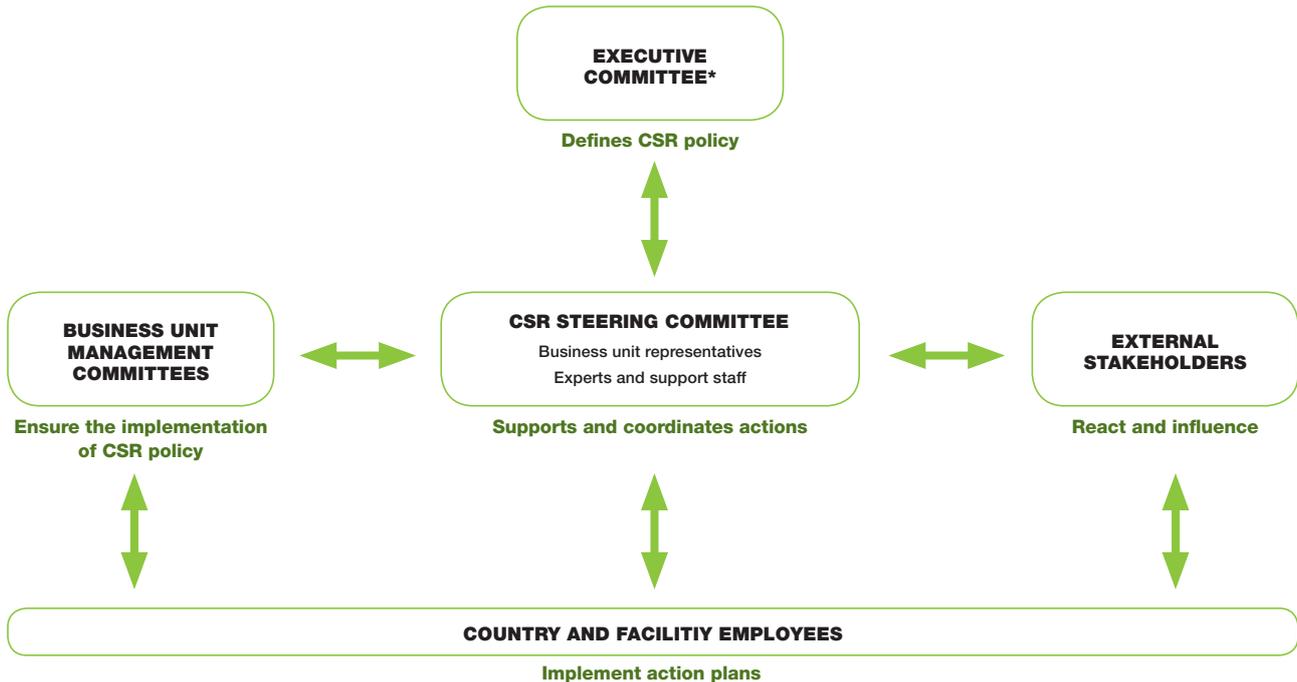
STEERING

The CSR Steering Committee comprises a member from each Management Committee of the four business units, representatives of cross-disciplinary functions and the Managers of the group's six areas of CSR action: People and safety, agriculture, natural resources, quality and nutrition, supply chain and purchasing and commitment to civil society. It is responsible for circulating information between each of the Company's units: from functions and operations to management and Executive Management. The heads of the business units are responsible for promoting the initiative within their own units in direct liaison with their operatives. Area Managers coordinate field initiatives, lead networks of experts and encourage the sharing of best practices.

Annual group-wide CSR data gathering serves as the basis for defining improvement actions. Reporting of this data can be accessed by all the group's sites. This makes it possible to share data and monitor performance.

Bonduelle is also improving its approach by making its work accessible to stakeholders (see detail on page 32) at specific meetings such as the one held in February 2015 in Paris.

THE BONDUELLE GROUP'S CSR GOVERNANCE



* The Executive Committee is presented in Section 3.1.3 of the registration document on page 96.

ETHICS CHARTER*

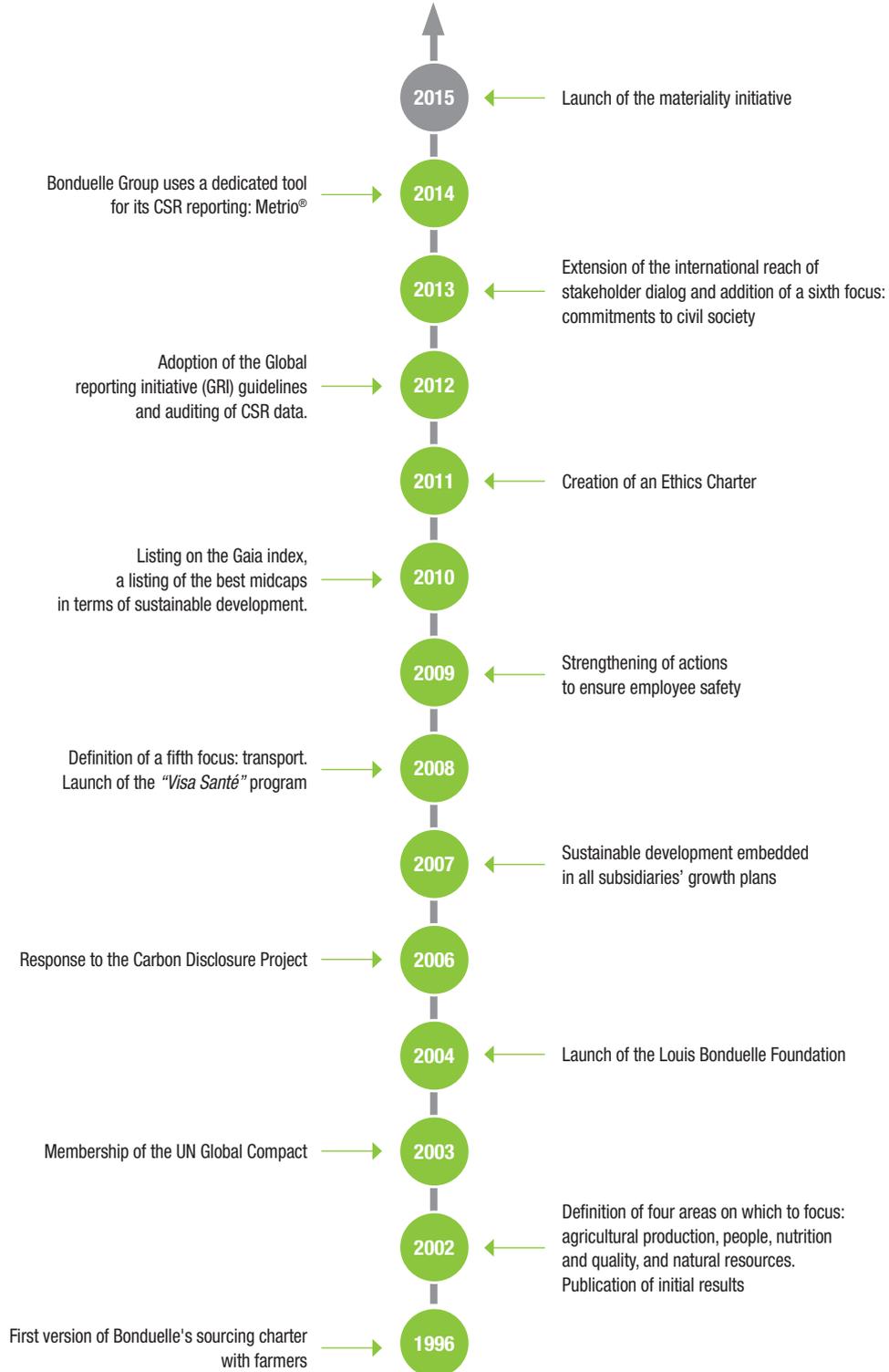
The Bonduelle Group has an ethics charter that embodies its values: people-minded approach, confidence, openness, simplicity, integrity, fairness and excellence. This charter demonstrates the group's intention to pursue continuous improvement. It supplements the Company's existing rules and regulations for employees, while encouraging individual ethical behavior in accordance with Bonduelle's values.

The ethics charter will reiterate the group's commitment to Corporate Social Responsibility, particularly through its long-standing membership of the UN Global Compact (since 2003). This United Nations initiative requires signatories to apply ten basic principles in the areas of human rights, anti-corruption, environment and labor standards. The group's ethics charter defines the core principles of Bonduelle's stance as a corporate citizen, responsible, equitable and integrated company. Following on from this ethics charter, the purchasing charter was published in January 2014.

An Ethics Committee was officially appointed to support the group's efforts in this area and to act in an advisory capacity. It meets in May and October every year and submits its reports to the Chairman of the Bonduelle Group. At the meeting held on May 13, 2015, the Committee looked at media reporting related to the presence of meat based flavors origin in certain Bonduelle products. The Committee was satisfied that the transparency principle of the ethics charter had been applied to. This principle specifies that "The quality of the information we provide to the different parties is an integral part of the relationship of trust and transparency that Bonduelle wishes to establish and maintain". Concerning competition, the Committee was informed of the work done to ensure adherence to the law: 383 employees trained, setting up of a procedure to log the employees yet to be trained, delegation of powers and insertion of a clause in the employment contract on the obligation to undergo training in competition law.

* The full text of the ethics charter and the composition of the Ethics Committee are available in the appendix, pages 87.

2.1.5 Almost 20 years of CSR commitment



2.2 Structuring dialog with stakeholders

In addition to the discussions with its stakeholders to produce the materiality matrix (see page 38), the Bonduelle Group is maintaining an active policy of dialog with stakeholders – both internal (employees, social partners) and external (farmers, suppliers, national and local public institutions, etc.).

2.2.1 Permanent relations (GRI-G4-25)

Bonduelle employees are involved in the work of professional organizations as committee members, directors or Chairpersons (see acronyms on page 91). For Bonduelle, this is a means to ensure the Company's active and responsible engagement in the sector and to defend its interests, through communication by these joint trade groups and federations, with government bodies in France and Europe, the USA and Canada. Areas of work notably include protection of the environment and agricultural production. Furthermore, the Bonduelle Group did not finance any political parties in France or abroad in 2014-2015. Bonduelle has a history of forging partnerships and initiating actions to share best practice in the agro-industrial sector, with an emphasis on pilot programs run in conjunction with public or private institutions and organizations.

The director of External Relations and CSR is tasked with developing relations with a diverse range of its stakeholders: trade federations, institutions, national, European and international regulatory bodies and agencies, NGOs, ratings agencies, local communities, the media and teaching and research institutions (see table on page 34). Furthermore, the Louis Bonduelle Foundation promotes sustainable changes in eating habits, in conjunction with scientific, public and community partners, against a backdrop of growing public health concerns related to poor diet. Discussions with investors and customers are also a source of progress. The group answers questionnaires from SRI (Socially Responsible Investment) funds and, twice a year, organizes one-to-one meetings with representatives of these types of funds. In addition, it responds to questionnaires from its distributor customers, which also audit its production sites.

GLOBAL SURVEY ON THE EXPECTATIONS OF THE GROUP'S PARTNER FARMERS.

The results of this survey, conducted by the IPSOS market research company on behalf of Bonduelle, were revealed at the Paris International Agricultural Show in February/March 2015 (see page 43).

STRUCTURED DISCUSSIONS

To supplement these regular exchanges, Bonduelle has created a Tool Box for its business units with the goal of fostering greater dialog with stakeholders in all countries in which the group operates.

This Tool Box provides each business unit and country with the general principles concerning:

- the identification of local challenges and targets;
- the content of corporate information and dialog;
- resources and tools for media relations;
- resources and tools for dialog with stakeholders;
- communication rules.

Launched in 2013-2014, the Tool Box took shape in 2014-2015 after various meetings with different organizations, during which participants were able to learn about the Bonduelle Group's CSR policy and listen to their comments and expectations.

FRANCE

Bonduelle organized a meeting on February 24, 2015 during the International Agricultural Show with its stakeholders: representatives of the catering sector, portfolio management companies, producer organizations, NGOs working to preserve biodiversity, trade unions, members of charity restaurants, the Ministry of Agriculture and Foreign Affairs, etc. Participants were able to talk to group employees, learn about the entire vegetable chain, from cultivation to the manufacturing process and the table. This event also enabled them to better appreciate the Company's overall commitment to CSR issues and to make three main recommendations: prioritize group commitments, display more numerical targets, encourage and promote employee expression on Bonduelle's commitments.

ITALY

An Open Day was held on March 27 with the group's local Shareholders to mark the launch of the "Contadino" salad range, from farms close to Bonduelle production sites. Participants included the Chairman of the Environment and Territory Committee of the Italian parliament, the Vice Chairman of Slow Food in Italy, a member of the European Parliament Agriculture and Rural Development Committee and eight farmers who are partners of the "Contadino" project.

POLAND

There were many changes in 2014-2015: meeting with the Polish human resource management association and the Franco-Polish chamber of commerce and industry on integration of young people in the labor market, particularly for jobs related to Bonduelle's operations; participation in an event dedicated to "best CSR practices" in French companies operating in the country; presence at a consumer forum featuring distribution companies, etc. Bonduelle also took part in the conference on Nutrition, organized by Warsaw

University of Sciences, and went into schools to talk about the benefits of regularly eating vegetables.

RUSSIA

Bonduelle signed a partnership with the Kuban University of Agronomy in Krasnodar, where Managers give lectures. Seven site visits were also organized for 120 high school pupils. The group also attended the quarterly meeting of the AEB (Association of European Businesses) and took part in the Sochi Economic Forum.

Structuring dialog with stakeholders

BONDUELLE STAKEHOLDERS AND FORMS OF DIALOG (GRI-G4-24, G4-26, G4-27)

Sphere	Stakeholders	Information Communication	Dialog Consultation
CORPORATE	Employees/social partners	<ul style="list-style-type: none"> • Web-based communication tools (intranet, company social network) • Brochures and reports • Dynamic display at all Bonduelle sites • Specific events 	<ul style="list-style-type: none"> • Dialog with employees, employee representatives and trade unions • European Works Council – at least one meeting per year • Internal climate survey – every two years
ECONOMIC	Customers	<ul style="list-style-type: none"> • Corporate Social Responsibility report included in the registration document • Specific questionnaires 	<ul style="list-style-type: none"> • Response to questionnaires and customer CSR audit – yearly
	Citizens/Consumers	<ul style="list-style-type: none"> • Packaging • Communication media, including social media and country-specific websites. Press communication campaign in France in 2015 about Bonduelle's CSR commitments. • Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com • Brochures and reports. • Specific events, e.g. awareness-raising initiatives by the Louis Bonduelle Foundation 	<ul style="list-style-type: none"> • Service dedicated to consumer relations in all countries • Consultation with consumer panels – on average, one study is carried out every month in the group • Awareness-raising actions by the Louis Bonduelle Foundation
	Farmers under contract with Bonduelle	<ul style="list-style-type: none"> • Brochures and reports • Specific events, such as plant visits • Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com 	<ul style="list-style-type: none"> • Dialog and consultation – yearly, and permanent contact during the harvest period by Bonduelle field supervisors and cultivation supervisors
	Suppliers	<ul style="list-style-type: none"> • Brochures and reports • Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com 	<ul style="list-style-type: none"> • Awareness campaigns focusing on human rights, working conditions and the environment – yearly • Evaluation and questionnaire – yearly
FINANCIAL	Ratings agencies	<ul style="list-style-type: none"> • Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com • Corporate Social Responsibility report included in the registration document • Specific questionnaires 	<ul style="list-style-type: none"> • Response to questionnaires/ad hoc requests – yearly
	Investors	<ul style="list-style-type: none"> • Quarterly financial <i>information</i> • Annual and interim results • Annual report and Corporate Social Responsibility report included in the registration document • Letter to Shareholders 	<ul style="list-style-type: none"> • Financial events/analysts' meetings/investors' meetings – at least twice a year. • Specific meetings (Socially Responsible Investment funds) – at least twice a year and individual meetings upon request • Specific events, including the Shareholders' Meeting and plant visits

Agreements-Partnerships-Collaboration

Method of contributing to the materiality matrix

- | | |
|--|---|
| <ul style="list-style-type: none"> Collective agreements with employee representatives and trade unions | <ul style="list-style-type: none"> Questionnaire |
| <ul style="list-style-type: none"> Bonduelle's French plants won the Carrefour group gold medal for their commitment to social responsibility in 2014 and 2015 | <ul style="list-style-type: none"> Questionnaire Discussion meeting |
| | <ul style="list-style-type: none"> Questionnaire Discussion meeting |
| <ul style="list-style-type: none"> Sourcing charter Shared preparation and manning of the Bonduelle stand at the Paris International Agricultural Show – once a year | <ul style="list-style-type: none"> Questionnaire |
| <ul style="list-style-type: none"> CSR clause included in purchasing contracts (reminder of the ten principles of the UN Global Compact) | <ul style="list-style-type: none"> Questionnaire Discussion meeting |
| | <ul style="list-style-type: none"> Questionnaire Discussion meeting |
| <ul style="list-style-type: none"> The Bonduelle Group is listed on the Gaia index, a listing of the best midcaps in terms of sustainable development | <ul style="list-style-type: none"> Questionnaire Discussion meeting |

Structuring dialog with stakeholders

Sphere	Stakeholders	Information Communication	Dialog Consultation
CIVIL SOCIAL SOCIETY	Institutions/National, European and international regulatory bodies and agencies	<ul style="list-style-type: none"> Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com Corporate Social Responsibility report included in the registration document 	<ul style="list-style-type: none"> Participation of national and international institutions in stakeholder sessions – once a year Participation in the UN Global Compact – once a year
	NGOs	<ul style="list-style-type: none"> Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com Corporate Social Responsibility report included in the registration document 	<ul style="list-style-type: none"> Replies to queries Meeting with NGOs – yearly Participation of environmental and community associations in stakeholder sessions – once a year
	Local communities	<ul style="list-style-type: none"> Brochures and reports Website Specific events Country-specific websites 	<ul style="list-style-type: none"> Dialog with local communities – upon request
	Media	<ul style="list-style-type: none"> Press releases – at least once a year Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com Specific events 	<ul style="list-style-type: none"> Invitation to the press to visit one of Bonduelle's sites around the world – once a year
	Trade federations	<ul style="list-style-type: none"> Several Bonduelle employees are involved in the work of professional organizations, which meet at least twice a year, as committee members, directors or Chairpersons (see acronyms on page 91) 	
	Education and research	<ul style="list-style-type: none"> Initiatives in schools close to headquarters, subsidiaries and sites Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com 	<ul style="list-style-type: none"> Trainee and apprenticeship programs Partnerships and studies
	CSR experts	<ul style="list-style-type: none"> Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com Corporate Social Responsibility report included in the registration document 	<ul style="list-style-type: none"> Response to questionnaires – yearly Contributions to and discussions at events such as the Milan Expo 2015 and the World Forum for a Responsible Economy – at least once a year

Agreements-Partnerships-Collaboration

Method of contributing to the materiality matrix

- Questionnaire
- Discussion meeting

- Questionnaire
- Discussion meeting

- Calls to international projects conducted by the Louis Bonduelle Foundation – twice a year
- Participation by Bonduelle in local life in the places in which it operates, with a view to developing a project for each site

- Questionnaire
- Discussion meeting

- Bonduelle is a signatory to the European Brands Association (AIM) charter on the “Role of brands in health and wellbeing”

- Questionnaire
- Discussion meeting

- Louis Bonduelle research prize – once a year
- Bonduelle chair within the Edhec group in France
- Involvement in awarding scholarships for the Institut de technologie agroalimentaire in St-Hyacinthe (Quebec, Canada)
- Finance and support for students of second chance schools (France)

- Questionnaire
- Discussion meeting

- Questionnaire
- Discussion meeting

Structuring dialog with stakeholders

2.2.2 Creation of a materiality matrix (GRI- G4-18)

The Corporate Social Responsibility (CSR) challenges cover many areas. Not all of them have the same impact depending on the organizations and their stakeholders. The materiality analysis enables us to identify the economic, environmental, social and civil society repercussions specific to an organization, and those that have a major influence on their stakeholders. In 2014-2015, Bonduelle initiated a materiality analysis approach in partnership with its stakeholders to improve the way its issues are dealt with (Materiality matrix page 39).

IDENTIFYING BONUELLE'S CSR ISSUES

A complete list of Bonduelle's CSR priorities across its whole value chain was drawn up based on various existing guidelines

(UN Global Compact, segment GRI, ISO 26000, Article 225 of the French Grenelle law), themes identified by other operators in the sector, topics dealt with during dialog with stakeholders in France and the materiality matrix produced in North America. This list of 51 issues covers the different links in Bonduelle's value chain, from the agricultural upstream to consumers and civil society. The value chain is represented in the commitments on page 28.

CONSULTATION WITH STAKEHOLDERS

External contacts involved in drawing up the "Importance for external stakeholders" item in Bonduelle's materiality matrix were identified so as to represent Bonduelle's various direct and indirect stakeholder categories. Among these categories, the most representative and relevant organizations, as well as renowned experts on matters relating to the Bonduelle Group's operations, were selected.

64 ORGANIZATIONS OR INDEPENDENT EXPERTS RESPONDED TO THE QUESTIONNAIRE



Bonduelle's internal stakeholders involved in producing the "Current or potential impact for Bonduelle" item were selected to reflect the group's overall strategic vision and its CSR vision. All members of the group's Executive Committee and the CSR Steering Committee answered the online questionnaire.

PRIORITIZING ISSUES

An online questionnaire enabled stakeholders to rate the 51 issues on six different levels, give their opinions and indicate any other issues they considered relevant. None of the stakeholders added any issues to the list, and all the issues were considered important as they appear on the matrix between levels 4 and 6.

The final score for each issue corresponds to an average calculated based on one vote allocated to each stakeholder category, without any weighting. This first score was complemented by:

- cross-referencing with the Bonduelle Group's risk mapping, to ensure consistency of the results with the Company's key risks (Risk management procedure outlined on page 109);
- inclusion of the results of recent surveys conducted on Bonduelle's suppliers and consumers. For example, the participation of Bonduelle's farmer suppliers was completed based on an IPSOS survey in 2014 of all of the group's partner producers;
- the annual dialog session organized in France by Bonduelle. A group of some 30 key stakeholders was asked for their responses to the initial results of the matrix. The discussions dealt with the

subjects already identified by Bonduelle, such as food waste and climate change. Additional points also came out of this dialog, such as crop diversity and promoting a balanced diet at work.

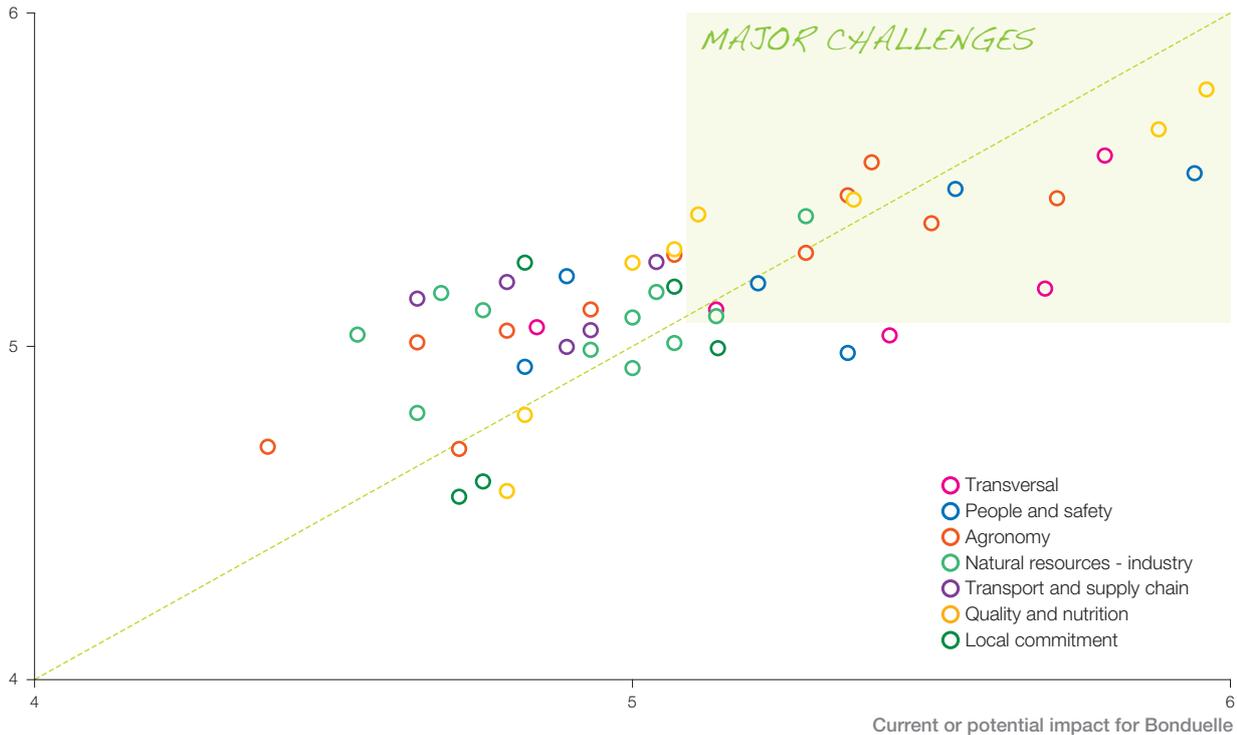
MATERIALITY MATRIX (GRI-G4-19, G4-20, G4-21)

The materiality analysis identified, from among Bonduelle's 51 CSR issues, 17 major priorities shared by the group and its stakeholders. They include the commitments of the Company's CSR strategy and will help to enrich it:

- product quality and safety;
- food traceability;
- health and safety in the workplace;
- business ethics practices;
- food safety;
- compliance with the international labor commitment;
- relations with producers;
- soil preservation;
- water conservation;
- packaging quality and safety;
- water pollution;
- use of agricultural inputs;
- legal compliance;
- ensuring teams adhere to the group's CSR commitments;
- integration of CSR challenges in relations with customers;
- nutritional composition of products;
- energy savings.

MATERIALITY MATRIX

Importance for external stakeholders



FUTURE STAGE

This matrix is the first step in an ongoing approach which will be added to as it is rolled out in all countries where Bonduelle operates. A specific matrix has already been developed in North America.

Other addition identified: a better integration of employee viewpoints by using a wider sample.

2.3 Feeding 9 billion people by 2050

2.3.1 Issues and targets

To meet demographic and environmental challenges, progress needs to be made on cultivation practices and the group needs to develop its agronomy know-how. The materiality matrix, produced with the involvement of all Company stakeholders, highlights the priority areas: relationships with producers, food safety, preserving

the soil, water resources and biodiversity. These key priorities are included in the Bonduelle Group's CSR policy. The group's aim is to produce high-quality vegetables which are accessible to the public and grown according to the values of respect for the land, people and the environment in general. For Bonduelle, the land is not merely a resource, but a habitat for living organisms which must be protected. The group shares these challenges with all of its 3,490 partner farmers.

Bonduelle is committed to producing quality vegetables by promoting responsible and sustainable cultivation methods, in partnership with farmers

Agronomy challenges	Objectives 2013-2017	Highlights 2014-2015
<p>ENVIRONMENTAL CHALLENGES</p> <ul style="list-style-type: none"> Protect the soil and biodiversity Reduce the use of non-renewable natural resources Reduce the use of phytosanitary products Measure the environmental impact of farming practices using indicators Continue research into more environmentally-friendly agriculture 	<p>Encourage partner farmers to adopt environmentally-friendly practices</p> <ul style="list-style-type: none"> Reduce the use of phytosanitary products with targets for each business unit Increase the number of partner farmer signatories of the 5th sourcing charter to 100% within five years Develop pilot farms adopting alternative cultivation methods in all countries where the group operates Launch a plan to reduce agricultural upstream waste and optimize harvests 	<ul style="list-style-type: none"> Work to summarize the initiatives taken by the best practice discussion group mobilized in Nord-Picardie Develop an alternative to thermal weed control of salad crops in Spain Group-wide exchanges between the different agricultural production areas via the Agronomy Research and Development Division Implement the sourcing charter in all agricultural production areas Publish the performance summary of the pilot farms in Nord-Picardie Continue strip-till trials in Russia
<p>ECONOMIC AND CIVIL SOCIETY ISSUES</p> <ul style="list-style-type: none"> Maintain constant communication with partner farmers and the agricultural world 	<p>Maintain and develop sound relationships with partner farmers</p> <ul style="list-style-type: none"> Develop partner loyalty within each business unit Support our partners in the use of innovative vegetable-growing techniques 	<ul style="list-style-type: none"> Involvement of the agricultural world in "Salon international de l'agriculture" (International Agricultural Show), Paris Presentation of the results of the partner farmer satisfaction survey at the "Salon international de l'agriculture" (International Agricultural Show).

2.3.2 Group policy and resources implemented

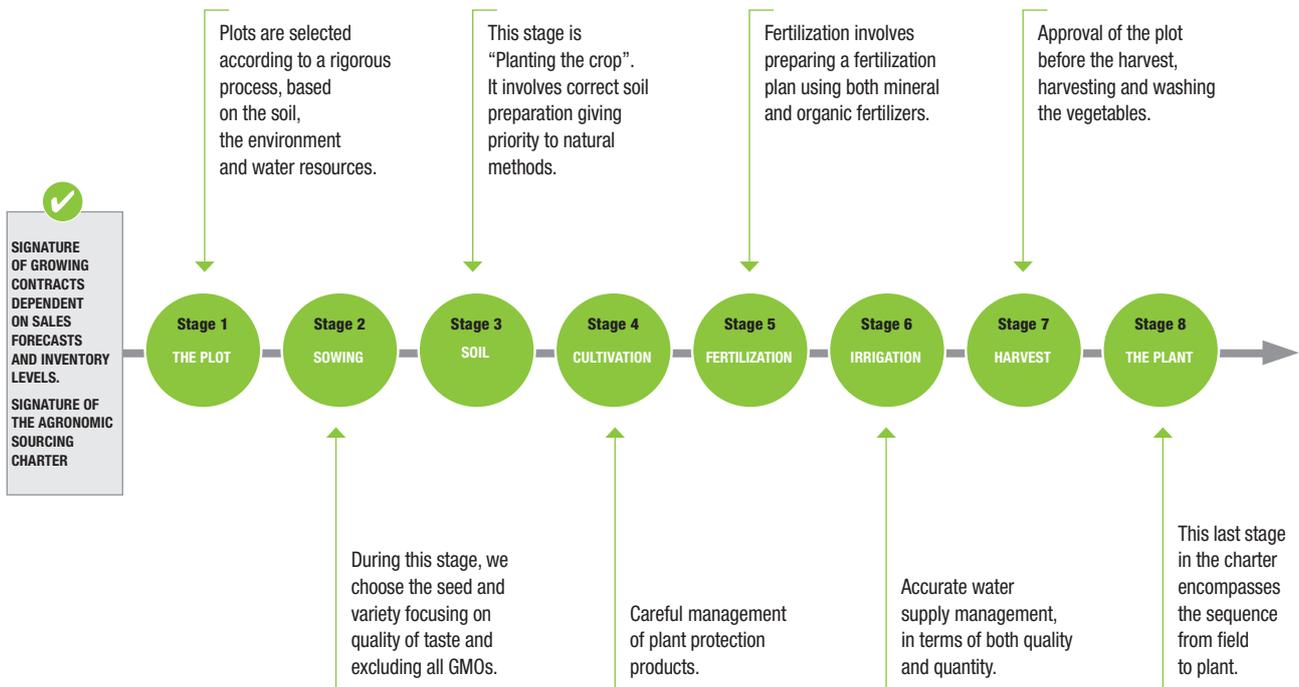
To meet the needs and challenges of our countries and markets, the group’s agronomy organization is broken down by business unit, with each being responsible for its own agricultural policy. Their sales forecasts determine the activities of their Agronomy Departments for each business segment. The Agronomy Departments are the link

between Bonduelle and its producer partners, from the time contracts are entered into with farmers until the vegetables are delivered to the plant. All of the steps managed are outlined in the diagram below.

Bonduelle’s research and development division lists and shares the best agronomy practices observed in the different regions where the group operates. It also leads the expert network and gives specific advice to the business units.

KEY STAGES IN VEGETABLE CULTIVATION BY THE AGRONOMY DEPARTMENTS:

From seed to harvest, our Sourcing Charter tracks vegetable growing and sourcing in eight stages.



Feeding 9 billion people by 2050

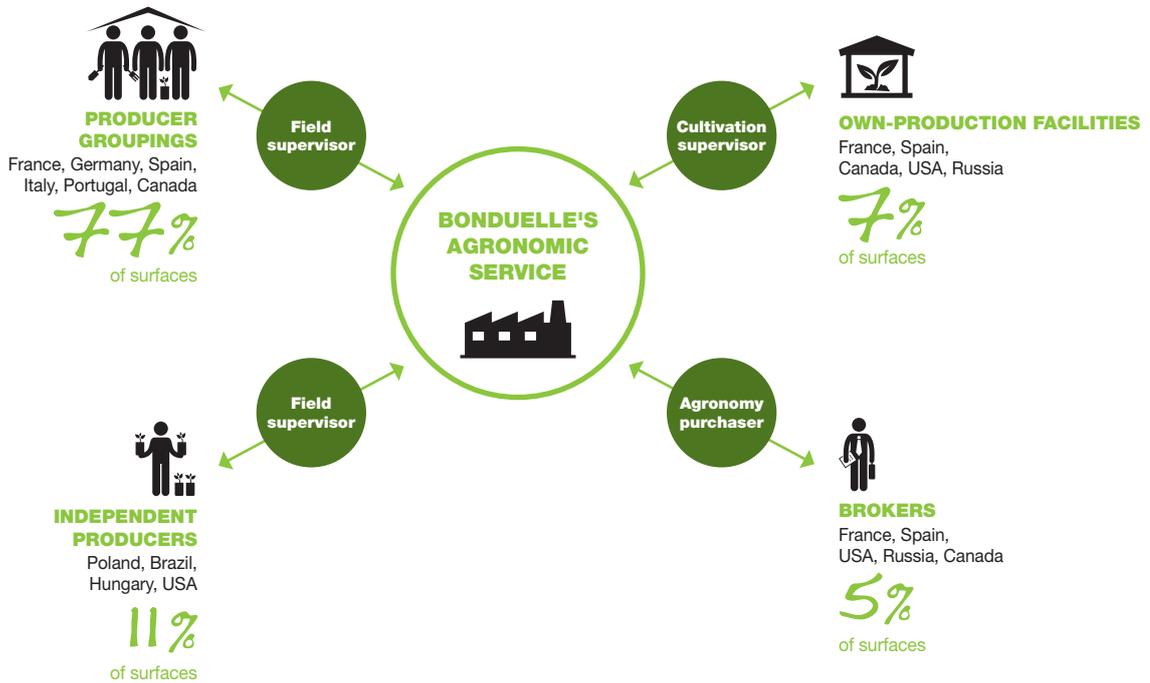
2.3.3 Bonduelle and its agricultural partners

Bonduelle maintains close relationships with its producer partners (3,490 partners grouped into producers' associations in some countries). These relationships help ensure the quality and yield criteria required for Bonduelle's business are met and encourage producer partners, who supply around 90% of its vegetables, to limit their impact on the environment. Bonduelle rarely produces its own vegetables, choosing instead to assign this task to trusted partners under contractual agreements. The only exceptions are in Russia, where Bonduelle is its own producer (see diagram below

- The Bonduelle Group's Vegetable Sourcing Model), Spain and Canada, where the group operates farms to meet some of its needs, and France for mushrooms. Bonduelle also works with independent producers and buys vegetables that it does not produce (pulses, in particular) from brokers.

This approach allows the Company to concentrate on its core business of vegetable preparation whilst at the same time developing its agronomic know-how. Bonduelle also works with service providers able to take care of transport, planting, harvesting and other cultivation activities. This avoids producers having to invest heavily in special equipment.

THE BONDUELLE GROUP'S VEGETABLE SOURCING MODEL



Bonduelle attended the “Salon international de l’agriculture” (International Agricultural Show), held in Paris in February-March 2015. This first-time attendance was conducted in partnership with French producer organizations with which the group works, the stands being manned jointly by producers and Bonduelle teams which presented their processes. The “**Salon international de l’agriculture” (International Agricultural Show)** was an opportunity to unveil the results of a global survey conducted in 2013-2014 by the French market research company IPSOS for Bonduelle on all of its partner farmers. This initiative,

unprecedented in the sector, measured the satisfaction of the farmers working for the group. 77% of them were satisfied with their partnership with Bonduelle. Producing vegetables for Bonduelle gives farms a positive image. Most of the producers would recommend working with Bonduelle to a colleague. Another significant fact: 70% of producers think that the sourcing charter – a new version of which was published in 2015 – is beneficial to the sector. 89% said that the relationship with their field supervisor was satisfactory. This survey also helps define priorities for progress, particularly as regards communication.

2

2.3.4 Charter and certification

Bonduelle’s agronomic sourcing charter sets out rules that all partner producers are asked to sign. This charter is an exclusive contractual commitment covering the process from seed to harvest to ensure that Bonduelle’s specifications are strictly adhered to, from selection of plots of land and seed selection to cultivation methods. 99% of Bonduelle’s producer partners have signed agreements to comply with the agronomic sourcing charter, formalized by the group for the first time in 1996.

The 5th version of the agronomic sourcing charter was officially unveiled at the “*Salon international de l’agriculture*” (International Agricultural Show) 2015. This latest version, which is being rolled out in the group’s various agricultural production areas, takes into account Bonduelle’s international expansion and specific factors encountered in the various geographical regions and production chains. It also emphasizes new topics such as water conservation and protection for the people working in the fields. This charter is the result of a participatory process led by Agronomy Managers in various countries and business lines. The charter is testimony to Bonduelle’s ongoing commitment to using environmentally-friendly farming techniques.

100% of Bonduelle’s salad production is Global Gap certified. This protocol combines best agricultural practice guidelines outlining the global requirements that agricultural and horticultural companies must meet in terms of food safety, sustainability and quality.

2.3.5 Preparing for the future of agriculture

RESPECTING THE LAND AND BIODIVERSITY

The group monitors the land through the crops in the fields and supports its partner producers in a preventive approach, by selecting the plots of land best suited to different types of vegetables and encouraging regular crop rotation so as not to deplete land

resources, while promoting biodiversity and better yields. The group has also introduced a method of predictive tests on the land, to prevent diseases which could endanger seedlings, and thereby reducing the risks of crop failure and waste of natural resources: seeds, fertilizers, water, etc. According to the same principle of early detection, observation networks have been established to operate as early-warning systems if pests are detected. For example, in France, based on the information gathered, producer partners receive recommendations on the best techniques to use to control these risks. This initiative forms an integral part of the biological monitoring system established by the French Ministry of Agriculture, which has been run by industry professionals since 2010.

Strip-tilling, a simplified cultivation technique, is being tested by Bonduelle in Russia, where the test protocol has been very positive: on the hectares cultivated using this method, there was a drastic decrease in fuel use (-50%) and in the use of mineral fertilization. Strip-tilling also gives the land better protection against erosion, as it is covered in winter with the residue from the previous crop. Ultimately, strip-tilling helps to protect biodiversity and promotes microbe growth. These performances have led Bonduelle to extend the trials in 2014-2015. Strip-tilling is also used by Soléal (South-West France) to grow sweet corn. Sowing takes place under a barley cover. This plant avoids leaching during winter rains and protects the maize crop.

SEED SELECTION

Seed selection is a key part of Bonduelle’s policy to protect biodiversity and reduce the use of phytosanitary products. The group works with national and international seed producers to identify the varieties with the highest resistance to disease, water stress and climatic variations using traditional cross-cultivation methods. Bonduelle also takes part in testing new varieties to measure their suitability and behavior in different geographies. As a result of varietal selection, the right seed choices mean that biodiversity can be preserved without much use of plant care products, whilst still developing new varieties.

The information technology used by farms enables them to better manage cultivation practices. Using the AgPOD (Agricultural Portal for Online Data, updated in 2014-2015), the BAM business unit was able to benefit from an online program specifically developed to circulate agronomic data recorded on the land. Another example: in Portugal, the agricultural area which supplies the Santarém plant is one of the two pilot sites for the implementation of Gaïa, a tool used to identify the plots of land used for cultivation by partner farmers. Specifically, Gaïa is based on the use of smartphones and tablets, which field supervisors use to save their observations and send their treatment recommendations. After Portugal and South-West France, Gaïa will be rolled out in other European countries by 2017. Russian farms operated by Bonduelle also use IT tools. The Cropio decision-making tool aims to optimize fertilization and irrigation, and thus reduce the amount of fertilizer and water used. Cropio, combining weather information and satellite data, also makes it possible to monitor crops and yield forecasts. In a similar approach, tractors were fitted with GPS, bringing many advantages: night treatment for greater efficiency at smaller doses, increased precision of work, avoiding the same areas being treated twice with fertilizer or phytosanitary products, reduction of wear and tear of tools and fuel consumption.

Bonduelle and its partners are increasing the number of pilot projects to promote farming which favors natural regulation methods and mechanisms close to those found in nature. The group runs a network of pilot farms in Germany, Canada, Spain, Russia and France, notably in Nord-Picardie. In this region an experiment was begun six years ago on the growing of vegetables in open fields. An initiative coordinated by Agro Transfert and the Chamber of Agriculture of the Somme, Bonduelle and two of its partner producer organizations took part in this project, the results of which were presented in June 2015. In 2013, the eight pilot farms were able to reduce their phytosanitary product treatment frequency indicator (TFI) by 17% compared with 2007.

2.3.6 Toward ecologically intensive agriculture

For Bonduelle, agriculture is a vital link in the prepared vegetables value chain. This is why the group has committed, through its VegeGo! program, to promoting sustainable farming with the goal of protecting the environment while maintaining high levels of crop productivity and profitability.

The Ecologically Intensive Agriculture initiative, which forms part of the VegeGo! project is a complete process comprising three stages:

1. defining the scope of the project by carrying out an in-depth review of agronomy possibilities and customer expectations;
2. establishing clear goals that reconcile customer expectations and agronomy possibilities;
3. drawing up action plans designed to achieve these goals.

The first stage, which is essential for the success of the project, is already underway. It calls for the scope of possibilities to be clearly defined, taking into account the diverse geographical, technological and behavioral factors. This project is consistent with the group's CSR initiatives. New sowing techniques, research to optimize the way the land is worked, tests on the use of fungi or bacteria to stimulate the root system of plants and protect them from parasites, irrigation pilot schemes using capacitive probes, alternative mechanical or thermal weeding methods. This latter technique is used on the group's market garden crops in Spain. The principle involves watering the land generously, covering it with a tarpaulin and waiting at least 30 days. Once the temperature reaches over 40°, weeds die naturally. This practice, called solarization, has been tested in France.

This significant decrease is due to alternating mechanical and chemical weeding techniques, combined with strategic land management. The pilot farm system continues to be rolled out. In this same area, Bonduelle promotes the initiatives of some forty partner farmers committed to ecologically intensive farming. This group, which exchanges best practice, meets Bonduelle representatives once a year to assess the year's actions and best practices. In 2014-2015, the group launched work to summarize the Ecologically Intensive Agriculture (EIA) methods used by these farmers. The aim is to share their experiences and increase field supervisors' awareness of this approach so that they can promote it to other producers.

2.4 Reducing the group's environmental footprint

2.4.1 Issues and targets

The program of the 21st international climate change conference, to be held in Paris in December 2015, reflects the urgent need to reduce the impacts of human activity on the planet's natural resources: water, biodiversity, raw materials and energy resources. Bonduelle is committed to a proactive policy to reduce its environmental footprint caused by its production sites, packaging and transport of its products. Proper water management, as well as saving energy

and reducing greenhouse gas emissions are priorities for the Company. These historic areas of strategic focus were confirmed by the materiality matrix drawn up with all stakeholders (external and internal) in 2014-2015.

Bonduelle is committed to optimizing product design and manufacturing to achieve greater efficiency in resource use and recovery and reduce the environmental impact of transport.

2

Priorities relating

to natural resources

(industry and supply chain)

Objectives 2013-2017

Highlights 2014-2015

ENVIRONMENTAL CHALLENGES

- Reduce the use of non-renewable resources
- Increase the use of renewable resources
- Control and minimize discharges into the natural environment
- Understand and manage the overall impact of operations on the environment and society

INDUSTRY

Optimize the use of non-renewable resources

- Implement tools to measure environmental impact
- Continue to reduce energy consumption: reduce energy consumption by 5% per year between 2011-2012 and 2014-2015 (in tonnes of manufactured product)
- Continue to reduce water consumption, without compromising on product quality: reduce water consumption by 3% per year between 2011-2012 and 2014-2015 (in tonnes of manufactured product)
- Launch at least five renewable energy projects in five years between 2011-12 and 2018

Avoid, sort and recover waste

- Recover 80% of ordinary industrial waste in the period 2012 to 2015-2016
- Achieve 100% recovery from green waste
- Minimize packaging impacts

SUPPLY CHAIN

Continue to save 5,000 tonnes of CO₂ emissions from transport

- Continue to roll out measures to cut CO₂ emissions from transport in all subsidiaries and areas
- Stabilize the methods used to calculate levels of CO₂ generated by transport among the various business units and define a common framework.
- Focus on alternatives to road transport.

- Energy consumption reduced by 2.6% compared with 2013-2014 (in tonnes of manufactured product)
- Water consumption cut by 5.9% compared with 2013-2014 (in tonnes of manufactured product)
- Summary of agro-industrial water use, first phase of a sustainable water management policy
- ISO 50001 certification in Germany for the Reutlingen and Straelen sites, and in France for the Labenne, Bordères, Estrées-Mons *conserved* (canned) and Longué-Jumelles (La Tourte) sites, i.e. – since 2013-2014 – nine certified sites
- Use of a biomass plant to provide steam for the Estrées-Mons plant and implementation of an agricultural methanation site powered by vegetable by-products from the Renescure site, i.e. five projects implemented since 2011-2012
- Recovery of 82% of ordinary industrial waste (excluding the Tecumseh plant)
- Environmental responsibility: design of a guide and awareness-raising program for internal stakeholders
- Environmental impact: two quantification operations on the product in Canada and agriculture in France
- Overall savings of 5,838 tonnes of CO₂ from rail transport
- Decrease in road traffic through the acquisition of the Lethbridge plant in western Canada, in order to serve customers in this area
- Development of Wall to Wall can manufacturing units in Hungary and Russia
- Pooling of transportation with Délifruit

Reducing the group's environmental footprint

2.4.2 Group policy and resources implemented

The group's policy, as mentioned in the above table, focuses on four priorities: reducing the use of non-renewable resources, increasing the use of renewable resources, controlling and minimizing discharges into the natural environment, and understanding and managing the overall impact of operations on the environment and society. It applies to both industrial manufacturing processes and the packaging and logistics of the products.

Its action is divided into five phases:

- **Metering to set immediate priorities**

The metering of all energy consumption (water, steam, electricity, compressed air) and its breakdown into process stages is the basis for the operational management of industrial facilities.

These data are also used to feed a databank to produce reference ratios.

- **Continually improving performance**

Once meter readings have been taken, the management of natural resources used by industry and logistics involves making use of the collected data and correcting any divergence from targets as quickly as possible, drawing up specific action plans and fostering topic-based discussions within the group.

- **Innovating and developing more efficient technologies and logistics systems**

The development of new, frugal practices and technologies is an essential part of the group's natural resources preservation strategy. Bonduelle has always engaged in ambitious research programs to develop breakthrough technologies aimed at bringing to market innovative products or packaging, driving its strategy of protecting natural resources.

- **Explaining the approaches to be mobilized**

Galvanizing all internal stakeholders is a key factor in the success of Bonduelle's strategy. This is achieved through networks of

internal and external experts in energy, environment, purchasing and packaging. The aim is to share experiences and challenge performances with internal and external stakeholders.

- **Investing in the future**

In 2014-2015, investments in preserving the environment reached 4.7 million euros. Of this, 63% (2.9 million euros) was spent on energy and atmospheric emissions management, 36% on water management (1.7 million euros), and 1% on waste management (0.05 million euros). In addition to financial assets, Bonduelle is also investing in people.

Convinced that employee development drives innovation, in 2015 Bonduelle prepared an awareness-raising and training program for its teams on environmental responsibility in product design. This is to be rolled out in 2016, as part of the implementation of an environmental responsibility guide, which is presented on page 59.

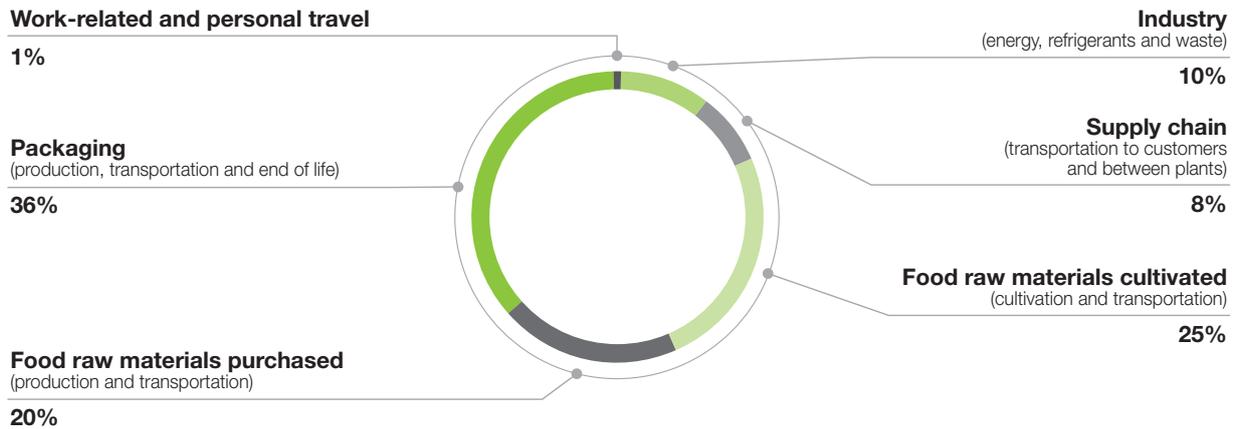
2.4.3 Assessing the carbon footprint

Bonduelle is involved in multicriteria approaches to identify priority stages and impacts. In Europe and North America, the Company is involved in methodological work to define reliable, standard calculation frameworks to measure environmental impacts. These are proactive evaluation strategies implemented internally or with partners as part of public experiments.

THE BONDUELLE GROUP'S CARBON FOOTPRINT: A KEY REFERENCE

In 2011-2012 Bonduelle measured its carbon footprint. This life cycle analysis (LCA), covers the group's whole value chain, as described by ISO 14040. The results enabled the group to identify the main areas for improvement, notably regarding its industrial processes. Overall, net greenhouse gas emissions for 2011-2012 were estimated at approximately 1,800,000 tCO₂e, being equivalent to the average annual emissions of about 235,000 Europeans (ADEME – 8.8 tCO₂e/Western European/year).

BREAKDOWN OF GREENHOUSE GAS EMISSIONS BY LIFE CYCLE STAGES



PRODUCT LIFE CYCLE ANALYSIS

In 2014-2015, Bonduelle added to its carbon assessment by testing the life cycle of six of its main products sold in Quebec. Each stage – production of raw materials, preparation, distribution, usage and end of life – was measured in grams of CO₂ equivalent. The footprint calculated for a 1 kg bag of frozen green beans is between 120 and 170 grams CO₂ equivalent for 100 g of product. This analysis, organized with members of the prepared vegetables function, enabled Bonduelle to identify different internal areas for improvement, such as greater efforts upstream in the agricultural process, in transport and in environmentally-friendly packaging design.

TOWARD NEW WAYS OF QUANTIFYING CARBON IMPACTS

In 2014-2015, Bonduelle was one of 20 entities (companies from all sectors and French local authorities) involved in a pilot scheme to test a new method quantifying the carbon impact of emissions reduction strategies. Suggested in France by the French Environment and Energy Management Agency (ADEME), this method involves building a consequences tree for the action to ensure the completeness and relevance of the environmental consequences to be taken into account. Fully public, the method and the tests performed on 40 projects will be posted on the website of the ADEME's greenhouse gas emissions review resources center (www.bilan-ges.ademe.fr) by the end of 2015. The two Bonduelle projects assessed are: implementation of an alternative method for growing green beans using a vegetation cover between crops, and the use of an alternative means of transport – the motorways of the sea. For this project, the consequences tree excluded factors such as traffic fluidification and wear and tear of roads, and included reducing automobile consumption by cutting road traffic and increasing the likelihood of port infrastructures being created.

2.4.4 Energy consumption

Energy is essential for Bonduelle. Electricity is required for production processes, storage of frozen products, manufacturing compressed air and operating motors. Electricity also powers handling equipment, lighting and ventilation, chilled water production and temperature control of refrigerated workshops. Thermal energy is used to generate steam and hot water. It is also used in heat recovery ventilation and for handling equipment.

DEVELOPMENT OF ALTERNATIVE ENERGY SOURCES AND ONGOING ENERGY REPLACEMENT

Alternative energy comes from two sources: biomass and biogas. The introduction of alternative process solutions and improved sourcing of energy and packaging materials are two areas of improvement in terms of CSR. In 2014-2015, alternative energy* represented 4.2% of Bonduelle's energy mix. This proportion has doubled compared with fiscal year 2013-2014, thanks to the biomass plant that powers the Estrées-Mons plant.

In 2014-2015, French Estrées-Mons and Renescure sites supported the use of alternative energies within the framework of partnerships. The first program involved the purchasing of steam produced from wood for the Estrées-Mons site (France). In addition to the environmental benefit in terms of global warming, the Estrées-Mons biomass cogeneration project (CBEM) helps structure a regional sustainable wood energy industry. For its first operating season, the cogenerator supplied over 10% of the steam used by the Estrées-Mons site in 2014-2015. The plant's aim for next year is to reach a level

* (biogas, biomass and steam from biomass, i.e. 131,097 GJ)

Reducing the group's environmental footprint

of 60%, i.e. 15,000 tCO₂ equivalent avoided each year. The second program that Bonduelle was involved in concerns the methanation unit at the Agri-Flandre-Energie farm, which was built in France close to the Renescure site (see page 51, circular economy). Other Bonduelle plants have committed to similar projects that are due to come to an end in two to three years.

Bonduelle set itself the target of supporting five innovative projects to promote the use of alternative energies by 2018. Thanks to the work done in 2014-2015, five projects have already been completed. The Renescure and Estrées-Mons (France) sites join the Saint-Denis (Quebec), Békéscsaba and Nagykovács (Hungary) sites, which use biogas from their wastewater treatment plant to fuel their boilers.

In 2014-2015, the proportion of thermal energy from liquid fossil fuels (domestic fuel oil) was no more than 1.1% of the group's thermal energy mix. Heavy fuel oil has not been used in the Company since 2013-2014.

MANAGING CONVENTIONAL ENERGY SOURCES

The optimization of energy consumption at agro-industrial facilities is based on a dual approach: management and guidance through the exchange of best practices, and technical optimization.

The energy policy implemented for electricity, gas and steam achieved the following results:

Group CSR	Total energy kWh of electricity per TMP	Electricity kWh of electricity per TMP	Thermal (fossil + renewable) kWh GCV per TMP
2014-2015 scope	827	318	509
2013-2014 scope adjusted*	848	333	515
Reminder: 2013-2014 scope published	806	316	489
Change in ratios in 2014-2015 versus 2013-2014 adjusted	-2.6%	-4.5%	-1.3%
Target	-5%	-5%	-5%

* The scope for calculating the change in performance in 2013-2014 was readjusted, as a new calculation rule was introduced in 2014-2015 in packaging warehouses (see page 73).

The main work conducted in 2014-2015 involved structuring the sites with a view to obtaining ISO 50001 certification, recovering heat from the plants for reuse at other stages of the process, replacing traditional lighting with energy-efficient, Light-Emitting Diode (LED) type lighting, implementing start and stop systems and making plans to make meter readings more precise.

The international standard ISO 50001 guides businesses through the implementation of an energy management system based on continuous performance improvement. To obtain this certification, the plants performed an energy diagnostic with an independent body and implemented an energy policy with continued improvement and awareness-raising processes for all staff via the "energy charter" leaflets. The Bonduelle plants in Straelen and Reutlingen (Germany) as well as Estrées-Mons *conserves* (canned), Labenne, Bordères and Longué-Jumelles (La Tourte – France) obtained ISO 50001 certification in 2014-2015, bringing the number of certified sites to

nine, Russy-Bémont, Estrées-Mons *surgelé* (frozen) and Renescure (France) having been certified since 2013-2014.

Bonduelle is also closely involved in the mandatory European energy saving mechanism. The group's agro-industrial sites have therefore made their technological and organizational improvement actions part of the subsidized energy saving plans. The value of energy savings certificates (ESCs) obtained or being obtained for work carried out in fiscal year 2014-2015 on energy efficient systems and technology, is equivalent to almost 350,000,000 kWh cumac*.

The ESCs break down as follows:

- 50% thermal energy saving (heat exchanger, insulation);
- 49% management practices (ISO 50001);
- 1.5% saving on electricity consumption (variable speed control, regulators).

* The kWh cumac is the unit of measurement of French energy savings certificates. It corresponds to the cumulative final energy consumption in kWh discounted over the life of the product (kWh of cumulative discounted final energy) and represents the amount of energy saved by the actions implemented.

THINKING ABOUT THE PLANT OF THE FUTURE

Developed since 2009 by the group's Research and Development Department, in partnership with the French Environment and Energy Management Agency (ADEME), investor partners and private and public research bodies, the "Frugal Factory" program aims to create the Bonduelle plant of the future, which will be more energy efficient and emit fewer greenhouse gases. The program entered its second phase in 2012, with two key research projects completed in 2014: the design of a self-powered machine and a thermal machine cutting its energy consumption in three.

Bonduelle was also awarded the trophy for energy performance in the food industry in October 2014 at the SIAL "Salon international de l'alimentation" (International Food Exhibition) in France. This first edition, organized by the Okavango consultancy, was placed under the patronage of the French Ministry of Agriculture, Agri-food and Forests. It rates the efforts made by companies to improve their energy efficiency and competitiveness. For Bonduelle, this prize acknowledges its entire energy policy, particularly the "Frugal Factory" program.

2

2.4.5 Water consumption and treatment

Water is used in the plants as an ingredient in the finished product (liquid, sauce) and in processing as a way of transporting and transferring heat or cold. It is also used to wash vegetables and to clean production lines. The usage ratio of these applications depends on the industrial activity and the site.

Water is a major challenge in Bonduelle's materiality matrix and is the subject of a long-term management program. Over a decade, the group has halved its ratio of water consumption (compared with the m³ per tonne ratio of manufactured product from 2003-2004 to

2014-2015). In 2014-2015, the group launched a project to manage its water efficiency, from water abstraction to its discharge into the natural environment.

MANAGEMENT OF WATER RESOURCES AT AGRO-INDUSTRIAL SITES: QUANTITY AND QUALITY

Water consumption in 2014-2015 amounted to 11,475,372 m³, which represented a ratio per tonne of manufactured product of 10.5 m³/TMP and a 5.9% reduction from the level observed in 2013-2014 adjusted.

Group CSR	Water Ratio m ³ /TMP
2014-2015	10.5
2013-2014 scope adjusted*	11.1
<i>Reminder: 2013-2014 scope published</i>	10.6
Change in ratios in 2014-2015 versus 2013-2014 adjusted	-5.9%
Target	-3%

* The scope for calculating the change in performance in 2013-2014 was readjusted, as a new calculation rule was introduced in 2014-2015 in packaging warehouses (see page 73).

For industrial sites, water is an energy in the same way as steam, electricity or compressed air. Its management is included in international standard ISO 50001 on energy management, presented on page 48. Nine Bonduelle sites have this certification. Developments in industrial supervision also involve water management.

To improve their performance, and in addition to group-wide consumption monitoring, the plants have increasingly precise monitoring systems. With this in mind, following the creation of energy and water networks in North America in February 2014, priority was placed on implementing a system to monitor water and energy consumption weekly and for each plant. The aim is to monitor consumption ratios during the season, refine the available data and

design performance indicators for each plant. These ratios will also be used for internal information and awareness-raising campaigns.

In 2014-2015, the Bonduelle Group conducted large-scale mapping of its water use at all stages of its agro-industrial process and for its entire scope of consolidation. The aim is to define a sustainable, integrated water management policy in line with a long-term vision of water availability in qualitative and quantitative terms. Phase 1 of the situational analysis will be complete at the end of 2015 with the definition of priorities and programs on agricultural and industrial practices in the different business units.

Reducing the group's environmental footprint

TREATMENT OF WATER AND MANAGEMENT OF TREATMENT PLANTS

In 2014-2015, industrial effluent contained an organic load of approximately 44,206 tonnes of Chemical Oxygen Demand (COD). 95.5% of this load was treated by Bonduelle (treatment plants and agricultural spreading), in the following structures:

- 24 independent ventilated biological treatment plants;
- 6 sites have a treatment stage using an anaerobic biological reactor (production of biogas);
- 12 sites use urban infrastructures for the full or finishing treatment of their effluent;

- 11 Bonduelle sites have an agricultural wastewater recycling system after physical or biological treatment.

The group's Environment Department rigorously control and monitor the quality of plant effluent before it is discharged into the natural environment.

The dynamic of continued improvement and monitoring of wastewater treatment performance could be seen at various sites in 2014-2015, including Gniewkowo and Ruhocice (Poland), Labenne and Estrées-Mons (France). The Fairwater (USA) and Santarém (Portugal) production sites have invested in improving treatment facilities. Fairwater replaced all of its process water lagooning facilities in September 2014, representing an investment of over 170,000 dollars.

SANTARÉM: A LARGER-CAPACITY TREATMENT PLANT

The Santarém plant in Portugal is located close to an urban area, which means that it has a major responsibility regarding management of effluent towards locals and the public water treatment network. The site director, António Manso, explains: *"Our job is to manage industrial activities in the best possible way according to the vegetable harvesting periods and their varying reception. That is why we have improved the water treatment process by boosting the capacity of our treatment plant and increasing the collection of runoff water, i.e. a total investment of over 200,000 euros"*. Work on the treatment plant took place

in spring 2014. The original sediment tank was adapted into a 3rd biological reactor. This modification is reversible and will make it possible to go back to the original sediment tank outside times of peak activity. At the same time, all runoff water, including rainwater, is now collected and channeled to the plant's water treatment network.



The main vegetables prepared at the Santarém plant are bell peppers, eggplants, zucchini, tomatoes and broccoli.

2.4.6 Managing waste and by-products

Bonduelle is focusing its efforts to reduce the waste generated by its industrial activities on two areas:

- tackling waste of agricultural resources by reducing losses in production facilities and recovering plant by-products;
- recycling of industrial waste.

550,643 gross tonnes of vegetable or mushroom by-products (green waste) were produced in 2014-2015, i.e. a ratio of 503 kg green waste/TMP (tonne of manufactured product). This 11.5% rise compared with 2013-2014 is due to changes in the mix of vegetables

processed. The plants are continuing their efforts to reduce losses of agricultural raw materials and improve processes. During this fiscal year, 92% of the deposits were recycled in commercial channels, used as animal feed, methanized or used as compost.

Recycling industrial waste is another priority for the group, which aims to recycle or recover 80% of its ordinary industrial waste in 2015-2016. The initiatives taken relate to employee awareness, improved sorting, actively seeking local channels for material or energy recovery, and procurement policy, in partnership with suppliers in the case of chemical products. In 2014-2015, thanks to the efforts of all plants, the group's overall energy recovery or recycling performance improved, reaching 82%* (i.e. two points above target) compared with 78% in 2013-2014.

RECOVERY OF INDUSTRIAL WASTE IN CANADA

Since 2014, defective canned products have been collected by a supplier which recycles the metal and spreads the organic waste to recover 100% of this waste that previously went to landfill. The partnership with ECC Environnement developed gradually with the Saint-Césaire, Saint-Denis and Sainte-Martine plants. The operation required new procedures to be implemented (position of trays, colors, collection planning, weighing). Now the collection

system is in place and is yielding good results: recovery rates have improved (projected >80%).



The main vegetables prepared in the Saint-Césaire, Saint-Denis and Sainte-Martine plants are green beans, peas and sweet corn.

* Rate calculated exceptionally without the ordinary waste from the Tecumseh site on account of the fire in 2014.

Special industrial waste weighed 284 tonnes in 2014-2015, *i.e.* a ratio of 0.26 kg of dangerous waste per tonne of manufactured product.

CIRCULAR ECONOMY AT RENESCURE

The Renescure site is taking part in a methanation project initiated by two of the group's farmer partners. The principle is to process 10,000 tonnes of inputs every year – cow manure, grass cuttings, sprouted seeds and by-products from the Renescure site. *"By being involved in this project, we recover our vegetable waste and are part of a real circular economy"*, explains H  l  ne d'Huyveter, Plant director, "Fermentation generates biogas, which feeds a cogeneration motor, producing electricity – bought by EDF – and heat. This is used for own consumption, and the surplus is sold to La Wostin' agri-foods company, enabling it to reduce its gas

consumption. The digestate, rich in nitrogen, phosphorus and potassium, is used in spreading". Since the project was launched in August 2014, Bonduelle has delivered almost 6,000 tonnes of vegetable waste. This ecosystem is truly local, as the three main partners are less than 2 km from the Renescure plant, thus limiting transport and greenhouse gas emissions.



The main vegetables prepared at the Renescure site are peas, carrots, green beans, zucchini and cauliflower.

2

2.4.7 Responsible use of packaging

Packaging has many attributes:

- to protect products prior to purchase, prolonging their shelf life and preventing damage;
- to be environmentally friendly by being recyclable and smaller and lighter;
- to comply with the relevant legislation;
- to be cost-effective;
- to be user-friendly, *i.e.* easy to open and to empty/remove;
- to enhance the product's visual appeal so that consumers will want to buy it.

Bonduelle thus uses various types of packaging to ensure the best possible quality and experience for its customers:

- steel and aluminum for metal cans;
- glass for jars;
- flexible plastic for bags of frozen and fresh vegetables;
- rigid plastic for trays of prepared products;
- cardboard for some frozen packaging and all bulk and transport packaging.

These materials are chosen according to processes, preservation requirements, market convention and their robustness in relation to the product and their use.

In Europe, the group's Packaging Managers and Operational Managers work with suppliers, Marketing Departments and sites to identify the most suitable product packaging. Its approach using purchasing pairs, consisting of technical specialists and buyers, allows the best initiatives to be shared and ensures compliance with the regulatory framework. In order to offer the best packaging, the group relies on its R&D Department to identify and work on breakthrough technologies and initiate optimization projects (*e.g.* on

packaging thickness, cost-effectiveness, etc.). In each business unit and country, a Packaging Department develops projects in the short and medium term and conducts practical tests in association with the R&D Department. Lastly, Bonduelle has introduced a guide to environmental responsibility (see page 59).

OPTIMIZATION OF EXISTING PACKAGING

The scheme to optimize the wall thickness of canned product packaging has been running for several years. This aims to reduce at source the quantities of raw materials (iron or aluminum) used, while taking into account the specific constraints of the various processes and industrial plant. In Europe, an optimization program has been developed around a targeted metal saving of around 500 tonnes per year compared with the quantity used in 2013. A multi-year test plan (2013-2016) has been developed to qualify assumptions.

The prevention of waste generated by packaging products for sale is a regulatory requirement in packaging design. The essential requirements stipulate that packaging *"shall be so manufactured that the packaging volume and weight be limited to the minimum adequate amount to maintain the necessary level of safety, hygiene and acceptance"* (2/Article R. 543-44 of the Environmental Code and European Directive 94/62/EC). Waste prevention through the reduction at source of the packaging materials used is therefore an integral part of the group's approach to designing, optimizing and upgrading its packaging.

Including waste sorting information on packaging is another way for the Bonduelle Group to limit the waste of resources. Product packaging includes information on the sorting and recycling systems of the country of sale, with – in France – the label Info-tri – Point vert, accompanied by customized instructions.

The Purchasing and Research and Development Departments actively monitor environmentally-friendly packaging by identifying market opportunities and evaluating their technical-economic potential.

Reducing the group's environmental footprint

PROMOTING THE USE OF RECYCLED MATERIALS

Using recycled materials is another way for the group to reduce its impact on the environment. Various projects were initiated in this regard in 2014-2015, particularly in Russia where the use of recycled retractable films reached 30% of annual volumes. In addition, Russia has launched a system to recover glue containers

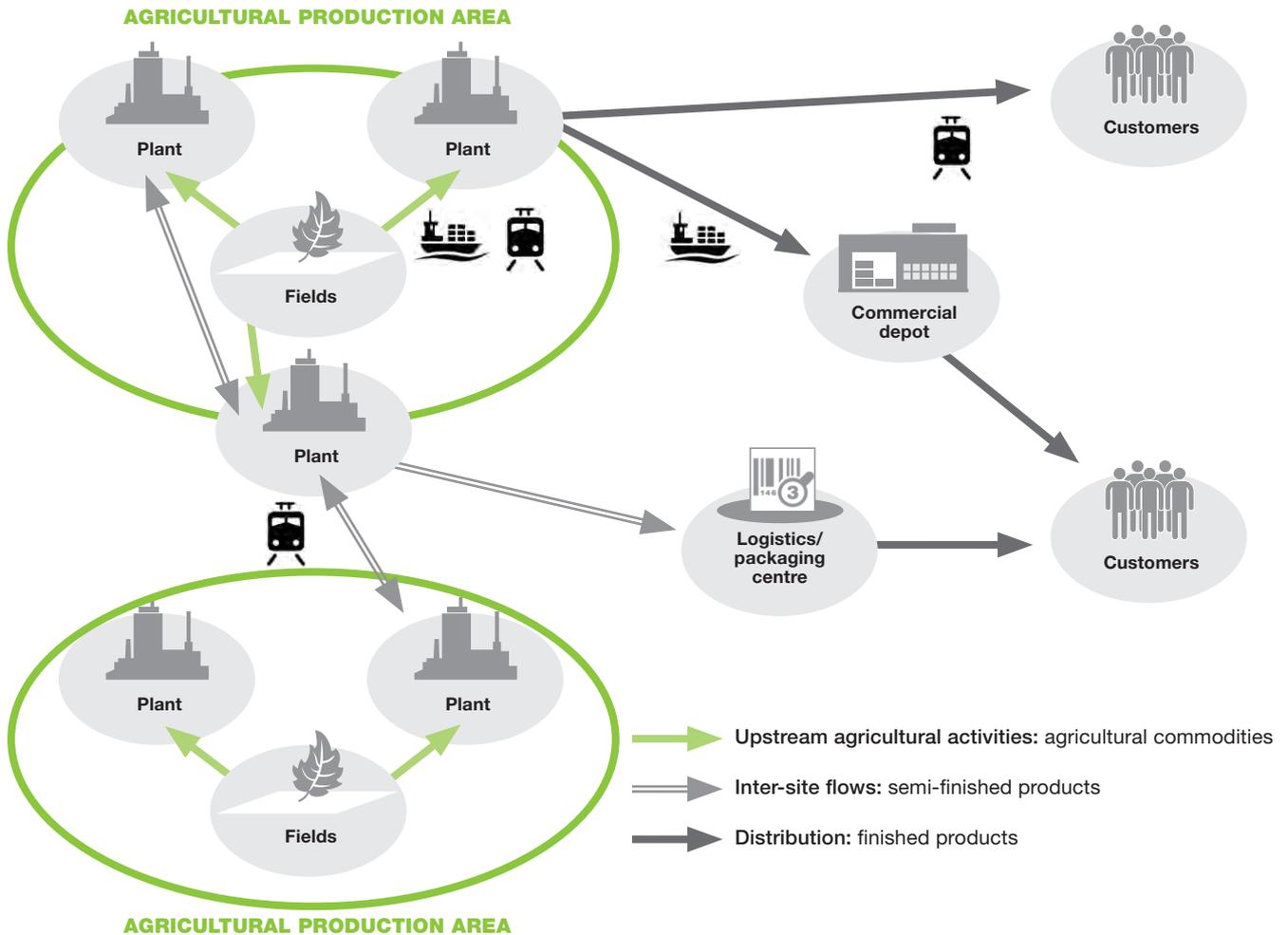
and is testing thinner films (17 microns instead of 23). In France, the Rosporden plant now uses 100% recycled PET for the covers of "prepared" meals. In Germany, all salad bowls, are 80%-made from recycled PET and cardboard packaging is made from 100% recycled materials.

2.4.8 Optimizing transport flows

The group is implementing a wide range of projects to optimize flows and reduce the environmental impacts of transporting vegetables to agro-industrial sites and finished products to distributors.

PRODUCT TRANSPORT FLOWS AND ALTERNATIVES TO ROAD HAULAGE

Bonduelle is developing alternatives to road haulage for part of its transport flows from harvesting to finished products.



To support its strategy, Bonduelle has formed a Transport and CSR Monitoring Committee, made up of representatives of the logistics entities of the agro-industrial sites and members of the Supply Chain, Purchasing and CSR Departments. This Committee is responsible for monitoring developments in the sector and researching long-term solutions to minimize the environmental impact of transport flows. Bonduelle is also committed to the creation of large-scale storage infrastructures. The logistics sites, organized by geographical areas, select the most coherent transport options.

Bonduelle calculates the CO₂ emissions generated by transport based on French Environment and Energy Management Agency guidelines. Initially set up for product flows between French plants and logistics centers for canned goods, the emissions measurement program was subsequently extended to all technologies and countries in Europe to which finished products are delivered. In 2014-2015, the scope covered almost all BELL, BDV and FRESH business units and started work on BAM.

STREAMLINING LOGISTICS

The extension to the canning warehouse at the Saint-Denis (Quebec, Canada) site ' which has an overall capacity of 19,000 pallets – avoids the traffic of 675 trucks per year toward a storage provider. In addition, the acquisition of the Lethbridge plant in Canada (frozen, Alberta province) makes it possible to optimize transport. Previously, processed vegetables were produced in Ontario and transported by road to western Canada.

This new organization avoids the traffic of 280 trucks covering 3,200 km, saving 1,180 tonnes of CO₂ emissions every year (forecast). In France, Bonduelle joined forces with Délifruit to pool its transportation resources: the service provider can fill its trucks with the products of two brands, optimizing its load, giving Bonduelle an additional reduction in its CO₂ emissions.

WALL TO WALL CAN MANUFACTURING IN FOCUS

Hungary's Békéscsaba plant integrated an empty can manufacturing workshop, which is particularly busy, with almost 70 million units produced in 2014-2015. This Wall to Wall can

manufacturing system has generated savings of 68 tonnes of CO₂ per year. The Wall to Wall process is also being adopted in Russia, where the Novotitaroskaya site works with Crown Cork.

2.5 Ensuring access to quality vegetables

2.5.1 Issues and targets

Product quality policies are part of a continued improvement approach. They demonstrate Bonduelle's commitment to individual customers, specialist food service and wholesale distribution companies. These policies are implemented on sites and in the Purchasing Department. Bonduelle's processed fruit and vegetable suppliers have signed up to a simplified sourcing charter with the group, in order to develop a fair and long-term partnership. Food quality, safety and traceability and

the nutritional content of products were among the main concerns of stakeholders questioned when building the group's materiality matrix. Bonduelle combines safety and a balanced diet and is committed to giving consumers accurate and transparent information on its products, in line with its ethics charter.

Bonduelle's is committed to offering safe products to our consumers and helping them develop a balanced and natural diet, based on vegetables.

Quality-Nutrition-Purchasing priorities

Objectives 2014-2015

Highlights 2014-2015

CIVIL SOCIETY ISSUES

- Consumer food safety
- Respect for standards of behavior: Ethics

QUALITY

Ensure maximum product quality and safety

- Target quality process certification for 100% of sites
- Reduce the complaints rate

- 44,600 food safety tests on canned goods, 19,000 on frozen and fresh or prepared produce

PURCHASES

- Roll out the simplified supplier sourcing charter to all processed fruit and vegetable suppliers (excluding producer partners)
- Increase the number of suppliers who are signatories to the UN Global Compact and meet the 23 Corporate Social Responsibility (CSR) criteria

- 35% of suppliers have signed the simplified sourcing charter
- Inclusion of the CSR questionnaire in the pre-selection stage for new tenders
- Signature of the purchasing ethics charter by all employees in the group's Purchasing Department

2.5.2 Group policy and resources implemented

CONTROLLING PROCESSES AND TRACEABILITY

The policy implemented by Bonduelle to ensure maximum product quality is based on a process and management system under the control of a Quality director in each business unit. Working in a network, Quality Control Departments report to a general coordinator and meet twice a year. Each business unit has a quality plan which takes into account specific technological features (canned, frozen, fresh, etc.) as well as the context, notably regulatory, specific to the different geographical sites.

Quality plans are implemented in all of the group's production facilities, based on three main aspects:

- quality checks on incoming "vegetable" raw materials and all other supplies;

- quality control on the production lines;
- final checks on products before shipping.

As part of the continued monitoring plan, 44,600 tests were carried out on canned goods and 19,000 tests on frozen, fresh or prepared produce in 2014-2015.

The quality plans of industrial sites are complemented by a policy of investment in and renewal of industrial facilities, engagement in certification processes and, in 2014-2015, carrying out risk analyses. The aim is to evaluate and manage risks of fraud and wrongdoing. The action plans resulted in strengthened security at some sites.

Bonduelle undergoes a thorough and rigorous certification process for its production facilities, requiring each one to be at least ISO 9001 certified or certified under an equivalent system. In addition to such certification, it also complies with other standards (IFS, BRC) related to its industry, operating regions, or at its clients' requests (McDonald's, for example).

97% of Bonduelle production sites have at least one certification. The majority of our quality-certified agro-industrial production facilities are certified by several bodies:

- 13 have obtained ISO 9001 certification.

(International quality management certification standard delivered by an accredited external body. It sets out the requirements for an effective quality management system ensuring that products comply with the requirements of customers and applicable regulations. The most recent version is ISO 9001 V 2008);

- 3 sites are ISO 22000 certified.

(This standard specifies the requirements for food safety management systems and aims to improve customer satisfaction by effectively controlling food safety hazards);

- 25 units are IFS and/or BRC certified.

(IFS: Private international food standard, owned by the French Food Retail and Wholesale Federation (FCD – Fédération des entreprises du commerce et de la distribution) and its German counterpart. The IFS evaluates food product suppliers focusing on product quality and safety. The current version is IFS V6. BRC (British Retail Consortium): private standard, owned by the British Retail Consortium, and very similar to the IFS. The current version is BRC V6);

- 4 are FSSC 22000 accredited and 3 American sites are SQF (Safety Quality Food) accredited.

(Private international standard owned by the Foundation for Food Safety Certification, based on ISO 22000 and PAS 220 for food producers).

Finally, other certificates covering specific areas are have also been awarded and are audited by accredited external bodies. In 2014-2015, to meet customer demand Bonduelle increased from 11 to 17 the number of sites with “organic” certification.

MANAGING PRODUCT QUALITY

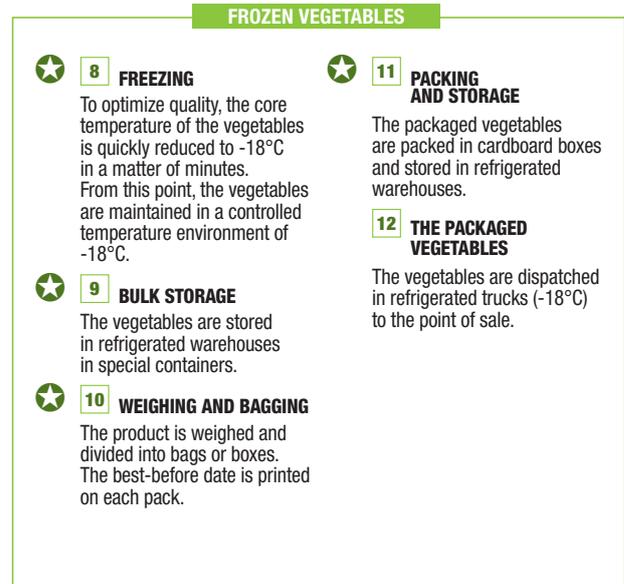
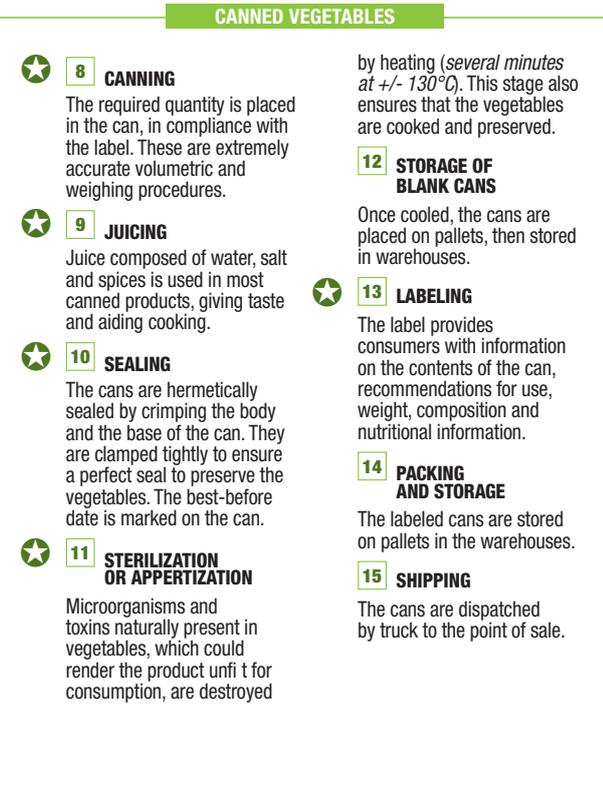
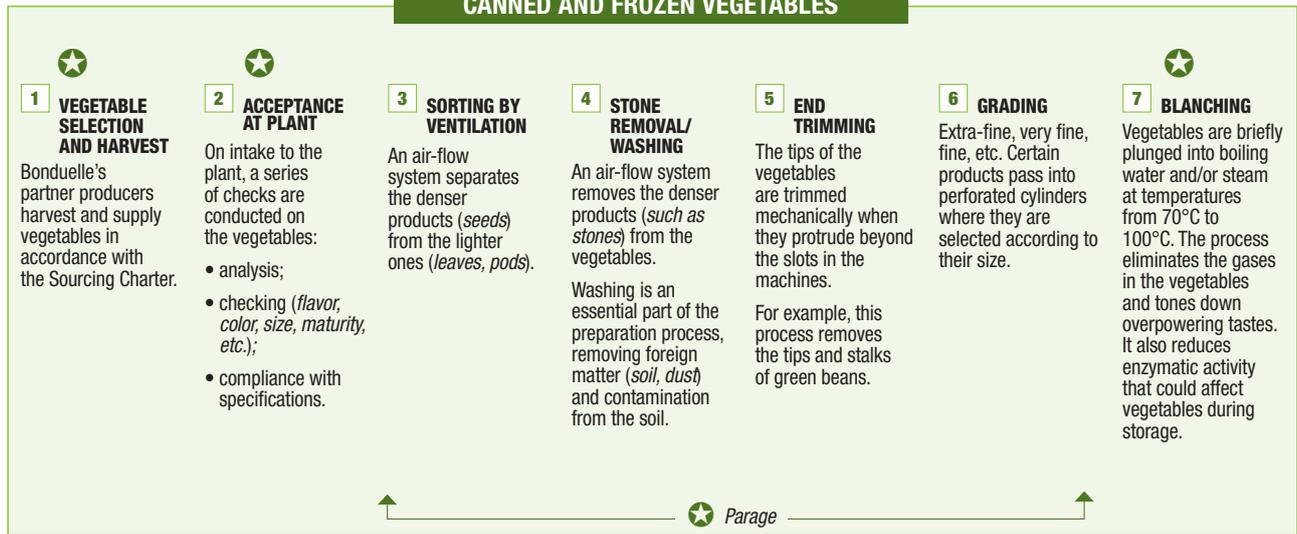
Dozens of quality control inspections are carried out from initial reception to storage of the products, including temperature, bacteriology and weight. Bonduelle’s quality control system provides full traceability from field to dispatch, ensuring we can react immediately if a quality problem is detected. The charts below show the main checks conducted throughout the production process.

Ensuring access to quality vegetables

MANUFACTURING PROCESSES

Dozens of quality control inspections are carried out from initial reception to storage of the products, including temperature, bacteriology and weight. Bonduelle's quality control system provides full traceability from field to dispatch, ensuring we can react swiftly in the event a quality problem is detected. The charts below show the main checks conducted throughout the production process.

CANNED AND FROZEN VEGETABLES



★ Quality control checks

**READY-TO-USE FRESH VEGETABLES (BAGGED SALADS)
AND READY-TO-EAT FRESH VEGETABLES (SEASONED, PREPARED)**

1 **VEGETABLE SELECTION**
 Bonduelle's partner producers harvest and supply vegetables in accordance with the Sourcing Charter.
 Harvesting is a delicate operation for all fragile vegetables, especially salads.

2 **ACCEPTANCE AT PLANT**
 From this point, the vegetables are maintained in a controlled temperature environment at +4°C.
 On intake to the plant, a series of checks are conducted:

- analysis ;
- vérification (*flavor, color, size, maturity*);
- compliance with specifications.

FRESH VEGETABLES

3 **CUTTING**
 Salads are cut, sorted and carefully inspected before they are sent for washing.

4 **WASHING**
 The salad leaves are thoroughly washed to remove soil and insects, without damaging the leaves.

5 **SPINNING OR DRYING**
 Excess water is carefully removed after washing by draining or ventilation.

6 **WEIGHING AND BAGGING**
 The salad is weighed and packed in bags or trays. The best-before date is printed on each pack.

7 **PACKING**
 The bags and trays are placed in boxes, taking care to avoid shocks or crushing the produce.

8 **STORAGE**
 Before shipping, the products are stored for a maximum of several hours, at +4°C.

9 **SHIPPING**
 A constant temperature of +4°C is maintained throughout the entire logistics chain and to the point of sale using refrigerated trucks.

PREPARED VEGETABLES

3 **ORDERING AND RECEPTION**
 Seasoned, prepared salads have a short shelf life; therefore they are only supplied and produced on receipt of the customer order.

4 **TRANSFORMATION**
 Vegetables are rinsed, cut, grated and drained.

5 **ASSEMBLY**
 Each recipe has its own ingredients, which are prepared before the order is produced.

6 **MIXING**
 The ingredients for the recipe are combined. Bonduelle ensures careful measurement of the ingredients in each recipe so that the end product is well-balanced.

7 **WEIGHING AND BAGGING**
 The salads are measured out and weighed in the different types of packaging.

8 **LABELING**
 The plastic salad container and its lid are pressured sealed. The label details the contents, storage and consumption instructions and the best-before date.

9 **STORAGE**
 Before shipping, the products are stored for a maximum of several hours, at +4°C.

10 **SHIPPING**
 A constant temperature of +4°C is maintained throughout the entire logistics chain and to the point of sale using refrigerated trucks.

Ensuring access to quality vegetables

2.5.3 Sourcing of raw materials

The Bonduelle Group's commitment to civil society is also illustrated by its sourcing and awareness-raising policy. In addition to food safety activities, the policy also includes environmental and social criteria.

The Bonduelle Purchasing Department contributes to the group's growth and durability by purchasing according to a defined and constant quality in a cost-effective manner. It implements the resources necessary to manage product safety, financial risks, technical limitations and risks of fraud on the materials purchased.

Purchasing quality policy reflects the group's overall quality policy according to three key priorities:

- to listen to and meet the needs and requirements of internal customers;
- to ensure the quality of products and services purchased, in accordance with applicable specifications and regulations, and guarantee food safety;
- to continually improve performance.

Our vegetable producer partners sign up to a specific agronomy sourcing charter with the group guaranteeing compliance with the cultivation specifications for each type of vegetable (the sourcing charter is presented on page 43). The Purchasing Department issues a simplified sourcing charter to suppliers of processed fruits and vegetables, for which Bonduelle does not control the cultivation. These suppliers may also be audited to check their performance and adherence to their product quality commitments. In 2014-2015, 15% of processed fruit and vegetable suppliers were audited. Bonduelle also implements specific surveillance plans according to the types of products and the potential risks. These plans notably take the form of tests on samples of phytosanitary waste and trace metal elements by independent laboratories.

Just as the Company does for its purchases of vegetables grown by its producer partners, Bonduelle encourages its other suppliers to promote its founding values: fairness, excellence and openness. This purchasing policy includes Corporate Social Responsibility (CSR) criteria, taking into account the principles of the UN Global Compact.

Suppliers commit to adhering to the principles of the UN Global Compact to which Bonduelle signed up in 2003. This approach is implemented at group level.

Purchasing decisions are based on an objective assessment of the reliability and integrity of the supplier or subcontractor, as well as the overall appeal of their offer both in economic and CSR terms. Buyers from the group's Purchasing Department, with local contacts for some products, must also take the importance of their role in the local ecosystem into account.

Supplier relations are based on mutual trust. Bonduelle is committed to working with its partners to guarantee the best economic, qualitative and environmental performance in the long term.

Although the group's policy is to source supplies close to centers of consumption, some types of product may have to be sourced from countries further afield. In this event, the Company favors partners who work with producers for whom Bonduelle's business provides an additional revenue stream to their activity and subsistence crops. To ensure compliance with the production criteria specified by Bonduelle and to support its partners as part of a continuous improvement process, the group ensures a permanent or periodic presence by its own employees. Bonduelle's partners support their producers to manage and minimize the use of crop treatments and thus obtain quality certifications. This long-term partnership with recognized organizations is one way for Bonduelle to make an effective contribution to the local economy while maintaining traceability.

PURCHASING ETHICS

The 2014-2015 fiscal year saw the inclusion of the CSR questionnaire in new tenders. This approach focuses the group's attention on assessing the CSR risk of prospects and is now one of the factors taken into account when selecting suppliers. Furthermore, all employees of the Bonduelle Group's Purchasing Department are required to sign the purchasing ethics charter,

in compliance with the group's ethics charter (see appendix). It outlines the seven values of the Company's purchasing function and defines coherent behavioral guidelines towards suppliers, irrespective of the buyer and country, thus meeting the expectations of the group's customers.

2.5.4 Product design

All of the Bonduelle Group's business units aim to provide a better product offer to consumers. A responsible product, with an identical service rendered and throughout its lifecycle (manufacture, transport, use, end of life), has fewer negative impacts on the environment and on health. For example, Bonduelle's products do not contain any GMOs, in accordance with applicable legislation. Palm oil is no longer used in products manufactured by any Bonduelle Group company.

NUTRITIONAL QUALITY

For Bonduelle, respecting the nutritional quality of its products is essential. "Visa Santé", a continuous improvement initiative, is built around reviewing and optimizing our products and is based on four essential points:

- classification of products into three "nutrition" groups, according to their levels of certain nutrients:
 - "raw products that have undergone minimum processing",
 - "lightly cooked vegetables",
 - "prepared and gourmet products";
- the development by the group's Nutrition Department of a reference framework of nutritional values related to recommendations on the quantity and quality of salt, sugar and fat content in food. 1,158 products – from all segments – were tested to determine if they were in line with the recommended nutritional values;
- reformulating recipes: 257 recipes which did not meet the nutrition criteria were reviewed by the Development Departments in the respective business units between 2009 and 2015;
- all new vegetable products must meet a number of minimum criteria defined by "Visa Santé" and be positioned in one of the three "nutrition" groups.

The program's objectives also include the development of well-thought out, simple, transparent and objective nutritional communication. The group makes no nutrition claims on the packaging of its "prepared and gourmet products".

"Visa Santé" was launched by General Management and, in addition to the Nutrition Department, now involves engineers in the Quality Department, R&D and Marketing Departments of the various business units. In all, more than 100 employees are involved in this mature, cross-disciplinary project, which constitutes one of the group's long-term, day-to-day commitments.

ENVIRONMENTAL RESPONSIBILITY

In order to honor its commitment to designing responsible products, Bonduelle has put together a cross-disciplinary team, with representatives from the Agro-industry, Environment and Packaging Research and Development, Marketing and Communication Departments to work on producing an environmental responsibility guide. This guide, completed in 2015, aims to serve as a reference for all teams responsible for design, production and marketing. The implementation methods are still being decided. It sets out the core objectives for all branded products sold throughout the world (Bonduelle, Cassegrain, Arctic Gardens and Globus) and provides guidelines for improving responsibility, without compromising on aspects such as pleasure, taste and accessibility.

The guide is based on 10 basic principles:

1. measure the environmental footprint of our products and be transparent about their impacts;
2. ensure responsible purchasing according to our agronomic sourcing charter or sourcing contracts (covering vegetables, ingredients and packaging);
3. monitor cultivation methods to guarantee the safety of our products by controlling and minimizing the use of inputs for vegetable crops, anticipating regulatory changes and seeking alternative solutions;
4. limit distances traveled by our vegetables and other ingredients;
5. reduce environmental impacts, ensure socially responsible management and guarantee food safety during production;
6. devise nutritious recipes for our consumers;
7. reduce the use of additives;
8. optimize and develop low-environmental impact packaging, while guaranteeing the quality and safety of our products;
9. limit the impact of transport by optimizing the loading rate and routes for road transport and by developing alternative transport solutions;
10. provide consumers with recommendations for use, factoring in environmental and nutritional impacts and raise awareness of food waste.

Ensuring access to quality vegetables

2.5.5 Consumer information and satisfaction

Bonduelle is committed to providing transparent information on its products and their health benefits. It also strives to promote responsible behavior by its consumers.

All Bonduelle products provide the consumer with the information required under European law (INCO). In addition to regulatory information, the Bonduelle Group has a dedicated nutritional information platform (NutriGO) aimed at its marketing, sales, communication, quality and research and research and development teams. It provides employees with objective and reliable information on products, processes, regulations and the group's commitments so that they can conduct their projects and communicate with consumers in a fully transparent way. NutriGO ensures the consistency and transparency of the information provided to consumers group-wide.

In each country where Bonduelle operates, there is a department dedicated to consumer satisfaction. Each product bears the telephone

numbers, an email address and a web address customers can use to contact the Customer Services Department at any time, either to ask questions or to make a complaint. To further improve its customer service, in 2014 Bonduelle introduced a new quality management tool via the REQUEST project. The software enables the collection of complaints and comments from customers in all countries where the group operates and their integration into a special program. Ultimately this will lead to better traceability, improved response times, a more detailed analysis of potential quality issues and swifter implementation of corrective actions.

Bonduelle is also committed to promoting responsible consumer practice, particularly fighting against food waste. The group offers different kinds of packaging so that consumers can make informed choices depending on their type of household and consumption. Practical tips can be found on its dedicated CSR website (www.developpementdurable.bonduelle.com), such as regarding the use-by date which applies to all products that could present a health risk after a short time period, and the best-before date which relates, in particular, to canned goods and frozen foods.

RECOGNITION AT THE MAGAZINE ADVERTISING AWARDS

Bonduelle wanted to raise the general public's awareness of its involvement in Corporate Social Responsibility by devising an institutional campaign placed in general and women's magazines. The campaign was recognized in the "corporate" category of the Magazine Advertising Awards on March 21, 2015, in Berlin.

This prize honors the best press advertisements appearing in 2014. This initiative reached over 25 million contacts and highlighted new agricultural techniques, ecologically intensive agriculture and local production, through two advertising claims: "This corn is green" and "This bean thinks locally".

2.6 Maintaining a long-lasting connection with local stakeholders

2.6.1 Issues and targets

Since 2004, Bonduelle has been involved in looking for solutions to societal problems caused by food habits and has confirmed its commitment to the communities in which its facilities operate. The group intends to encourage high-quality dialog with all stakeholders. This human dimension has always motivated Bonduelle, a family

company that respects communication and honesty, values upon which the Company's reputation was built. The materiality matrix defines different issues included in the group's CSR policy: maintain and increase local employment, improve the economy local to our sites, respect local residents, encourage sustainable nutrition and support the most disadvantaged.

2

Bonduelle's commitment is to be a company that engages with all its stakeholders in all countries in which it operates.

Commitment to civil society	Objectives 2013-2017	Highlights 2014-2015
CIVIL SOCIETY ISSUES <ul style="list-style-type: none"> • Develop local economic relations • Develop local employment • Make products accessible 	<p>Implement a community project at every site and in countries where Bonduelle is established</p> <ul style="list-style-type: none"> • Engage with stakeholders in countries where Bonduelle is established • Undertake a group community development project <p>Promote a balanced diet for all through our support and advisory actions</p> <ul style="list-style-type: none"> • Support the work of the Louis Bonduelle Foundation 	<ul style="list-style-type: none"> • 12 community projects • The eighth <i>conference</i> of the Louis Bonduelle Foundation • Publication of an eBook on child and teen obesity in partnership with the European Childhood Obesity Group (ECOG) • Publication of "Food waste: issues, causes and facts".

2.6.2 Group policy and methods used

LOCAL AND SEASONAL EMPLOYMENT

Depending on the employment areas in which its sites are located, Bonduelle focuses on local recruitment or opportunities for people from areas with few economic prospects. The very nature of its business and the rhythm dictated by the harvests mean that the Bonduelle Group employs a large number of seasonal workers. Seasonal employment accounts for 18% of all Bonduelle Group's contracts (full-time equivalent). We develop loyalty through an appropriate compensation policy and employment contracts by type of harvest, affording them work that is compatible with other employment.

At some sites, Bonduelle works with employer groupings to pool skills and provide regular seasonal work. Another aspect of this policy, in the United States and Canada, is the provision of good quality accommodation for workers. The Bonduelle Americas business unit also offers specific video-based training courses for those with little or no English. In Italy, for example, the Company runs dedicated programs for seasonal workers with limited knowledge of the local language, and in Hungary, Bonduelle runs a bus service for workers so that they save on the cost of travel to their place of work. Furthermore, hiring procedures focus on recruiting local employees and Managers for the group's activities, following the example of Hungary, where the majority of employees and management staff are Hungarian nationals.

Maintaining a long-lasting connection with local stakeholders

RELATIONS WITH RESIDENTS CLOSE TO INDUSTRIAL SITES

Sensitivity to odors, road transport and noise is one of the key issues facing Bonduelle's efforts to integrate its agro-industrial facilities into their environment. Each Plant director tailors their action plan to local demand. Investments in technical solutions (improving equipment, optimizing management, implementing additional treatments and applying specific solutions) are organized in consultation with local residents.

FOOD DONATIONS

Bonduelle is also committed to tackling food waste, which is a real problem; according to the Food and Agriculture Organization of the United Nations (FAO), 30% of global food production is wasted, the equivalent of over half the world's cereal production. Instead of disposing of products that do not meet Bonduelle's specifications in full, but are perfectly edible, the group donates several tonnes of vegetables each year to charities, which redistribute them locally. The amount totaled 2,644 tonnes in 2014-2015, covering France, Italy, Poland and Hungary, for tinned, frozen, fresh cut salad and prepared products.

The *Fédération de Producteurs de Légumes d'Industrie Québécoise* (FPLIQ) and Bonduelle have implemented an unprecedented system to can part of the farmers' harvests. 30 tonnes kg of vegetables were delivered to food banks in Québec in 2014 and almost 45 tonnes in 2015.

Bonduelle is a partner of the Moisson Montréal food bank.

In 2014-2015, the group donated over 500 tonnes of vegetables to the association, helping over 140,000 people. In addition to donations, Bonduelle employees mobilized to label cans and facilitate distribution to 240 organizations in the region with which Moisson Montréal works. In addition, on July 16, 2015, the Québec food bank network presented a plaque to the BAM business unit in recognition of *"the Company's exceptional contribution to the wellbeing of the people of Quebec, by implementing a vegetable donation program"*.

2.6.3 Louis Bonduelle Foundation

The Louis Bonduelle Foundation was established in 2004 as a result of the group's desire to contribute to public health issues relating to nutrition. The Louis Bonduelle Foundation aims to bring about a permanent change in eating habits in all the countries in which

Bonduelle operates, by placing vegetables and their benefits at the center of its action based on 3 pillars:

- inform and raise awareness;
- support research;
- implement and support on-the-ground initiatives.

Every six months, the Company's Louis Bonduelle Foundation launches a call for projects to support local initiatives whose aim is to improve eating habits. These international calls have already resulted in support for 217 projects, with more than 380,000 beneficiaries for a total budget of 533,000 euros.

Likewise, every year, the Louis Bonduelle Foundation awards a global research prize of 10,000 euros to support a piece of thesis work on nutrition. In total, the Louis Bonduelle Foundation has committed more than 1.2 million euros to supporting research. The Louis Bonduelle Foundation website features theoretical and practical information on methods and tips for changing eating habits. The content is available in English, French, Italian, Dutch and Spanish at www.fondation-louisbonduelle.org.

The Louis Bonduelle Foundation is administered by a Board of Directors with seven voluntary members:

- three independent experts: Marie-Laure Frelut, Pediatrician and Secretary of the European Childhood Obesity Group, Jean-Charles Fruchart, President, International Atherosclerosis Society, and Béatrice de Reynal, Nutritionist;
- four representatives of the Bonduelle Group: Christophe Bonduelle, Chairman of the Louis Bonduelle Foundation and Chairman of the Bonduelle Group, Jean-Bernard Bonduelle, director of External Relations and CSR, Christophe Château, director of Corporate Communications and Marketing, and Laurence Depezay, Nutrition Manager.

HIGHLIGHTS 2014-2015

- **The eighth conference of the Louis Bonduelle Foundation** took place in Italy for the first time, in June 2015. This event, sponsored by the 2015 Milan Expo, was on the theme "Our senses, drivers of our food choices". The role of our senses is indeed crucial: the way our senses perceive food in terms of taste, smell, texture and appearance has a major influence on the pleasure experienced, which often drives our behavior. Four specialists spoke on the subject. The participants – researchers, health professionals, journalists, etc. – were also able to enjoy a presentation on the work of Filipe de Vadder, winner of the 2013 Louis Bonduelle 2013 research prize, before watching the 2015 prize go to Léia Mion (*Université Aix-Marseille*, France) for her research into the origins of the Mediterranean diet.

- **In 2015, the partnership between the ECOG (European Childhood Obesity Group) and the Louis Bonduelle Foundation** led to a free eBook on childhood and teen obesity. Bringing together renowned experts from 12 European countries as well as members of the World Health Organization (WHO) and the International Obesity Task Force, these guidelines are mainly intended for practitioners and researchers. They deal with nine themes (epidemiology and prevention, biology of obesity, evaluation of psychological disorders, etc.) in around 50 articles. The ebook can be downloaded from the ECOG website <http://ebook.ecog-obesity.eu>.
- **Food waste: issues, causes and facts.** This is the title of the monograph published by the Louis Bonduelle Foundation, which also produced the brochure "How to limit food waste".

The Foundation runs its own field initiatives and also provides financial support for local projects. It launched two calls for international projects, in June and December 2014. 10 projects were selected for the first call, which focused on offering vegetables to children and making children familiar with them over the long term. Among these, was a project submitted by the San Antonio de Venise nursery school, aiming to introduce 80 children aged one to six years to the benefits of vegetables through play and educational activities. The call issued in December, on new flavors and curiosity about food, resulted in the selection of 12 projects, including one from ANDES (Federation of Community Grocers, France) which organizes "The Farmer's table" project in the Poitou-Charentes region. The aim is to showcase food produced by partners of the *Uniterres d'Andes* program, bringing together the beneficiaries of the grocery stores, employees, volunteers and producers along with a chef.

2.6.4 Participating in local community life

Alongside the Louis Bonduelle Foundation's work, the group views local involvement as a priority for its plants. The VegeGo! project aims to galvanize employees and help make local communities a better place to live, in line with the group's values. Depending on its specific characteristics, each production facility plans to develop at least one project in partnership with local stakeholders.

In total, the group leads 12 projects, two of which were launched, renewed or completed in 2014-2015: These include:

- **Bordères (France):** "I'm nine years old and I love vegetables": This program, which has run every year since 2008, involves a visit to a plant and awareness-raising workshops about taste and a balanced diet, led by plant staff and aimed at local pupils. In 2014-15, children at Horsarrieu school, as well as pupils from establishments in Cazères-sur-l'Adour and Saint-Sever, visited the Bordères plant;
- **Santarém (Portugal):** The plant, in partnership with the town's welfare office, launched a project in April 2015 to redesign the garden of the "Santa Casa da Misericórdia" retirement home. The aim was to give elderly people a nicer communal area by weeding and removing dead wood from the garden, repainting the enclosing walls and repairing an aviary of which the elderly people are very fond. Several employees, as well as their families, took part in this initiative;
- **Strathroy (Ontario, Canada):** Employees at Strathroy helped to install amenities in a nature reserve near the plant: cleaning up the reserve and trails, constructing tables and benches, laying a trail around the lake, building a wooden kiosk, etc. All this is undertaken in order to protect the environment and increase the enjoyment of local residents. The idea is to participate in local development and create opportunities for people to meet and interact, in partnership with the Strathroy Conservation Area, which awarded the Conservation Award to the Company in February 2015;
- **Villeneuve-d'Ascq – Resecure (France):** The Bonduelle Group is a co-founder of – and since early 2014 a financial contributor to – the *Agir avec la jeunesse* endowment fund in the Nord-Pas de Calais. This fund is used to finance different initiatives, particularly the "École de la 2^e chance" (E2C) (2nd chance school). The Villeneuve-d'Ascq production facility decided to become involved with this organization under the aegis of the VegeGo! project – *S'impliquer dans la vie locale de nos implantations* (Participating in local community life);
- In 2015, the **Resecure (France)** site also became involved in the approach by signing a partnership agreement with E2C. The aim being to introduce E2C placement students to agri-food careers via introductory internships and interview preparation placements, to help them find employment.

2.7 Ensuring employee safety, growing talent

2.7.1 Issues and targets

The group's vision for 2025, is to support the future growth of the business by focusing on three complementary priorities: creation of economic value, our international growth model and the development of human capital. This program takes account of the materiality priorities from the survey of external and internal stakeholders.

These priorities are first and foremost health and safety in the workplace – an area in which Bonduelle is making constant progress – respect for international commitments, committing to the group's CSR policy and developing skills and mobility. These points are in step with the values that have marked the Company since it was founded: people-minded approach, integrity, confidence, excellence, fairness, open-mindedness and simplicity.

Bonduelle is committed to being an efficient company that listens to and ensures the development of its people in all countries where it is established.

People and Safety	Objectives 2013-2017	Highlights 2014-2015
SOCIAL ISSUES <ul style="list-style-type: none"> • Safety of people • Develop potential • Diversity • Ethics 	Ensuring safety at work <ul style="list-style-type: none"> • Aim for a workplace accident frequency rate of 0 by 2025 Promote personnel training and development <ul style="list-style-type: none"> • Target individual career evaluation and development interviews for all personnel (100%) • Give priority to internal promotion and encourage a policy of local recruitment Pursue initiatives aimed at ensuring equality, diversity and the inclusion of people with disabilities <ul style="list-style-type: none"> • Distribute the ethics charter to all employees • Share Corporate Social Responsibility principles in management and in the group's corporate culture 	<ul style="list-style-type: none"> • Reduction in the work-related accident frequency rate to 7.43 in 2014-2015, compared with 9.22 in 2013-2014 • Global implementation of the STOPTM safety initiative • Dissemination of and training in ManageGo!, the group's management model • Internal climate survey with an 84% response rate across the group • Bonduelle won the "Grand Prix Essec Emploi et Développement des Hommes" (Employment and Human Development Prize). • More than 500 people are already part of our online employee CSR community, B!Green

2.7.2 Group policy and resources implemented

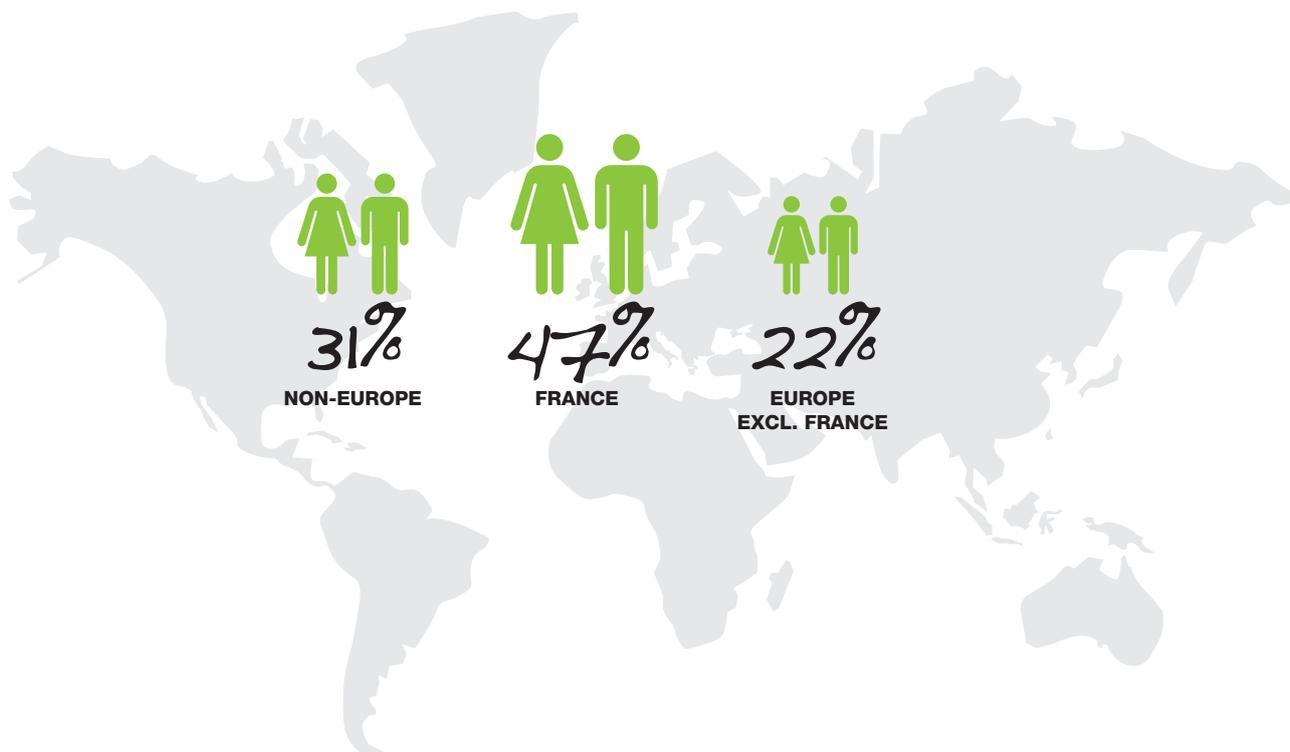
Safety and working conditions, social dialog, training, local employment, etc. These concerns are central to the Bonduelle Group's human resources policy, which is based on the Company's values. The policy revolves around three strategic priorities:

- **the creation of economic value**, through hiring high-potential employees, knowledge and skills transfer, and the management of value-creation with quantified targets;

- **the international growth model**, integrating skills development, increasing the internationalization of management and anticipating needs;
- **the development of human capital**, including talent development, cohesion and a shared corporate culture, and embracing Bonduelle's corporate goals.

The Bonduelle Group has 6,974 permanent employees. There are 9,755 full-time equivalent employees (open-ended contracts, fixed-term contracts, seasonal contracts and other contracts).

BREAKDOWN OF BONDUELLE GROUP EMPLOYEES (FULL-TIME EQUIVALENT)



2

ORGANIZATION

To implement its human resources policy successfully, Bonduelle has a group Human Resources director. The HR director participates in and contributes to all of the group's strategic decisions. He has a team of four people, with responsibility for:

- defining group-wide policies and processes for personnel development;
- developing and steering programs to enhance key competencies and management;
- designing and implementing international communication initiatives, in line with the challenges facing the group and designed to promote sharing and networking;
- steering the Bonduelle Group's compensation and benefits policy, and supporting the business units.

Monthly coordination meetings between the HR directors of the business units and the group discuss vacant positions and available resources. The policy is then approved by the Executive Committee and applied in each business unit, where the human resources contact leads a network of dedicated human resources correspondents.

The Managers of the HR teams from the business units (BAM, BDV, BELL and FRESH) and the group meet at a twice-yearly international committee meeting. Bonduelle's global human resources strategy is presented at each seminar and the action priorities are identified for and within the scope of each business unit.

Bonduelle's Human Resources policy won recognition in November 2014 from the Polish association "Polish HR" for the VegeGo! corporate project. Furthermore, Bonduelle Iberica was recognized as a "Great place to work" in 2015 by the institute of the same name.

Ensuring employee safety, growing talent

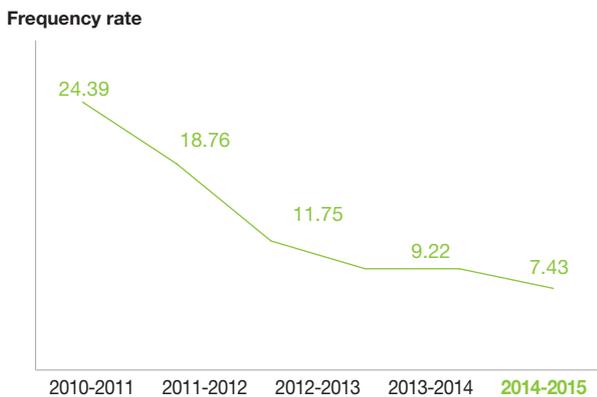
2.7.3 Safety and working conditions

Each and every person working for or with Bonduelle has the right to a healthy and safe working environment, ensuring their physical and mental well-being and preventing occupational disease. Bonduelle is committed to maintaining excellent working conditions by developing prevention policies to ensure the highest standards of health and the best working conditions. This is one of the VegeGo! initiatives targeting zero accidents with lost time by 2025.

Safety is a mandatory point on the agenda for Executive Committee meetings, weekly plant Management Committee meetings, monthly meetings between the Industrial directors of each business unit and Plant directors, and quarterly meetings between the General Management of business units and Country Managers. To intensify employees' commitment to safety, the group's policy is designed to encourage Managers to include safety performance in the criteria determining variable compensation bonuses for operating personnel. Other areas of progress: a safety network was created in May 2012 with site representatives. The network's purpose is to discuss best practices and priorities for action programs and investment.

Creating a safety network has enabled the group to achieve significant progress. The accident frequency rate fell from 24.4 in 2010-2011 to 7.43 in 2014-2015. These results reflect the close care and attention by Bonduelle to safety issues at all sites around the world.

■ Frequency of work-related accidents within the Bonduelle Group



In addition to the measures undertaken in the various business units, BELL and FRESH have rolled out the STOP™ (Safety Training Observation Program) globally, developed by DuPont de Nemours. The STOP™ method enables employees to integrate the safest working practices into their work culture, to optimize safety performance and reduce or eliminate injury and occupational illness.

To do this, participants receive training which gives them all the knowledge and tools necessary to work more safely. They then return to their workplace and pass on these skills to their co-workers to ensure that safety is the responsibility of everybody, every day.

Five Bonduelle sites in North America attained one year or more of operations without any accidents involving lost time in 2014-2015. This good performance, although it may still be improved, is in line with the group's target in this zone, *i.e.* 7 out of 12 sites attaining these results by 2017-2018. In Canada, the Tecumseh plant had two years of operations without any work-related accidents with lost time. In France, the Renescure plant, one of the group's largest, had one year without any lost time. At the end of June 2015, the Timashevsk site in Russia had recorded no work-related accidents with lost time since December 2013.

■ RECOGNIZED INITIATIVES

On April 16, 2015, Bonduelle received recognition in Canada, the Mercure, as the best company in the Health and Safety in the Workplace category at the 35th Mercuriades evening, the most prestigious business competition in Quebec. Organized by the Federation of Chambers of Commerce of Quebec, this annual ceremony aims to underline corporate leadership in 13 categories, one of which is health and safety. The Mercure prize recognizes Bonduelle's performance in this area, as the Company reduced the number of accidents at its four production sites in Quebec by 84% since 2011. At the end of 2014, Bonduelle sites in South-West France were awarded the corporate road safety award (1st prize in the category for companies with over 50 employees) awarded by the prefecture of Gironde. This prize recognizes the actions taken on the ground: rollout of the STOP™ method, road safety training for agronomy teams, updating of site traffic rules. The group's health and safety policy also won accolades in Italy, where the San Paolo d'Argon site received the Wellness & Health certification.

2.7.4 Compensation policy and social dialog

In all countries where Bonduelle is present via its four business units, the group's compensation policy is based on offering wages in line with those in the industry, above the minimum levels in force in its activity sector.

In accordance with its ethics charter, which has been rolled out in every country where the group operates (the charter and the composition of the Ethics Committee can be found in the appendix on page 87), Bonduelle encourages openness and dialog in internal relations. The group respects the right of its employees to form or join the representative organization of their choice, including trade

unions and workers' organizations, and to be able to participate in collective bargaining negotiations. Bonduelle respects the role and responsibilities of the social partners and is committed to negotiating issues of collective interest with them. The group noted no labor disputes in the 2014-2015 fiscal year. During this period, it signed four collective agreements with various employee representative bodies in the countries in which it is present.

The European Works Council (EWC) meets at least once a year for a presentation on the group's strategic direction and a report on the fiscal year just ended in Europe. The French group Works Council is the representative body for Bonduelle's four product segments in France (canned, frozen and fresh products and prepared foods).

The group Works Council provides French employee representative bodies with additional information, above and beyond its legal obligations, on Bonduelle's activities in Europe and outside of Europe.

The dynamics of social dialog within the Bonduelle Group was illustrated in 2014-2015 by the signature of various agreements and addenda:

- **group agreement on the prevention of physical strain:** this agreement, which was signed in May 2015, aims to take short-,

medium- and long-term actions to prevent physical hardship at work, or, if it cannot be prevented, to reduce it as much as possible;

- **framework agreement on gender equality in the workplace:** the agreement signed, applicable to France, seeks to reduce gender inequality within the Company, *via* themes linked to hiring, promotion, working conditions, actual compensation and work-life balance;
- **addendum to the profit-sharing agreement:** the addendum applies to employees of the BELL business unit and those of the Soléal company, for which the group wanted to take into account changes in the competitive economic context;
- **addendum to the collective agreement on supplementary incapacity, invalidity and death benefits:** this addendum was signed for all French operations to improve the cover of Company employees and their families in the event of an accident.

At the same time as the dialog conducted with the social partners, Bonduelle's business units conducted an internal climate survey in 2014-2015. "Climate!" is more than a survey, it is a measuring tool that is benchmarked internally and externally. The results are shared and monitored in action plans that help shape the group's CSR policy.

INDIVIDUAL PAY AND BENEFITS PASSPORT

Bonduelle tested the implementation of Individual Pay and Benefits Passports across seven of its French sites. The passports record all compensation and benefits paid to employees. This initiative was welcomed and will be rolled out across all French sites in 2015-2016.

2.7.5 Training and developing potential

Throughout its history, Bonduelle has applied a specific management model, influenced by its business, its mode of governance and its values. This model is central to the group's success. It is also one of the keys to building its future and long-term survival. With VegeGo! Bonduelle has set itself ambitious goals for growth, value creation, international expansion and safety. ManageGo! serves as a common benchmark for all group Managers. This program, designed jointly by Bonduelle Managers and the Company's human resources experts, is in the process of being rolled out.

ManageGo! rallies and encourages Managers to find the right balance between setting high standards and compassion, in line with our values and ambitions. ManageGo! establishes the three aspects of Bonduelle management:

- **nurturing performance:** Managers are ambitious, demanding and performance-driven and create sustainable value;
- **developing people:** Managers are committed to supporting, developing and helping all their staff to progress;
- **being flexible:** Managers are open-minded, have good listening skills and can plan ahead. They tailor their management style to the situation and individual concerned.

This management model must further the group's ambition: *"to be the world reference in 'well living' through vegetable products"*.

ManageGo! also seeks to offer people support and opportunities to develop their potential. These two elements are central to the group's HR policy. For the group to continue its international expansion and seize opportunities for growth, it must be able to rely on the best skills in each country in which it operates. This international outlook drives the group's whole human resources policy.

Finally, training is all the more important when the number of Bonduelle employees is growing: 6,974 permanent employees in 2014-2015 compared with 6,736 in 2013-2014. The group's training policy gives priority to providing support and development for safety in all our activities, developing skills, discovery of and developing new talents. The employee training rate stands at 1.44% (training expenditure as a percentage of payroll) and the average length of training is 28 hours.

The implementation of ManageGo! continued in 2014-2015 group-wide, with training sessions led by two facilitators, a Human Resources Manager and a Manager. The aim of this innovative training is to bring out knowledge during co-creation workshops attended by some 20 employees so that they can learn about the Company's managerial model.

2.7.6 Diversity

Employee diversity is important for Bonduelle. It is committed to eliminating all forms of discrimination in the workplace and in employee relations, both direct and indirect. This anti-discrimination policy applies to all stages of employment, from hiring through an entire career. It is underpinned by programs to promote diversity.

Employing people with disabilities is another pillar of the group's diversity policy. In France, numerous disability initiatives already exist:

- creation of the disability mission in the HR Department in France, with a pilot unit in each facility and a group-wide Joint Monitoring Committee;
- organization of information and awareness-building campaigns for employees with a disability rating of 10% or more;
- regular communication on actions through internal posters and the intranet;
- opening up of all accessible positions to people with disabilities;
- possible mentoring with the agreement of the disabled employee;
- training or raising awareness amongst those directly involved in disability policy on the specific needs relating to employing people with disabilities;
- developing a program for trainees from the sheltered employment sector.

Bonduelle was awarded the "Grand Prix Essec Emploi et Développement des Hommes" (Grand Prize for Employment and Human Development), for its inclusion policy for employees with disabilities in France. Renescure, the group's historic site, hired three employees with intellectual disabilities on open-ended contracts in 2008. The group's actions have also been recognized by being awarded the LSA diversity and CSR trophy in the "Workplace integration of people with disabilities" category. Bonduelle wants to take this approach further and has signed a Handipol agreement with the University of Lille 3. This agreement aims to support students with disabilities during their training and help them move into higher education to increase their employability.

"Diversity is a source of wealth, let's encourage it!". Bonduelle has reaffirmed its commitments to diversity by designing a poster displayed in all of the group's French sites. The poster reminds employees that "At Bonduelle, it is our employees who best nurture disability's values. Bonduelle considers disabilities as one of the ingredients of its success". This viewpoint is shared at group-

wide; in Spain, for example, Bonduelle has partnered with Apadis, an association working to improve the workplace integration of people with disabilities.

2.7.7 Human rights

Bonduelle complies with international labor laws. It is committed to respecting the European charter of fundamental rights in the organization. The group also lays particular emphasis on respecting and promoting the fundamental conventions of the International Labor Organization (ILO): the elimination of discrimination in respect of employment and occupation, freedom of association and the recognition of the right to collective bargaining, the effective abolition of child labor, and the elimination of forced or compulsory labor. The majority of countries in which Bonduelle operates as an employer are signatories to these conventions. Bonduelle's internal commitments ensure compliance with these conventions, over and above countries' commitments. The countries that are not signatories are:

- convention No. 135 on workers' representatives: Belgium, Canada, the United States;
- convention No. 98 on the right to organize and collective bargaining: Canada, the United States;
- convention No. 87 on freedom of association and protection of the right to organize: Brazil and the United States;
- convention No. 138 on the minimum working age: Canada, the United States;
- convention No. 111 on discrimination in employment and occupation: the United States.

All countries in which Bonduelle employs people have ratified the following conventions:

- convention No. 182 on the worst forms of child labor;
- convention No. 105 on the abolition of forced labor.

Under its ethics charter, Bonduelle requires all employees, suppliers and subcontractors to adhere strictly to all laws regulating their activities and working environment. Its purchasing charter encourages subcontractors and suppliers to commit to ethical conduct.

Bonduelle has been a member of the UN Global Compact since 2003. This United Nations initiative launched in 2000 encourages companies to adopt fundamental values according to ten universal principles derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on the Environment and Development, and the United Nations Convention Against Corruption.

2.8 Note on the CSR reporting methodology

2.8.1 Context and objectives

The analysis of Bonduelle's CSR performance is reported annually in this registration document.

Bonduelle increased its commitment to progress in sustainable development and CSR in 2002-2003, using a traditional phase-based project management methodology:

- phase 1: set and validate objectives and communicate these throughout the organization;
- phase 2: implement progress plans to achieve these objectives;
- phase 3: measure and monitor the results.

Relevant Managers have drawn up lists of indicators for Bonduelle's CSR priority areas, in association with their exchange networks and approved by the operating departments. The indicators were chosen based on a combination of Bonduelle's CSR commitments and Global Reporting Initiative (GRI) G4 Core option guidelines, as well as the expectations of stakeholders and the regulations set by the Grenelle environment law (France), culminating in the drafting of Bonduelle's own reporting guidelines.

This report was prepared in accordance with Article 225 of the French Grenelle II law of July 12, 2010, and with the requirements of the GRI G4 Core option. The GRI confirmed compliance with the requirements of the Materiality Disclosures Service (certification on page 255). The indicators will be reviewed in 2015-2016 according to the requirements of the GRI G4 Core option and the priorities defined by the materiality initiative, which is being circulated throughout the group.

Reporting has taken place every year since 2002-2003. This year the reporting period is from July 1, 2014 to June 30, 2015. The indicators published in the registration document include the results of the past year and those from the 2013-2014 reporting to allow changes in indicators to be monitored.

The primary aim of reporting is to enable the group to enhance its sustainability management. The findings are analyzed by the CSR Steering Committee and the Bonduelle Group Executive Committee to determine the objectives for the following year. The production facilities also have direct access to their indicators so that they can monitor and analyze their performance.

For this fiscal year, the audit firm Deloitte, Joint Statutory Auditors, also verified the Corporate Social Responsibility report, the reporting procedures and a selection of indicators to meet the certification requirement of the Grenelle II law and to provide external verification of the reliability of the reporting (see the assurance report on page 75).

2.8.2 Procedures

The group's CSR director is responsible for overseeing reporting, in addition to the Managers of the areas concerned: People and safety, agronomy, natural resources, quality and nutrition, supply chain and purchasing and commitment to civil society.

The data is collected annually by the correspondents on the sites and in the business units. The group's Management Consolidation Department checks and consolidates this data.

Covering the entire Bonduelle Group and all aspects of CSR, the Metrio™ tool is used to input the data needed to calculate the indicators. Each user has their own personal access, depending on the plant and his or her area of responsibility in the report. To ensure that everyone fully understands the indicators, definitions (scope, data requested, units and examples) can be found in the data entry interface. The results of the indicators are directly accessible to the report's contributors using tables and graphs. The group's production facilities can also compare their results with each other to encourage the exchange of best practice. The contributors to the reporting are trained in Metrio™ and there is a Smart for you digital community on how to use the tool.

Human resources reporting (uses the COGNOS RH database tool) and calculations of CO₂ emissions from transport are not yet calculated using the Metrio™ reporting tool. The results are imported into Metrio™ to consolidate the CSR indicators within the same tool.

CONTROL AND VALIDATION

An automatic consistency check is carried out in all areas: if the value entered deviates significantly from the previous year, this triggers an alert. The member of staff concerned can then modify or confirm the value by adding a note.

Approval is required for each value entered. Plant Managers are responsible for validating their site's Natural Resources and Quality data. Agricultural Managers validate the upstream agriculture data sheets, while country Purchasing Managers validate the purchasing sheets.

For "People and Safety", the data are reported by the human resources officers at each site. They are then consolidated and validated by Managers for France, Europe excluding France, and the Non-Europe zone, before being consolidated by the People and Safety Manager. Internal audits were conducted throughout the year by HR teams for data control purposes and to improve the reliability of the process.

Supply chain services are responsible for reporting data on transport and CO₂ emissions. Each business unit checks its indicators prior to group consolidation.

Note on the CSR reporting methodology**DATA CONSOLIDATION**

Consolidation of indicators takes place at business unit and group level using data from the Metrio™ tool.

A group consistency review is carried out by specialist experts and management control.

All indicators are validated at a CSR Steering Committee meeting in September.

PEOPLE AND SAFETY REPORTING TOOLS

The in-house tools used for social reporting are:

- database tool: COGNOS (excl. Canada);
- training management tool: FOEDERIS;
- payment platforms: ARCOLE, HOROQUARTZ, CEGID, ADP GSI.

COORDINATION OF REPORTING

CSR reporting involves approximately 200 correspondents in various roles across the Bonduelle Group's production facilities: The B!GREEN digital community encourages continued discussion about CSR among employees.

2.8.3 Scope (GRI-G4-17, G4-20, G4-21, G4-23)

CSR reporting extends to all Bonduelle Group sites and business units (see Group organization structure on page 16). The reporting scope is specified based on the scope of consolidation (see 5.5

Notes to the consolidated financial statements, Note 31, page 175) and according to the following rules:

- new sites and business units acquired during the fiscal year ended will be included within the scope for the following year;
- sites and business units either disposed of or no longer in operation during the year ended are excluded from the scope for the entire period, to enable comparability of results;
- equity affiliates are excluded from the scope. Their activities are considered as external purchases. Exceptions are made for transportation. OP OASI (Italy), as a 100% Bonduelle supplier, is included in the purchasing scope;
- logistic centers are also excluded from the reporting scope, with the exception of transport, and People and safety;
- the headquarters of fully consolidated companies are excluded from the scope, with the exception of people & safety;
- SAS Euromycel, a fully consolidated company, is excluded from the scope for all areas, apart from people & safety. The numbers reported are not significant.

No change in scope occurred during fiscal 2014-2015 (GRI-G4-22)

UPSTREAM AGRICULTURAL ACTIVITIES

Reporting is based on the agricultural production and activity areas: Nord-Picardie (France); South-West (France); Fresh Europe; Hungary; Poland; Russia; Portugal; Québec (Canada); Ontario (Canada); the United States.

TRANSPORTATION

This has been included in Bonduelle's CSR strategy since 2007-2008. Data will be added to group-wide data on a gradual basis. The operational scope of reporting for transport in 2014-2015 is defined as:

	Frozen vegetables	Canned vegetables	Mushroom	Fresh	Prepared
Upstream agricultural activities	France Nord-Picardie France South-West Portugal	Hungary France Nord-Picardie France South-West Africa	Mushroom picking Saumur (France) region	France Italy Germany	France
Inter-sites	France Poland Portugal Spain	Hungary France Nord-Picardie France South-West Poland	France Poland	France Italy	France
Distribution	France Spain Italy Benelux Germany/Austria Export Andorra Poland Portugal Czech Republic Slovakia	France Europe Russia Brazil Export	Poland France Belgium Spain Italy Germany	France Italy Germany	France

PURCHASING

The responsible purchasing reporting scope is defined as: purchases made by Bonduelle, including metal cans, cardboard boxes and packing wrap, vegetables and ingredients used in its recipes and not grown or produced by the group, energy and animal products.

This scope varies by country:

- France: including seeds Europe;
- Italy: only packaging and indirect plant;

- Russia: only cardboard, packaging wrap, vegetables and ingredients;
- Canada: only packaging, pulses and frozen;
- Portugal: only energy, indirect plant, packaging and ingredients.

Note on the CSR reporting methodology

2.8.4 Indicators

All quantitative reporting indicators can be found on page 242, in a cross-reference table that also lists the GRI indicators and their correlation to the Grenelle initiatives. The indicators verified by Deloitte are listed on page 75.

METHODS AND TOOLS FOR TRANSPORT INDICATORS

The methods for calculating CO₂ emissions for Bonduelle's freight transport were devised by supply chain teams working closely with the ADEME (French Environment and Energy Management Agency) in 2009.

Following the enactment of Decree No. 2011-1336 on October 24, 2011, which establishes the calculation principles common to all modes of transport, and following the publication of the new European standard for the calculation and declaration of energy and greenhouse gas emissions from transport services (NF EN 16 258), we have sought to comply with these principles and have reviewed the methods used for calculating emissions.

The calculation covers the carriage of goods (fuel consumption, which is higher in temperature-controlled vehicles due to the refrigeration unit) by road (trucks), rail or maritime freight. Truck manufacture and depreciation is not taken into account. Used only marginally by the group, air transport is not taken into consideration.

The assumptions used are:

- road transport: the maximum truck payload is taken to be 25 tonnes for a 40-tonne road tractor and for a 44-tonne tractor, with the following two exceptions:
 - for upstream agricultural activities, the maximum payload was considered equal to the maximum vegetable tonnage that can be transported, according to the density and crush resistance of the produce,

- for temperature controlled trucks (+4°), the maximum payload was considered equal to 24 tonnes;
- emissions generated by road transport for the Fresh and Prepared food businesses are calculated according to the messaging model recommended in the ADEME guidelines, in three segments: collection, traction and distribution, taking into account the unladen distance in each of the collection and distribution segments. This model may be adjusted according to the actual logistics flows to optimize data monitoring. For fiscal year 2014-2015, the second segment includes the unladen distance for two-segment journeys in France and Italy, unlike for Germany. The supply chain teams work closely with the ADEME to devise a method common to each entity;
- for distribution, unladen return journeys were taken to be equal to 21%, in accordance with ADEME guidelines. Unladen return journeys were also taken to be 21% for picking when the actual distance was not known
- for the Canned and Frozen businesses, the gross weight transported (including the weight of additional packaging) is included in the emissions calculation, whereas the net product weight is used for the Fresh and Prepared businesses, since there is no method for obtaining reliable data on the gross weight;
- for maritime transport to Cameroon, an average container vessel of 1,900-3,849 TEU was considered, unless otherwise specified. For transport to Kenya and the intercontinental transport of the BDV subsidiary, a container vessel of over 7,500 TEU is used;
- rail transport: for countries in Europe (France, Germany, Belgium, Spain, Italy, Luxembourg, the Netherlands, Portugal, the United Kingdom), it was assumed that rail transport is powered by electricity. For other countries, it is assumed that trains mainly run on diesel.

Some marginal flows are not taken into account:

- returns and sample orders;
- customer orders dispatched by external suppliers;
- purchases of ingredients and raw materials and/or packaging;
- credits due to returned goods;
- intra-site orders that are not transported;
- sales to brokers, donations, sales to employees, sales to colleagues;
- other sales: disposal of end-of-line products or products that are past their BBD (best-before date).

The transportation of fresh products is handled in a specific way. When occasional troubleshooting is required (for example, due to a strike at the storage depot), the standard logistics model is used.

SPECIFIC INFORMATION ON A HUMAN RESOURCES INDICATOR

Striking hours: The striking hours taken into account relate to internal Bonduelle Group reasons and do not include national calls to strike from outside the Company.

ADDITIONAL INFORMATION FOR NATURAL RESOURCES INDICATORS

- Since a new calculation rule was introduced in 2014-2015 at packing warehouses: the tonnage that goes through packing centers is no longer included in the total tonnage count to avoid double counting. This rule applies to in-plant and off-site packing centers;
- T COD treated in an external treatment plant and T COD released into the natural environment in accordance with regulations: the quantities released and following treatment in lagoons in Canada are accounted for in full under “quantities discharged into the natural environment in accordance with regulations”;
- tCO₂e from indirect greenhouse gas emissions (purchase of electricity and steam): greenhouse gas emissions related to the consumption of renewable energy produced on site (biomass and biogas) are taken to be zero;
- Sources of conversion factors and emissions:

EF for freon gases are derived from the ADEME database or directly from service providers. Factor updates: 2013.

The emission factors used for fossil fuels are based on the carbon footprint association (*Bilan Carbone*) database, 2012 update. There is a significant difference in the energy mix in Canada between Quebec—predominately hydropower—and Ontario. The average ADEME EF for Canada did not reflect this difference. The electricity emission factor in Quebec is based on the document dated April 7, 2014, “Emission and conversion factors, Energy efficiency and innovation office, Ministry of Natural Resources”.

Note on the CSR reporting methodology

2.8.5 2015 Reporting schedule

Date	Action	Department
January	Update of the reporting matrix incorporating the requirements of GRI and Article 225 of the Grenelle law	Area Managers and reporting coordinator
February	Update of definition guidelines	Area Managers and reporting coordinator
April	Translation of reference frameworks	Reporting coordinator
June	Training of representatives in the reporting tools and methods	Reporting coordinator and representatives
July	Gathering of information	Subsidiary sites/areas to the subsidiary coordinator
August	Data validation	Persons responsible for approval in the reporting tool
August	Consolidation at group level by area and validation of consolidation	Group management control and Area Managers
September	Reporting audits at the production facilities	Production facilities audited and Deloitte
September	Audit of the group consolidation	Group management control and Deloitte
September	Audit of the CSR policy	Area Managers and Deloitte
September	Review of the registration document for GRI check and regulatory compliance with the Grenelle law	GRI & Deloitte
September	Validation of the registration document and detailed management charts	Area Managers, group communications and group management control

The most recent published CSR report is included in the Bonduelle Group's registration document, available on www.bonduelle.com as of October 2014.

Any questions about the content of this report may also be sent using the contact form at www.bonduelle.com.

2.8.6 Assurance report

Report of one of the Statutory Auditors, appointed as independent third-party, on the consolidated social, environmental and societal information published in the management report

This is a free translation into English of the original report issued in French and is provided solely for the convenience of English speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

Year ended June 30, 2015

TO THE SHAREHOLDERS,

In our capacity as Statutory Auditors of Bonduelle, and appointed as independent third-party, for whom the certification request has been approved by the French National Accreditation Body (COFRAC) under the number 3-1048⁽¹⁾, we hereby present you with our report on the social, environmental and societal information prepared for the year ended June 30, 2015 (hereinafter the "CSR Information"), presented in the management report pursuant to Article L. 225-102-1 of the French Commercial Code (*Code de commerce*).

RESPONSIBILITY OF THE COMPANY

The General Management of Bonduelle is responsible for preparing a management report including CSR Information in accordance with the provisions of Article R. 225-105-1 of the French Commercial Code, prepared in accordance with the reporting protocols and guidelines used by Bonduelle (hereafter the "Reporting Guidelines"), for which a summary is presented in the management report.

INDEPENDENCE AND QUALITY CONTROL

Our independence is defined by regulatory texts, the profession's Code of Ethics as well as by the provisions set forth in Article L. 822-11 of the French Commercial Code. Furthermore, we have set up a quality control system that includes the documented policies and procedures designed to ensure compliance with rules of ethics, professional auditing standards and the applicable legal texts and regulations.

RESPONSIBILITY OF THE STATUTORY AUDITORS

Based on our work, our responsibility is:

- to attest that the required CSR Information is presented in the management report or, in the event of omission, is explained pursuant to the third paragraph of Article R. 225-105 of the French Commercial Code (Attestation of completeness of CSR information);
- to express limited assurance on the fact that, taken as a whole, CSR Information is presented fairly, in all material aspects, in

accordance with the adopted Reporting Guidelines (Formed opinion on the fair presentation of CSR Information).

Our work was carried out by a team of six people between March and October 2015 for an estimated duration of three weeks. To assist us in conducting our work, we referred to our corporate responsibility experts.

We conducted the following procedures in accordance with professional auditing standards applicable in France, with the order of May 13, 2013 determining the methodology according to which the independent third party entity conducts its assignment and, concerning the formed opinion on the fair presentation of CSR Information, with the international standard ISAE 3000⁽²⁾.

1. ATTESTATION OF COMPLETENESS OF CSR INFORMATION

Nature and scope of procedures

Based on interviews with management, we familiarized ourselves with the group's sustainable development strategy, with regard to the social and environmental impacts of the Company's business and its societal commitments and, where appropriate, any resulting actions or programs.

We compared the CSR Information presented in the management report with the list set forth in Article R. 225-105-1 of the French Commercial Code.

In the event of omission of certain consolidated information, we verified that explanations were provided in accordance with the third paragraph of the Article R. 225-105 of the French Commercial Code.

We verified that the CSR Information covered the consolidated scope, *i.e.*, the Company and its subsidiaries within the meaning of Article L. 233-1 of the French Commercial Code and the companies that it controls within the meaning of Article L. 233-3 of the French Commercial Code, subject to the limitations presented in the methodological memo presented in Section 2.8 of the management report.

Conclusion

Based on these procedures and considering the limitations mentioned above, we attest that the required CSR Information is presented in the management report.

2. FORMED OPINION ON THE FAIR PRESENTATION OF CSR INFORMATION

Nature and scope of procedures

We conducted around ten interviews with the people responsible for preparing the CSR Information in the departments in charge of data collection process and, when appropriate, those responsible for internal control and risk management procedures, in order to:

- assess the suitability of the Reporting Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, taking into consideration, when relevant, the sector's best practices;

(1) The scope of which is available at www.cofrac.fr.

(2) ISAE 3000 – Assurance engagements other than audits or reviews of historical financial information.

Note on the CSR reporting methodology

- verify that a data-collection, compilation, processing and control procedure has been implemented to ensure the completeness and consistency of the CSR Information and review the internal control and risk management procedures used to prepare the CSR Information.

We determined the nature and scope of the tests and controls according to the nature and significance of the CSR Information with regard to the Company's characteristics, the social and environmental challenges of its activities, its sustainable development strategies and the sector's best practices.

Concerning the CSR Information that we have considered to be most important ⁽¹⁾:

- for the consolidating entity, we consulted the documentary sources and conducted interviews to corroborate the qualitative information (organization, policies, actions), we performed analytical procedures on the quantitative information and verified, using sampling techniques, the calculations and the data consolidation, and we verified their consistency with the other information presented in the management report;
- for a representative sample of entities that we have selected ⁽²⁾ according to their activity, their contribution to the consolidated indicators, their location and a risk analysis, we held interviews to verify the correct application of the procedures and performed

substantive tests using sampling techniques, consisting in verifying the calculations made and reconciling the data with supporting evidence. The selected sample represented 18% of the headcount and between 17% and 59% of the environmental quantitative information.

Regarding the other consolidated CSR Information, we have assessed its consistency in relation to our understanding of the group.

Lastly, we assessed the relevance of the explanations relating to, where necessary, the total or partial omission of certain information.

We believe that the sampling methods and sizes of the samples we have used in exercising our professional judgment enable us to express limited assurance; a higher level of assurance would have required more in-depth verifications. Due to the use of sampling techniques and the other limits inherent to the operations of any information and internal control system, the risk that a material anomaly be identified in the CSR Information cannot be totally eliminated.

CONCLUSION

Based on our work, we did not identify any material anomaly likely to call into question the fact that the CSR Information, taken as a whole, is presented fairly, in accordance with the Reporting Guidelines.

Lille, October 7, 2015

French original signed by one of the Statutory Auditors:

Deloitte & Associés

Gérard Badin

Partner

(1) *Quantitative information audited: Permanent workforce; Total employees full-time equivalent (seasonal); New hires in number of contracts (seasonal); Departures due to layoff; Number of training hours; Number of hours worked; Frequency rate of work-related accidents; Severity rate of work-related accidents with lost time; Absenteeism rate; Water consumption; Energy consumption (of which electricity and natural gas); Production of ordinary waste; Production of special waste; Percentage of COD treated at external treatment plants; Percentage of discharged into the natural environment in compliance with regulations; Packaging; tCO₂e from indirect emissions (purchase of electricity and steam); tCO₂e from direct emissions (purchase of fossil energy, refrigerant fluid leaks); CO₂ emissions linked to transportation (tons) and breakdown by activity (upstream agricultural transport, inter-site, distribution); Percentage of farmers having contractually committed to respecting the sourcing charter; Number of suppliers (excluding vegetable producer partners) having signed the simplified charter; Number of phyto and TME analyses carried out and percentage of compliance.*

Qualitative information audited: Local employment and seasonal employees; CSR approach vis-a-vis suppliers and subcontractors; "Visa Santé" and nutritional labelling; Dialogue with farmers (including the global survey of partner farmers' expectations); Developing the materiality matrix; Protect the soil and biodiversity (strip-till method in Russia; information technologies used in farms; Pilot farms to support an ecologically intensive agriculture).

(2) *Entities and sites audited: Estrées-Mons conserve (canned), Estrées-Mons surgelé (frozen), Gniewkowo, Saint-Mihiel, Genas (Tonnes of COD treated at external treatment plants), Tecumseh (Departures due to layoff), Nord-Picardie (Percentage of farmers having contractually committed to respecting the sourcing charter), France (Number of suppliers excluding vegetable producer partners having signed the simplified charter; Number of phyto and TME analyses carried out and percentage of compliance).*

2.8.7 Results of all indicators

A. AGRONOMY

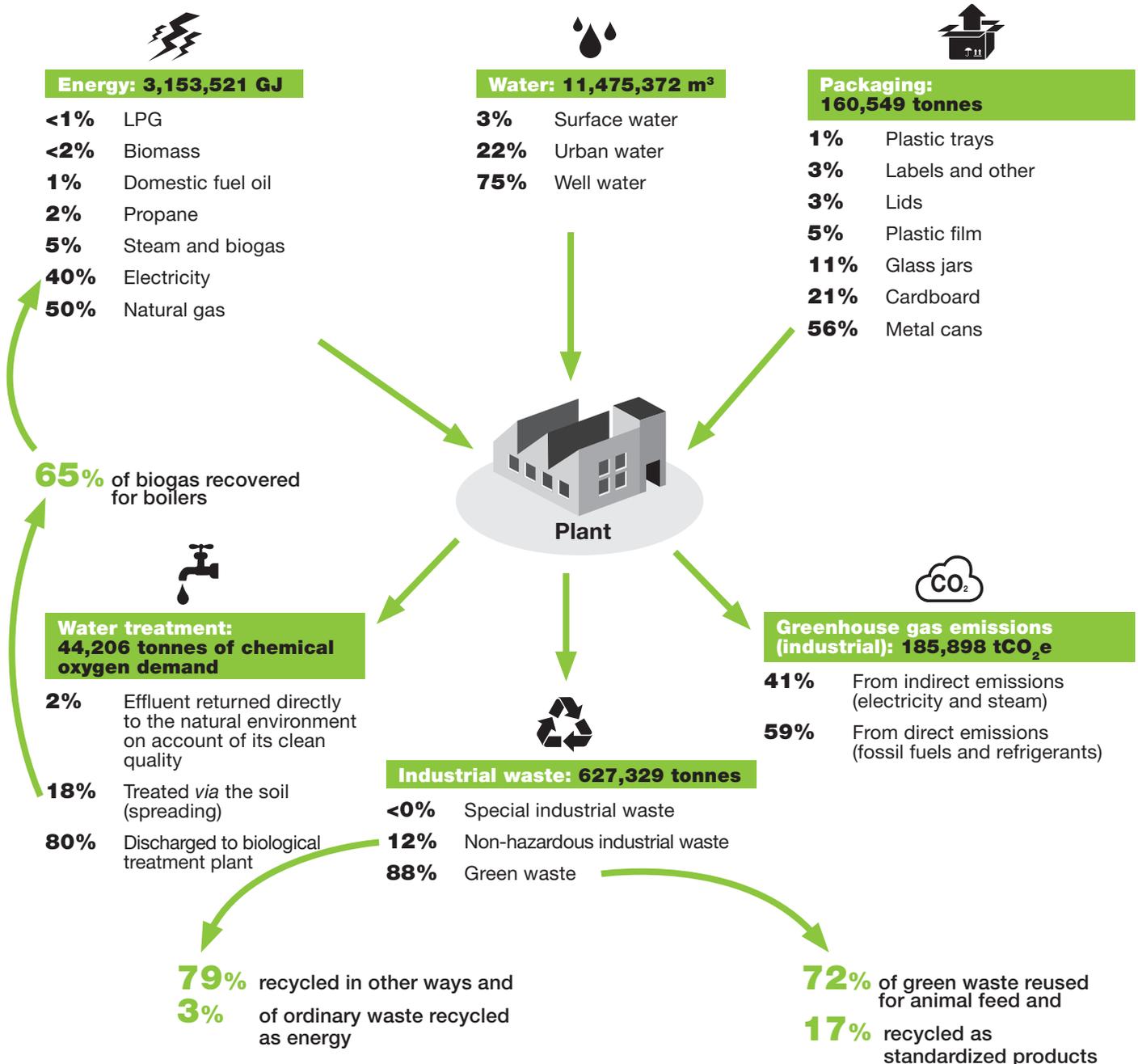
Indicator	2013-2014	2014-2015
Biodiversity	1,355 varieties observed	3,835 varieties observed in the varietal collections
Agricultural headcount	246 people	252 people (full-time equivalent Agronomy Department employees, including administrative staff, seasonal staff, trainees and those on permanent and fixed-term contracts).
Sourcing charter	93%	99% of farmers have signed it (either directly or included in contracts).
Farmer assessed	74%	87% of farmers have been assessed by an initiative with the aim of compiling an annual budget.
Soil analysis	94%	92% of nitrogen fertilizing has been calculated using residual method analysis.
Farming intensity	27.3 hectares	29.6 hectares of vegetables grown by each producer on average.
Security network	245 networks	430 trapping networks.

Note on the CSR reporting methodology

B. NATURAL RESOURCES

CONSUMPTION, DISCHARGES AND RECOVERY AT BONUELLE'S INDUSTRIAL SITES

The following diagram presents consumption of natural resources and discharges into the natural environment generated by all Bonduelle Group industrial sites. The main valuations of discharges are also indicated. For further details, see page 79.



Indicator	2013-2014 adjusted	2014-2015
TMP	1,069,226 TMP	1,094,504 TMP (tonnes of manufactured product)
Water consumption	12,032,822 m ³ 11.1 m ³	11,475,372 m ³ consumed Equivalent to 10.5 m ³ per tonne of manufactured product
Water sourcing	9,275,455 m ³ 2,391,002 m ³ 366,365 m ³	8,544,956 m ³ of drilled water 2,566,504 m ³ of urban water 363,912 m ³ of surface water
Energy consumption	3,187,816 GJ (gigajoules) 1,294,188 GJ 1,626,199 GJ 0 GJ 60,863 GJ 3,351 GJ 34,036 GJ 54,953 GJ 98,447 GJ 15,779 GJ	3,153,521 GJ of total consumption of which electricity: 1,253,145 GJ of which natural gas: 1,567,567 GJ of which fuel oil (very low sulfur content): 0 GJ of which propane: 64,437 GJ of which LPG: 3,349 GJ of which domestic fuel oil: 33,683 GJ of which biomass: 62,484 GJ of which purchase of steam: 141,037 GJ of which biogas: 27,819 GJ
	Electricity consumption by country:	
	51%	49% France
	22%	23% Canada
	13%	13% United States
	4%	4% Portugal
	4%	4% Poland
	3%	3% Hungary
	2%	1% Germany
	2%	2% Russia
	0.6%	1% Brazil
Production of ordinary waste	45,001 tonnes 41.7 kg	76,402 tonnes (including 33,892 tonnes generated by the Tecumseh plant, where there was a fire in July 2014) i.e. 69.8 kg/TMP
	Treatment channels: excluding Tecumseh in 2014-2015	
	22%	Industrial landfill: 18%
	6%	Energy recovery: 3%
	72%	Recycling: 79%
Production of special waste	182 tonnes 0.17 kg	284 tonnes i.e. 0.26 kg/TMP
Production of green waste	487,318 tonnes 451 kg	550,643 tonnes i.e. 503 kg/TMP
	Use:	
	2.7%	Agricultural spreading: 8%
	88%	Animal feed: 72%
	0.7%	Energy recovery: 2%
	8%	Marketable product: 17%
	0.6%	Other (compost): 1%

Note on the CSR reporting methodology

Indicator	2013-2014 adjusted	2014-2015
Pollution discharge	Breakdown by treatment channel, in m³:	
	86%	84% m ³ discharged to treatment plant
	11%	11% m ³ discharged for spreading after pre-treatment
	3%	5% m ³ discharged directly for spreading on crops
	0%	0% m ³ discharged as clean effluent
	Discharge of pollutants and proportion treated:	
	44,392 tonnes of COD	44,206 tonnes of COD generated at production facilities
	69%	78% of COD treated at Bonduelle treatment plants
	27%	17.5% of COD treated by the soil and plant cover (controlled agricultural spreading)
	2%	2% of COD treated at external treatment plants
Biosolids	2,180 tonnes	Production of 1,899 tonnes of dry biological sludge
	1,576,263 Nm ³	Production of 1,677,528 Nm ³ of biogas
Packaging	150,845 tonnes	160,549 tonnes
	Breakdown by type of material:	
	55.7%	Metal cans: 56.3%
	19.9%	Cardboard: 20.7%
	12.3%	Glass jars: 11.2%
	4.9%	Plastic film: 4.8%
	2.8%	Lids: 2.6%
	1.6%	Plastic trays: 1.6%
	2.8%	Labels and other: 2.8%
Expenditure for minimizing the impact of activities on the environment	1,816,014 euros	Water and sludge from treatment station: 1,692,572 euros
	181,172 euros	Industrial and green waste: 49,949 euros
	5,242,105 euros	Air and energy: 2,915,092 euros
Greenhouse gas emissions (expressed in tonnes of carbon dioxide equivalent – tCO ₂ e)	77,734 tCO ₂ e	76,384 tCO ₂ e from indirect emissions (purchase of electricity and steam)
	110,180 tCO ₂ e	109,514 tCO ₂ e from direct emissions (purchase of fossil energy, refrigerant fluid leaks)
Emissions of ozone depleting gas	475 tCO ₂ e	3,484 tCO ₂ e for R22, R134A, R404A and R422A

Directive 2003/87/EC establishing a scheme for greenhouse gas emission allowance trading within the European Community applies to the Bonduelle Group for its European sites equipped with a boiler with a capacity of more than 20 MW. The emission trading scheme (ETS) for the period 2013-2020 involves 3 Bonduelle sites: Estrées-Mons, Vaulx-Vraucourt and Renescure (France). For 2014, the allocation of free quotas equates to 28,972 tCO₂e. Certified and

transferred emissions totaled 40,816 tCO₂e. Through energy savings made at its sites since 2008, Bonduelle has surplus allowances available in its account; as such it did not have to make purchases in the carbon allowance market in 2014.

As a result of technical modifications, the Vaulx-Vraucourt site will leave the ETS system as of 2015.

C. TRANSPORTATION

Indicator	2013-2014	2014-2015
CO₂ emissions (tonnes)	15,698 tonnes of CO ₂	Upstream agricultural transport, 18,085 tonnes of CO ₂
	14,645 tonnes of CO ₂	Inter-site, 13,510 tonnes of CO ₂
	76,568 tonnes of CO ₂	Distribution, 73,854 tonnes of CO ₂
	106,911 tonnes of CO ₂	i.e. 105,449 tonnes of CO ₂
Ratio of kg of CO₂/tonne	19 kg CO ₂	Upstream agricultural, 19 kg CO ₂ emitted/tonne transported
	19 kg CO ₂	Inter-site, 17 kg CO ₂ emitted/tonne transported
	74 kg CO ₂	Distribution, 71 kg CO ₂ emitted/tonne transported

2

D. QUALITY

Indicator	2013-2014	2014-2015
Total quality control personnel	598 people	571 people (full-time equivalent), including:
	8.8%	<ul style="list-style-type: none"> • 11% in the business units' Quality Control and Purchasing Departments
	33.7%	<ul style="list-style-type: none"> • 36% in the plants' Quality Control Departments
	44.9%	<ul style="list-style-type: none"> • 39% in quality control on the production lines
	12.7%	<ul style="list-style-type: none"> • 14% in controls on receipt
certified facilities	16 sites	13 sites are ISO 9001 certified
	2 sites	3 sites are ISO 22000 certified
	22 sites	20 sites are IFS-certified
	5 sites	4 sites are FSSC 22000-accredited
	15 sites	15 sites are BRC-certified (British Retail Consortium)
	3 sites	3 sites are SQF-accredited
	11 sites	17 have organic certification
Customer services	1 Customer Services Department	1 Customer Services Department operates in each country
Purchases of processed fruit and vegetables	92 suppliers	106 suppliers (excluding vegetable producer partners) have signed the simplified charter (i.e. 35%)
	32%	
	439 tests	411 tests on phytosanitary waste and trace metal elements (TME), 97% of which were compliant
	94%	
	59 suppliers	47 suppliers have been audited (i.e. 15%)
21%		
93 suppliers	171 suppliers have been assessed (i.e. 56%)	
32%		

Note on the CSR reporting methodology

E PURCHASING

Scope*	Indicator	
	Proportion of the budget accounted for with commitment to respecting the principles of the UN Global Compact (contract and non-contract)	
		2014-2015
France	85%	89%
Hungary	87%	91%
Poland	78%	80%
Germany	42%	67%
Italy	43%	57%
Portugal	9%	96%
Russia	64%	100%
Canada	96%	99%
TOTAL ALL COUNTRIES	82%	90%

* Purchases made by the group, including metal cans, cardboard boxes and packing wrap, vegetables and ingredients used in its recipes and not grown or produced by the group, energy and animal products. This scope varies by country.

COVERAGE OF THE PURCHASING BUDGET WITH A COMMITMENT TO ADHERE TO THE UN GLOBAL COMPACT PRINCIPLES

■ All countries



- Percentage of budget covered by BONDUELLE contracts
- Percentage of budget covered solely by tariff agreements
- Percentage of the budget accounted for with commitments to respecting the principles of the UN Global Compact

F. HUMAN RESOURCES

Indicator	2013-2014	2014-2015
Workforce	6,983 permanent 9,569 full-time equivalent	6,974 permanent 9,755 on open-ended, fixed-term, seasonal and other contracts (full-time equivalent)

■ Total employees by type of employment contract and geographical area (full-time equivalent)

	France	Europe excl. France	Non-Europe	Total
Permanent	3,294	1,429	2,115	6,839
Non-Permanent	238	145	102	485
Seasonal	664	432	646	1,742
Other	400	182	107	689
TOTAL	4,596	2,188	2,970	9,755

■ Total employees by gender, age, status and geographical area (permanent staff)

	France	Europe excl. France	Non-Europe	Total
Women	1,360	635	790	2,785
Men	1,947	888	1,354	4,189
Managers	703	306	240	1,249
Non-Managers	2,604	1,217	1,904	5,725
Permanent employees aged under 26	114	39	213	366
Permanent employees aged 26 - 35	667	352	510	1,529
Permanent employees aged 36 - 45	971	524	509	2,004
Permanent employees aged 46 - 49	360	174	197	731
Permanent employees aged 50 - 55	629	237	343	1,209
Permanent employees aged over 55	566	197	372	1,135

Indicator	2013-2014	2014-2015
Seniority (permanent staff)	0 to 3 years: 1,910 4 to 9 years: 1,476 >9 years: 3,597 Average seniority: 12.81	0 to 3 years: 1,892 4 to 9 years: 1,519 >9 years: 3,563 Average seniority: 12.82
New hires, in number of contracts	Open-ended contract: 784 Fixed-term contract: 1,187 Seasonal: 6,473	Open-ended contract: 641 Fixed-term contract: 942 Seasonal: 4,791
Workers with a disability	268 (full-time equivalent)	264 (full-time equivalent)
Total group turnover	12.84%*	13.23%*

* Scope: departures at the request of the employee, due to death, retirement or agreed departure.

Note on the CSR reporting methodology

■ Departures by type of contract

		France	Europe excl. France	Non- Europe	Total
Managers	Due to layoff	9	5	5	19
	Due to a death, retirement, agreed departure	21	11	7	39
	Due to the employee (resignation, end of probationary period)	23	10	18	51
	Due to transfer	25	1	5	31
Non- Managers	Due to layoff	66	38	284	388
	Due to a death, retirement, agreed departure	84	145	44	273
	Due to the employee (resignation, end of probationary period)	173	147	608	928
	Due to transfer	6	1	9	16

■ Turnover by gender*

	France	Europe excl. France	Non-Europe	Total
Turnover – Women	6.0%	14.1%	22.9%	12.63%
Turnover – Men	7.0%	14.4%	22.7%	13.65%
Departures – Women	116	133	256	505
Departures – Men	185	180	421	786

■ Turnover by age*

	France	Europe excl. France	Non-Europe	Total
Turnover of employees aged under 26	1.5%	4.4%	7.7%	4.04%
Turnover of employees aged 26-35	1.4%	3.6%	5.2%	3.05%
Turnover of employees aged 36-45	1.0%	3.2%	3.6%	2.31%
Turnover of employees aged 46-49	0.3%	1.1%	1.6%	0.87%
Turnover of employees aged 50-55	0.4%	0.6%	1.7%	0.83%
Turnover of employees aged 55+	2.0%	1.4%	3.0%	2.13%
Departures of employees aged under 26	69	97	228	394
Departures of employees aged 26-35	66	78	154	298
Departures of employees aged 36-45	46	71	108	225
Departures of employees aged 46-49	12	24	49	85
Departures of employees aged 50-55	18	13	50	81
Departures of employees aged 55+	90	30	88	208

* Scope: departures at the request of the employee, due to death, retirement or agreed departure.

Indicator	2013-2014	2014-2015
Training	1.6%	% of gross payroll: 1.44%
	168,293	Number of training hours: 172,776
	27 hours	Average training duration per individual: 28 hours
	29.48% women 70.52% men	Breakdown of training hours by gender: 36.15% women and 63.85% men
Safety conditions	9.22	Frequency of work-related accidents: 7.43
	0.42	Work-related accident severity rate: 0.42
	1.00	Severity rate of occupational diseases for France: 0.96

■ Breakdown of work-related accidents

	France	Europe excl. France	Non-Europe	Total
Women – Frequency rate	10.83	9.25	1.47	7.47
Men – Frequency rate	9.13	10.56	3.69	7.40
Frequency rate	9.82	10.02	2.91	7.43
Women – Number of work-related accidents with lost time	31	14	3	48
Men – Number of work-related accidents with lost time	38	23	14	75
Number of work-related accidents with lost time	69	37	17	123
Women – Severity rate	1.01	0.22	0.16	0.55
Men – Severity rate	0.45	0.26	0.26	0.34
Severity rate	0.68	0.25	0.23	0.42
Women – Number of lost days due to work-related accidents	2,887	331	328	3,546
Men – Number of lost days due to work-related accidents	1,873	575	1,004	3,452
Lost days due to work-related accidents	4,760	906	1,332	6,998

	France	Europe excl. France	Non-Europe	Total
Women – Occupational disease severity rate	1.97	NA	NA	1.97
Men – Occupational disease severity rate	0.26	NA	NA	0.26
Occupational disease severity rate	0.96	NA	NA	0.96
Women – Number of lost days for work-related accidents and occupational disease	5,636	NA	NA	5,636
Men – Number of lost days for work-related accidents and occupational disease	1,083	NA	NA	1,083
Number of lost days for work-related accidents and occupational disease	6,719	NA	NA	6,719

Data not available

Note on the CSR reporting methodology

Indicator	2013-2014	2014-2015
Industrial restructuring	0	Staff affected by industrial restructuring plans who have received outplacement support: 4
Work time organization	16,058,864 3.42%	Number of hours worked: 16,556,775 Absenteeism rate: 3.53%
Remuneration and development	246,789,278 euros 78.05% 77.71% women and 78.28% men.	Amount of compensation (open-ended + fixed-term + seasonal contracts): 252,912,461 euros Percentage of employees receiving regular performance and career development reviews: 78.16% Breakdown by gender of employees receiving regular performance and career development reviews: 79.44% women and 77.28% men.

2.9 Appendices

2.9.1 Ethics Committee

The Bonduelle Group's ethics charter embodies the values it has held dear for years and wishes to promote: people-minded approach, confidence, openness, simplicity, integrity, fairness and excellence. This charter demonstrates the group's intention to pursue continuous improvement. It supplements the Company's existing rules and regulations for employees, while encouraging individual ethical behavior in accordance with Bonduelle's values.

The ethics charter will reiterate the group's commitment to Corporate Social Responsibility, particularly through its long-standing membership of the UN Global Compact (since 2003). This United Nations initiative requires signatories to apply ten basic principles in the areas of human rights, anti-corruption, environment and labor standards. The group's ethics charter defines the core principles of Bonduelle's stance as a corporate citizen, responsible, equitable and integrated company.

Following on from this ethics charter, the purchasing charter was published in January 2014.

An Ethics Committee was officially appointed to support the group's efforts in this area and to act in an advisory capacity. It has four members:

Philippe Vasseur (Chairman)

He is currently Chairman of *Réseau Alliances* and the World Forum Lille and former Minister for Agriculture, Fisheries and Food and a former Member of the French Parliament. Philippe Vasseur is now Chairman of the Crédit Mutuel Nord-Europe Group and Chairman of the Chamber of Commerce and Industry for the Nord Region of France. He is also a member of the Bonduelle Board of Directors.

Jean-Bernard Bonduelle

Director of External Relations and CSR for the Bonduelle Group. He is also a member of the Bonduelle Board of Directors. Chairman of the *Union pour la promotion des industries de l'appertisé* (Uppia, Union for the promotion of the canning industries), Vice Chairman of the *Association nationale interprofessionnelle des fruits et légumes transformés* (Anifelt, French National Joint Trade Association of

Fruit and Vegetable Processors), Vice Chairman of the European Association of Fruit and Vegetable Processors (Profel), a member of the Board of Directors of the *Union nationale interprofessionnelle des légumes transformés* (Unilet, French National Processed Vegetable Trade Association), and of the *Compagnie pour la participation d'éco-emballages* (Ecopar, the eco-packaging company).

Arno Van Dongen

Director of Sales for Benelux of the canning subsidiary then Sales and Marketing director for the Benelux area, he is currently director for Northern Europe for the Bonduelle Europe Long Life business unit.

Marie-France Tisseau

From 1970 to 2008, she worked as a Legal Advisor and then Legal Counsel, specializing in company and tax law for family-owned companies and French subsidiaries of foreign groups. She is a member of the Bonduelle Supervisory Board.

2.9.2 Bonduelle Group ethics charter

Why have an ethics charter?

In 2012 Bonduelle decided to write a charter, drawing inspiration from our history, epitomizing our values and committing us to a process of continuous improvement. We are fully aware that while ethics cannot be regarded as absolute, they must inspire each and every one of us as stakeholders, both inside and outside the Company. Our ethics charter must lead us to do more in the Bonduelle spirit of corporate responsibility.

Bonduelle's spirit and values

In this ethics charter, Bonduelle sets out to expand on the core values it intends to defend and promote: people-minded

approach, confidence, openness, simplicity, integrity, fairness and excellence. Bonduelle is convinced that its success stems from its corporate culture and is intent on continuing to grow, underpinned by these values. The group is committed to living the "Bonduelle spirit" through ethical behavior that promotes sound practices. By acting with integrity, our Company engages with its stakeholders in a relationship built on trust. The challenge we face is to consolidate this connection, sharing and nurturing it in the long term.

Ethics, how does it work?

This ethics charter supplements our existing rules and regulations for all employees. It defines the framework for the group's policies and helps to explain their rationale and intentions. The ethics charter is a tool. It can be used to challenge existing practices and aid in decision-making. The charter is inclusive, promoting individual ethical behavior in line with our corporate values. Ethical

dilemmas can be complex and rarely have clear solutions. For this reason, and in the spirit of openness and trust synonymous with our Company, the group encourages dialog and discussion on ethical issues.

Ethics Committee

An Ethics Committee has been formed and may be consulted on issues of general interest when no solution is proposed by General Management, or the group's experts in Human Resources, Health and Safety or Purchasing. The role of the Committee is to support the Company on ethical issues, and to issue opinions in an advisory capacity. The Committee has four members; two appointed from within the Company and two external members, selected based on their experience, profiles and expertise. The Ethics Committee reserves the right to invite outside experts or submissions from employees on specific subjects. The Committee will meet at least twice a year, and a secretary will be appointed.

Responsible corporate citizenship

Backed by a strong history and a commitment to the long term, the Bonduelle Group's undertakings in respect of Corporate Social Responsibility are clearly shown by our membership of the UN Global Compact.

Respect for Human Rights

Bonduelle is subject to the laws of various international organizations. The group complies with the conventions of the International Labour Organization and is particularly stringent about ensuring respect for basic human rights in the workplace, namely freedom of association, the right to collective bargaining, the elimination of all forms of forced and compulsory labor, and the effective abolition of child labor.

Building the community

Bonduelle's international reach means that it respects communities and local cultures and seeks to add value and develop local areas wherever it operates. Reflecting this commitment, the Louis Bonduelle Foundation works with local authorities in areas where the Company operates, developing communities and supporting local associations. Bonduelle encourages its employees to play an active role in this type of project.

RESPECT FOR THE ENVIRONMENT

Bonduelle respects the environment and endeavors to reduce the carbon footprint of its activities. The group is a major and committed sustainable development player. It takes responsibility for the impact of its activities, products and services on the rural and urban environment, as well as their broader environmental impact. We encourage all our employees to embody this commitment in their day-to-day lives. Bonduelle emphasizes this environmental responsibility to all its stakeholders and in particular, to agricultural producers and suppliers.

COMPLIANCE WITH REGULATIONS, CONVENTIONS AND INTERNATIONAL TREATIES

Bonduelle complies with all laws and regulations in its relationships with partners. In addition to its commitment to comply with International Labour Organization (ILO) conventions, the Company is committed to respecting the European charter of fundamental rights in the organization. Bonduelle is meticulous in its attention to compliance with health regulations, quality control, food legislation and food packaging legislation. The group also respects communities and seeks to add value and develop local areas wherever it operates.

A fair company – Dialog within the business

Dialog and openness in internal company relations are important for Bonduelle. The group respects the right of its employees to form or join the representative organization of their choice, including trade unions and workers' organizations, and to be able to participate in collective bargaining negotiations. Bonduelle respects the role and responsibilities of the social partners and is committed to negotiating issues of collective interest with them. Bonduelle listens to its employees and engages an independent body to conduct international surveys to assess personnel satisfaction with working conditions.

Health and safety

Each and every person working for or with Bonduelle has the right to a healthy and safe working environment, ensuring their physical, mental and social wellbeing. Bonduelle is committed to maintaining working conditions at the highest standards by developing policies to prevent negative impacts on health and working conditions. All employees must comply with Bonduelle's rules on health, safety and security in the workplace.

Work-life balance

Bonduelle strives to offer conditions that ensure a healthy work-life balance. It promotes dialog between employees and management to optimize work organization in order to take individual obligations and requirements into account. The group aims to create a working environment where individual wellbeing is valued and nurtured.

DISCRIMINATION

Employee diversity is important for Bonduelle. We are committed to eliminating all forms of discrimination, either direct or indirect, in the workplace and in employee relations, including that based on age, color, civil status, disability, nationality, sexual orientation, ethnic or social origin, race, religion or gender. This antidiscrimination policy applies to all stages of employment, from hiring through an entire career. All employees are free to take part, in a personal capacity, in activities or organizations of a political or religious nature.

HARASSMENT

Placing People first is a key value for Bonduelle. Its policies protect employees from all forms of harassment, intimidation or victimization, be it physical, psychological or sexual. Any form of moral or sexual harassment is resolutely condemned. All employees have the right to be respected, and to a positive, pleasant and professional working environment in which each person's ideas and contributions are valued. All employees must foster and respect this commitment by being open and clear in their relations with their fellow workers. This helps us to maintain a culture founded on loyalty, trust and solidarity.

TRAINING

Excellence is the cornerstone of the group's success and competitiveness. Bonduelle aims to develop employees' skills at all stages of their career through a voluntary training and coaching policy. The *Institut Pierre et Benoit Bonduelle* was created to deliver training to all group personnel, validated by recognized professional qualifications.

SUPPLIERS AND SUBCONTRACTORS

Suppliers and subcontractors are key to ensuring the value of Bonduelle's products and play an important role in customer satisfaction. They are required to adopt behavior in keeping with Bonduelle's values, especially when making purchasing decisions. Bonduelle's suppliers and subcontractors must adhere strictly to all legislation regarding their activities and working environment. Moreover, the group encourages its suppliers and subcontractors to engage in ethical conduct and requests that they sign this charter. Purchasing decisions must be made based on all the values advocated by Bonduelle, and primarily, the values of excellence, open-mindedness and fairness. Relations with suppliers must take place in a climate of mutual trust, placing People first and simplicity. Purchasing decisions are based on an objective assessment of the reliability and integrity of the supplier or subcontractor, as well as the overall value of their offer relative to both short- and long-term considerations and objectives. Purchasers must also take into account their important role in the local ecosystem.

A trustworthy company**QUALITY OF PRODUCTS AND SERVICES**

For Bonduelle, providing high-quality and efficient products and services bears testimony to its commitment to and respect for consumers. The group is meticulous in its attention to compliance with health regulations, quality control, food legislation and food packaging legislation. The trust thus created is essential for the Company's reputation and long-term presence. The highest levels of food safety are guaranteed through advanced technologies and constant adaptation to new regulatory requirements.

CONFIDENTIALITY

Respect for confidentiality is a measure of Bonduelle's integrity and safeguards the relations of trust built up with our partners.

Therefore, it is vital that each employee pays the strictest attention to safeguarding the confidentiality of Bonduelle's information. Information obtained by employees of the Bonduelle Group may not be used, either directly or indirectly, for the purposes of personal investment. The confidentiality of all information relating to the activities of the Company or its partners must be guaranteed in all roles and areas in which employees work. In particular, the level of information available to different employees is restricted and data is secured.

SAFEGUARDING THE COMPANY'S ASSETS

The purpose of Bonduelle's funds or assets is to ensure the group achieves its targeted results and safeguard its financial independence. Misuse or waste of these resources is potentially damaging; personnel must guard against any illicit use or use unrelated to the group's business. We each have a responsibility to safeguard Bonduelle's tangible and intangible resources, to protect against diversion of assets or their use other than for their original purpose by providing them to a third party. For example, information systems provided may not be used inappropriately. All Company assets remain the property of Bonduelle.

TRANSPARENCY

Bonduelle ensures that it treats its customers honestly, notably by providing all the necessary information on its products and services and by demonstrating openness on all related issues. The quality of the information we provide to the different parties is an integral part of the relationship of trust and transparency that Bonduelle wishes to establish and maintain. It is our responsibility to ensure that Shareholders receive reliable, transparent, honest and timely information, with regard to the Stock Market Code of Conduct.

CONFLICTS OF INTEREST

We each have a responsibility to avoid situations where personal interests conflict or may conflict with those of Bonduelle or harm the group. Objectivity must be our guide in relations with the group's partners. Relations with partners may not involve or be influenced by personal factors. It is up to each one of us to ensure such objectivity is maintained at all times and in all long-term relations. All potential conflicts of interests must be disclosed so that the appropriate action can be taken to prevent or resolve the situation. Moreover, Bonduelle does all in its power to prevent corruption, reflected in its responsibility policy, defined in accordance with the rule of law.

GIFTS AND INVITATIONS

Bonduelle's marketing activities do not exclude the possibility of exchanging gifts and invitations, provided that these do not result in a conflict between personal gain and professional obligations. It is therefore our policy to ensure transparency when accepting gifts or invitations, which must not exceed a nominal or insignificant value. For example, such gifts may be accepted in line with the

Appendices

normal rules of courtesy or hospitality, but under no circumstances may they appear, be considered or interpreted to be complaisance or favoritism.

POLITICAL SPHERE

All employees are entitled to engage in political activities in a personal capacity, provided that they take place outside of working hours and do not involve any of Bonduelle's assets, and provided that it is clear that such activities are in no way representative of the Company. Bonduelle and its employees comply with all applicable laws and regulations governing contributions to political parties, regardless of the location of the Company's activities.

REPRESENTING THE COMPANY

Each and every employee is an ambassador for Bonduelle. It is therefore important to exercise good judgment in accordance with Bonduelle's values and interests and to ensure an explicit distinction between personal opinions and interests and those of the Company. All of our conduct may have an impact on the group's reputation and we must therefore ensure never to say or do anything that could damage Bonduelle's image.

RULES OF PROCEDURE FOR THE BONDUELLE GROUP ETHICS COMMITTEE**Article I. Purpose**

The purpose of these rules of procedure is to define the composition, competence and operating rules of the Bonduelle Group Ethics Committee (hereafter the Ethics Committee).

Article II. Composition

The Ethics Committee has four members: two from within the group, namely the CSR director and an employee; and two non-employees from outside, one a member of Bonduelle SAS's Board of Directors, and one a member of Bonduelle SCA's Supervisory Board.

Article III. Appointment of Ethics Committee members

Ethics Committee members are appointed by the Chairman of the Bonduelle Group.

Article IV. Terms of office and attendance at meetings

Each member is appointed for a 3-year period, renewable by a decision of the group's Chairman. Members may not be represented during Ethics Committee meetings.

Article V. Operation

The Chairman is appointed by the group Chairman for a 3-year renewable term of office.

The Chairman of the Ethics Committee sets the agenda. It must be sent to members called to the meeting, together with any preparatory documents and the minutes of the previous meeting, at least three days before the date of the meeting. The Ethics Committee makes decisions on a majority vote of the members present.

Working groups: the Ethics Committee may decide to form working groups on particular topics to carry out research in preparation for plenary sessions.

The Ethics Committee meets as often as required to ensure the performance of its duties and at least twice a year. Its Chairman may decide to call meetings without notice.

The Ethics Committee may request the Bonduelle Group's Chairman to provide it with the assistance of any Executive Manager in the group, or any external person (who would then be bound by confidentiality) whose expertise might facilitate discussion of an item on the agenda. It may also have access to all documents deemed useful for its deliberations and may hear submissions from any group employee.

The members of the Ethics Committee may validly deliberate by video conference, telephone conference or in writing, including by mail or fax, provided that all the members agree to this expedient.

The Ethics Committee Chairman has the casting vote in the event of a tie.

Should a member of the Ethics Committee (including its Chairman) find themselves in a situation of conflict of interest regarding an issue handled by the Committee, they must abstain from participating in the discussion and be available to provide any information deemed necessary.

Article VI. Missions and competence

The Ethics Committee is a multidisciplinary, pluralist, advisory and independent body, with a mandate from the group Chairman. It is a forum for discussion and is bound by confidentiality rules. It is tasked with dealing with all issues arising regarding compliance with the Bonduelle Group's ethics charter.

Its mission includes:

1. presenting recommendations on the ethics charter, issues taken up by the Committee independently, or issues submitted to it;
2. promoting discussion of ethical questions related to the group's business;
3. promoting compliance with the charter across the Bonduelle Group;
4. ensuring the dissemination and understanding of the ethics charter by all employees, according to the local context;
5. proposing modifications to the ethics charter, where required;
6. issuing recommendations or guidelines based on case studies, specific questions or general topics;
7. distributing its opinions and recommendations inside the Company;
8. participating in preparing communications on the ethics charter with outside entities, as required;

9. the Ethics Committee reports to the group Chairman on its work and agenda.

The Ethics Committee may not be substituted for other Bonduelle decision-making and dialog structures, or for specific regulations. It is not competent to decide or examine disputes between individuals. It is bound by the rules of professional secrecy and confidentiality.

Article VII. Submission of matters

The Ethics Committee may initiate debate on the issues of its choice within the scope of its mission and competence, by a majority decision of the members. Matters may also be submitted to the Committee, either in writing to: the Chairman of the Ethics Committee, rue Nicolas Appert, BP 30173, 59653 Villeneuve-d'Ascq Cedex, France, or by:

1. the various decision-making bodies in the Bonduelle Group;
2. any Bonduelle Group employee who encounters difficulties related to application of the ethics charter, when no resolution is proposed by hierarchical management and acting in good faith;
3. any employee receiving correspondence from a third party or from an employee that calls the business unit or the group into question;
4. any stakeholder concerned by the ethics charter who becomes aware of a breach of the charter.

Article VIII. Recipients and scope of the Ethics Committee's opinions and work

The Ethics Committee answers all questions while respecting the principle of hierarchical organization, with a focus on dialog with the employee and investigating the issue.

The Committee's opinions are purely advisory and for information. Opinions must respect the principle of anonymity and must comply with the rules of professional secrecy. The Ethics Committee guarantees that an opinion will be issued to the applicant.

An annual report on the Ethics Committee presents the issues referred to it, their nature and a summary of its non-confidential work and general opinions, based on an analysis of actual case studies. The report is included in the group's CSR report.

The Committee's opinions are collective opinions based on consensus.

Article IX. Changes and amendments to the Ethics Committee's rules of procedure

The Ethics Committee may change its operating methods, composition and missions, according to the terms and conditions specified by the Committee in its rules of procedure. All such changes are presented to the Bonduelle Group Chairman for approval.

2.9.3 Acronyms

- **ADEPALE:** *Association des entreprises de produits alimentaires élaborés* (Association of Food Processing Industries – France).
- **AETMD:** *Association européenne des transformateurs de maïs doux* (European Association of Sweet Corn Producers).
- **Agro-Transfert ressources et territoires:** This organization was created by the Conseil Régional de Picardie, the *Institut national de la recherche agronomique* (INRA) and the agricultural chambers of Picardie. It is both an application platform and a network for the transfer of agronomic research.
- **ANIA:** *Association nationale des industries alimentaires* (National Food Industry Association – France).
- **ANICC:** *Association nationale interprofessionnelle du champignon de couche* (National Joint Trade Association of Cultivated Mushrooms Producers – France).
- **ANIFELT:** *Association nationale interprofessionnelle des fruits et légumes transformés* (National Joint Trade Association of Fruit and Vegetable Processors – France).
- **CTCPA:** *Centre technique agro-alimentaire* (Agri-foods Technical Center – France).
- **ECOPAR:** *Compagnie pour la participation éco-emballages* (Eco packaging company – France).
- **EDHEC:** *École des hautes études commerciales.*
- **FIAC:** *Fédération française des industries d'aliments conservés* (French Preserved Food Industry Federation).
- **GHG:** Greenhouse gas.
- **IAD:** *Institut de l'agriculture durable* (Institute for Sustainable Agriculture – France).
- **ILEC:** *Institut de liaisons et d'études des industries de consommation* (Institute for Consumption Industry Liaison and Research – France).
- **IFT:** Frequency indicator of phytosanitary treatments.
- **GMO:** Genetically modified organism. Bonduelle products do not contain GMOs, in accordance with current regulations.
- **ORSE:** *Observatoire de la responsabilité sociétale des entreprises* (Corporate Social Responsibility Observatory – France).
- **CSR:** Corporate Social Responsibility.
- **PROFEL:** *Organisation européenne des industries transformatrices de fruits et légumes* (European Association of Fruit and Vegetable Processing Industries).
- **SFPAE:** *Syndicat des fabricants de fruits et légumes prêts à l'emploi* (Union of Prepared Fruit and Vegetables Producers – France).
- **SYNAFAP:** *Syndicat des fabricants de produits traiteurs frais* (Union of Freshly Prepared Products Producers – France).
- **UNILET:** *Union nationale interprofessionnelle des légumes transformés* (National Processed Vegetable Trade Association).
- **UPPIA:** *Union pour la promotion des industries de l'appertisé* (Union for the Promotion of Canned Foods – France).

Cross-reference tables



Materiality Disclosures

Bonduelle Group

Oct 2015
Service

Cross-reference table between the Bonduelle Group Corporate Social Responsibility report and the Global Reporting Initiative (GRI) G4 Index and Article 225 of the Grenelle II Act

●: full indicator – ◐: partial indicator

GRI G4 index	Art. 225 Grenelle II	Degree of GRI G4 Index compliance	GRI G4 Index correspondence with the registration document	External verification	Page no.
Strategy and analysis					
G4-1	Statement from the most senior decision-maker of the organization	●	1.2 Message from the Executive Management		6
	Company's arrangements to take environmental issues into account		2.1 The Bonduelle Group and Corporate Social Responsibility		26
	Description of key impacts, risks and opportunities	●	1.2 Strategy and Company policies		9
			4.2.4 Industrial and environmental risks		122
Organizational profile					
G4-3	Name of the organization	●	7.5 General information regarding the Company		224
G4-4	Primary brands, products and/or services	●	1.7 Our activities		17
			7.5 History of the group		229
			1.5 Bonduelle around the world		14
G4-5	Location of the organization's registered office	●	7.5 General information regarding the Company		224
G4-6	Number of countries in which the organization operates	●	1.6 Group organization structure		16
			1.5 Bonduelle around the world		14
G4-7	Nature of share capital and legal form	●	7.5 General information regarding the Company		224
G4-8	Markets in which the organization operates	●	1.7 Our activities		17
G4-9	Scale of the reporting organization	●	1.7 Our activities		17
			5 Consolidated financial statements		125
			5.5 Notes to the consolidated financial statements – Note 7		142
			2.8.7 Results of indicators - part B		79
			2.8.3 Scope		70
			2.8.7 Results of indicators - part F		82
			7.2 Shareholder structure		218

GRI G4 index	Art. 225 Grenelle II	Degree of GRI G4 Index compliance	GRI G4 Index correspondence with the registration document	External verification	Page no.
G4-10 Total workforce by employment type, employment contract, region and gender	Total workforce and breakdown of employees by gender, age and region	▶	2.8.7 Results of indicators - part F	2.8.6 Assurance report	82
G4-11 Percentage of employees covered by collective agreements	Compliance with the provisions of the fundamental conventions of the ILO (Nos. 87 and 98) Overview of collective agreements	▶	2.7.7 Human rights 2.7.4 Compensation policy and social dialog		68 66
G4-12 The organization's supply chain		●	2.1.3 Commitments and targets for 2013-2017		28
G4-13 Significant changes during the reporting period		●	4.1.7 Highlights		166
G4-14 Explanation of whether and how the precautionary approach or principle is addressed by the organization		●	3.5 Internal control and risk management procedures		107
G4-15 Charters, principles and external initiatives which the organization subscribes to or endorses		●	2.1.3 Commitments and targets for 2013-2017 – Transparency requirements		29
G4-16 Memberships in associations and/or national/international advocacy organizations		●	2.2.1 Permanent relations with stakeholders 2.9.3 Acronyms		32 91
Aspects and scope identified					
G4-17 Entities included in the consolidated financial statements and in the report		●	1.6 Group organization structure 5.5 Notes to the annual consolidated financial statements – Note 31 2.8.3 Scope		16 175 70
G4-18 Process for defining aspect content and boundaries		●	2.2.2 Creation of a materiality matrix		38
G4-19 Aspects identified		●	2.2.2 Creation of a materiality matrix		38
G4-20 Aspect boundaries within the organization		●	2.1.2 A pioneering approach 2.2.2 Creation of a materiality matrix 2.8.3 Scope		27 39 70
G4-21 Aspect boundaries outside the organization		●	2.1.2 A pioneering approach 2.2.2 Creation of a materiality matrix 2.8.3 Scope		27 39 70
G4-22 Restatement of indicators		●	2.8.3 Scope		70
G4-23 Changes in boundaries		●	2.8.3 Scope		70

Cross-reference tables

GRI G4 index	Art. 225 Grenelle II	Degree of GRI G4 Index compliance	GRI G4 Index correspondence with the registration document	External verification	Page no.
Stakeholder engagement					
G4-24	List of stakeholders involved with the organization	Conditions for dialog with stakeholders	●	2.2.1 Permanent relations with stakeholders - Stakeholders and dialog arrangements	34
G4-25	Basis for the identification and selection of stakeholders with whom to engage	Conditions for dialog with stakeholders	●	2.2.1 Permanent relations with stakeholders	32
G4-26	Type of engagement with stakeholders	Conditions for dialog with stakeholders Support, partnership and sponsorship actions with stakeholders	●	2.2.1 Permanent relations with stakeholders - Stakeholders and dialog arrangements	34
G4-27	Key topics and concerns raised through dialog with stakeholders	Conditions for dialog with stakeholders	●	2.2.1 Permanent relations with stakeholders - Stakeholders and dialog arrangements	34
Scope of the report					
G4-28	Reporting period		●	2.8.1 Context and objectives	69
G4-29	Date of most recent previous report (if any)		●	2.8.1 Context and objectives 2.8.5 2015 Reporting schedule	69 74
G4-30	Reporting cycle		●	2.8.1 Context and objectives	69
G4-31	Contact point for questions on the report or its content		●	2.8.1 Context and objectives 2.8.5 2015 Reporting schedule	69 74
G4-32	Reporting compliance		●	2.1.3 Commitments and targets for 2013-2017 – Transparency requirements 2.8.1 Context and objectives	29 69
G4-33	Report auditing		●	2.8.6 Assurance report	75
Governance					
G4-34	Governance structure of the organization		●	3.1 Administrative, management and supervisory bodies 3.2 Information regarding Corporate Officers	94 98

GRI G4 index	Art. 225 Grenelle II	Degree of GRI G4 Index compliance	GRI G4 Index correspondence with the registration document	External verification	Page no.
Ethics					
G4-56	Statements of mission or values, Codes of Good Conduct and principles defined internally by the organization	●	2.1.3 Commitments and targets for 2013-2017 – Transparency requirements		28
Specific information:		economic category, indirect economic impacts aspect		Correspondence with Bonduelle's actual issues: Relations with producers	
G4-DMA	Management approach	●	2.6 Maintain a long-lasting relationship with local stakeholders		61
G4-EC8	Understanding and description of significant indirect economic impacts	●	2.6 Maintain a long-lasting relationship with local stakeholders		61
	Territorial, economic and social impact of the Company's activity in terms of employment and regional development		2.7.4 Compensation policy and social dialog		66
			2.5.3 Sourcing of raw materials		58
Specific information:		environmental category: raw materials aspect		Correspondence with Bonduelle's actual issues: Packaging quality and safety	
G4-DMA	Management approach	●	2.4.2 Group policy and resources implemented		46
			2.4.7 Responsible use of packaging		52
G4-EN2	Percentage of recycled material in materials used	▶	2.4.7 Responsible use of packaging		52
	Raw material consumption and measures taken to improve efficiency in their use		2.8.7 Results of indicators - 2.8.6 Assurance report Part B		77
Specific information:		environmental category: energy aspect		Correspondence with Bonduelle's actual issues: energy saving	
G4-DMA	Management approach	●	2.4.1 Issues and targets		45
	Adaptation to the consequences of climate change		2.4.2 Group policy and resources implemented		46
			2.4.4 Energy consumption		47
G4-EN3	Energy consumption within the organization	●	2.4.4 Energy consumption		47
	Energy consumption, measures taken to improve energy efficiency and use of renewable energy sources Environmental evaluation or certification processes		2.8.7 Results of indicators - 2.8.6 Assurance report Part B		79

Cross-reference tables

GRI G4 index	Art. 225 Grenelle II	Degree of GRI G4 Index compliance	GRI G4 Index correspondence with the registration document	External verification	Page no.	
Specific information:		environmental category: water aspect				
Specific information:		environmental category: biodiversity aspect				
Specific information:		Environmental category: emissions aspect				
G4-DMA	Management approach	Adaptation to the consequences of climate change	●	2.4.1 Issues and targets 2.4.2 Group policy and resources implemented 2.4.5 Water consumption and treatment	2.8.6 Assurance report	45 46 49
G4-EN8	Total water consumption by source	Water consumption and water supply according to local constraints	●	2.8.7 Results of indicators - part B	2.8.6 Assurance report	79
G4-DMA	Management approach	Measures taken to conserve or develop biodiversity	●	2.3.1 Issues and targets 2.3.2 Group policy and resources implemented 2.3.5 Preparing for tomorrow's agriculture		40 41 43
G4-EN12	Description of significant impacts of activities, products and services on biodiversity		*	2.3.5 Preparing for tomorrow's agriculture		43
G4-DMA	Management approach	Adaptation to the consequences of climate change	●	2.4.1 Issues and targets 2.4.2 Group policy and resources implemented 2.4 Reducing the Group's environmental footprint 2.4.4 Energy consumption 2.4.8 Optimizing transportation flows	2.8.6 Assurance report	45 46 45 47 52
G4-EN15	Direct greenhouse gas emissions (Scope 1)	Greenhouse gas discharges		2.8.7 Results of indicators - part B	2.8.6 Assurance report	79
G4-EN16	Indirect greenhouse gas emissions (Scope 2) related to energy	Greenhouse gas discharges	●	2.8.7 Results of indicators - part B	2.8.6 Assurance report	79

GRI G4 index	Art. 225 Grenelle II	Degree of GRI G4 Index compliance	GRI G4 Index correspondence with the registration document	External verification	Page no.
Specific information:	Environmental category: effluents and waste aspect		Correspondence with Bonduelle's actual issues: Water pollution; Use of agricultural inputs		
G4-DMA	Management approach	●	2.4.1 Issues and targets		45
			2.4.2 Group policy and resources implemented		46
			2.4.6 Managing waste or by-products		50
			2.4.5 Water consumption and treatment		49
G4-EN22	Total discharges into water by type and by destination	●	2.8.7 Results of indicators - part B	2.8.6 Assurance report	79
	Measures for the prevention, reduction or remediation of discharges into air, water or soil that severely impact the environment		2.4.5 Water consumption and treatment		49
			2.4.4 Energy consumption		47
G4-EN23	Total mass of waste, by type and by treatment method	●	2.8.7 Results of indicators - part B	2.8.6 Assurance report	79
	Measures to prevent, recycle and eliminate waste		2.4.6 Managing waste and by-products		50
Specific information:	environmental category: general aspect		Correspondence with Bonduelle's actual issues: soil conservation; Getting teams to adhere to the group's CSR commitments		
G4-DMA	Management approach	●	2.4.1 Issues and targets		45
			2.4.2 Group policy and resources implemented		46
			2.3 Agriculture: Feed 9 billion people by 2050		40
			2.6.2 Group policy and resources implemented – relations with local communities		61

Cross-reference tables

GRI G4 index	Art. 225 Grenelle II	Degree of GRI G4 Index compliance	GRI G4 Index correspondence with the registration document	External verification	Page no.
G4-EN31 Total spending and investments on environmental protection, by type	<ul style="list-style-type: none"> Company's arrangements to take environmental issues into account Amount of provisions and guarantees for environmental risks Resources dedicated to preventing environmental risks and pollutants 	●	2.4.1 Issues and targets		45
			2.4.2 Group policy and resources implemented		46
			2.8.7 Results of indicators - part B		77
			2.6.2 Group policy and resources implemented – relations with local communities		61
			4.2.4 Industrial and environmental risks		122
			5.5 Notes to the consolidated financial statements – Note 27		172
			2.4.3 Assessing the carbon footprint		46
			2.4.4 Energy consumption		47
			2.4.5 Water consumption and treatment		49
			2.4.6 Managing waste or by-products		50
			2.8.7 Results of indicators - part B		77
			Training and information for employees on environmental protection		46
			Account taken of noise pollution and, where applicable, all other forms of pollution specific to an activity		61
Land use		40			
			2.3 Agriculture: Feed 9 billion people by 2050		
Specific information:	environmental category: supplier evaluation aspect		Correspondence with Bonduelle's actual issues: Relations with producers		
G4-DMA Management approach		●	2.4.1 Issues and targets		45
			2.4.2 Group policy and resources implemented		46
			2.3.3 Bonduelle and its agricultural partners		41

GRI G4 index	Art. 225 Grenelle II	Degree of GRI G4 Index compliance	GRI G4 Index correspondence with the registration document	External verification	Page no.
G4-EN32	Using environmental criteria to screen suppliers	●	2.8.7 Results of indicators - parts A and D 2.3.3 Bonduelle and its agricultural partners		77 42
Specific information:		social category, employment aspect			
G4-DMA	Management approach	●	2.7.1 Issues and targets 2.7.2 Group policy and resources implemented 2.6.2 Group policy and resources implemented 2.8.7 Results of indicators - Part F		64 64 61 82
	Organization of social dialog		2.7.4 Compensation policy and social dialog		66
G4-LA1	Total number and percentage of new employees hired and employee turnover by age, gender and region	▶	2.8.7 Results of indicators - Part F	2.8.6 Assurance report	82
G4-LA2	Social benefits offered to full-time employees by main operational sites	●	2.8.7 Results of indicators - Part F		82
Specific information:		social category, health and safety in the workplace aspect		Correspondence with Bonduelle's actual issues: health and safety in the workplace	
G4-DMA	Management approach	●	2.7.1 Issues and targets 2.7.2 Group policy and resources implemented		64 64
	Workplace health conditions		2.7.3 Safety and working conditions		66
G4-LA6	Rate of workplace accidents, occupational illnesses, absenteeism, etc.	●	2.8.7 Results of indicators - Part F	2.8.6 Assurance report	82
G4-LA8	Health and safety issues covered by formal agreements with labor unions	●	2.7.4 Compensation policy and social dialog 2.7.3 Safety and working conditions		66 66
	Safety in the workplace				

Cross-reference tables

GRI G4 index	Art. 225 Grenelle II	Degree of GRI G4 Index compliance	GRI G4 Index correspondence with the registration document	External verification	Page no.
Specific information:		social category, education and training aspect			
G4-DMA	Management approach	●	2.7.1 Issues and targets 2.7.2 Group policy and resources implemented 2.7.5 Training and developing potential		64 64 67
G4-LA9	Average number of training hours per year broken down by salaried employee, gender and professional category	▶	2.8.7 Results of indicators - Part F	2.8.6 Assurance report	77
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and professional category	●	2.7.5 Training and developing potential		67
Specific information:		social category, diversity and equal opportunities aspect			
G4-DMA	Management approach	●	2.7.1 Issues and targets 2.7.2 Group policy and resources implemented 2.7.6 Diversity		64 64 68
G4-LA12	Composition of governance bodies and breakdown of employees by professional category, according to gender, age group, minority status and other diversity indicators	●	2.7.6 Diversity 2.8.7 Results of indicators - Part F		68 77
Specific information:		Human rights category, investment aspect		Correspondence with Bonduelle's actual issues: Compliance with international labor commitments	
G4-DMA	Management approach	●	2.7.1 Issues and targets 2.7.2 Group policy and resources implemented 2.7.7 Human rights		64 64 68
G4-HR1	Percentage and total number of significant investment agreements and contracts including clauses requiring respect for human rights	●	2.5.3 Sourcing of raw materials 1.8.7 Results of indicators - part E		58 82

GRI G4 index	Art. 225 Grenelle II	Degree of GRI G4 Index compliance	GRI G4 Index correspondence with the registration document	External verification	Page no.
Specific information: human rights category, non-discrimination aspect					
G4-DMA	Management approach	●	2.7.1 Issues and targets		64
			2.7.2 Group policy and resources implemented		64
			2.7.7 Human rights		68
			2.7.6 Diversity		68
G4-HR3	Total number of incidents of discrimination and corrective actions put in place	▶	2.7.7 Human rights		68
			Anti-discrimination policy		2.7.6 Diversity
Specific information: Human rights category, freedom of association aspect					
Correspondence with Bonduelle's actual issues: Compliance with international labor commitments					
G4-DMA	Management approach	●	2.7.1 Issues and targets		64
			2.7.2 Group policy and resources implemented		64
			2.7.7 Human rights		68
G4-HR4	Major operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated	●	2.7.7 Human rights		68
			<ul style="list-style-type: none"> Promotion and compliance with the provisions of the fundamental conventions of the International Labor Organization pertaining to freedom of association and collective bargaining Extent of subcontracting and incorporating environmental and social issues into relationships with suppliers and subcontractors 		Incorporation of environmental and social issues into the purchasing policy

Cross-reference tables

GRI G4 index	Art. 225 Grenelle II	Degree of GRI G4 Index compliance	GRI G4 Index correspondence with the registration document	External verification	Page no.
Specific information:			Correspondence with Bonduelle's actual issues: Compliance with international labor commitments		
G4-DMA	Management approach	●	2.7.1 Issues and targets		64
			2.7.2 Group policy and resources implemented		64
			2.7.7 Human rights		68
G4-HR5	Major activities and suppliers identified as presenting a significant risk involving child labor, and measures taken to help effectively eliminate child labor	●	2.7.7 Human rights		68
	<ul style="list-style-type: none"> Promotion of and compliance with the provisions of the fundamental conventions of the International Labor Organization pertaining to the elimination of child labor Extent of subcontracting and incorporating environmental and social issues into relationships with suppliers and subcontractors 				
	<ul style="list-style-type: none"> Incorporation of environmental and social issues into the purchasing policy 		2.5.3 Sourcing of raw materials		58
Specific information:			Correspondence with Bonduelle's actual issues: Compliance with international labor commitments		
G4-DMA	Management approach	●	2.7.1 Issues and targets		64
			2.7.2 Group policy and resources implemented		64
			2.7.7 Human rights		68

GRI G4 index	Art. 225 Grenelle II	Degree of GRI G4 Index compliance	GRI G4 Index correspondence with the registration document	External verification	Page no.
G4-HR6	Major activities and suppliers identified as presenting a significant risk of incidents involving forced or compulsory labor, and measures taken to help eliminate all forms of forced and compulsory labor	●	2.7.7 Human rights		68
	Promotion and compliance with the provisions of the fundamental conventions of the International Labor Organization pertaining to the elimination of forced or compulsory labor Extent of subcontracting and incorporating environmental and social issues into relationships with suppliers and subcontractors				
	Incorporation of environmental and social issues into the purchasing policy		2.5.3 Sourcing of raw materials		58
Specific information:		societal category, local communities aspect			
G4-DMA	Management approach	●	2.6 Maintaining a long-lasting connection with local stakeholders		61
G4-SO1	Nature, scope and effectiveness of all programs and practices that assess and manage the impacts of activities, at any stage of progress, on communities	●	2.6.2 Group policy and resources implemented		61
			2.6.4 Participating in local community life		63
Specific information:		societal category, anti-corruption aspect			
		Correspondence with Bonduelle's actual issues: Business ethics practices			
G4-DMA	Management approach	●	2.1.4 Adapted governance		29
			2.9.1 Ethics Committee		87
			2.9.2 Bonduelle Group ethics charter		87
G4-SO4	Communication and training on anti-corruption policies and procedures	▸	2.1.4 Adapted governance		29
			2.9.1 Ethics Committee		87
			2.9.2 Bonduelle Group ethics charter		87

Cross-reference tables

GRI G4 index	Art. 225 Grenelle II	Degree of GRI G4 Index compliance	GRI G4 Index correspondence with the registration document	External verification	Page no.
Specific information:			Correspondence with Bonduelle's actual issues: Product quality and safety; Nutritional composition of products Food safety		
G4-DMA	Management approach	●	2.9.2 Bonduelle Group ethics charter		87
			2.5.4 Product design		59
			2.5.5 Consumer information and satisfaction		60
G4-PR1	Percentage of product categories for which health impacts are evaluated	●	2.5.4 Product design – nutritional quality		59
Specific information:			Correspondence with Bonduelle's actual issues: Product quality and safety; Nutritional composition of products; Food traceability		
G4-DMA	Management approach	●	2.9.2 Bonduelle Group ethics charter		87
			2.5.4 Product design		59
			2.5.5 Consumer information and satisfaction		60
G4-PR3	Type of information on products and services required by the organization's procedures and percentage of major products and services subject to these information requirements	●	2.5.4 Product design – nutritional quality and eco-responsibility		59
			2.5.5 Consumer information and satisfaction		60
Other issues that Bonduelle faces					
	Legal compliance and integration of CSR challenges in relations with customers				30

Photo credits:
Barbara Grossmann - Gettyimages/Hero Images - piotrszczepanek - Fotolia.com - Katya Anokhina - AFP Services
Cover: Eurokapi - www.eurokapi.fr



Rue Nicolas Appert – BP 30173
59653 Villeneuve-d'Ascq Cedex France
www.bonduelle.com
www.sustainability.bonduelle.com