

2016

2017

Encouraging well-living
through vegetable products



Corporate social responsibility report

From the registration document

Corporate Social Responsibility



2.1	The Bonduelle Group and Corporate Social Responsibility ^{AFR}	24	2.5	Encouraging people to eat healthily and sustainably, and increasing affordability ^{AFR}	59
2.1.1	“CSR: a company vision for a more responsible world”	24	2.5.1	Challenges, objectives and assessment	59
2.1.2	A pioneering approach	26	2.5.2	Group policy and methods used	60
2.1.3	CSR governance	27	2.5.3	Quality and traceability	61
2.1.4	Ethical business practices	29	2.5.4	Nutritional quality	64
2.1.5	Over 20 years of CSR commitment	30	2.5.5	Innovation for society	64
2.2	Structuring dialog with stakeholders ^{AFR}	31	2.5.6	Consumer information and satisfaction	65
2.2.1	Regular involvement	31	2.5.7	The Louis Bonduelle Foundation	65
2.2.2	Bonduelle stakeholders and forms of dialog	32	2.6	Ensuring the “well-living” of employees and local communities ^{AFR}	68
2.3	Caring for the land with our farmer partners ^{AFR}	36	2.6.1	Challenges, objectives and assessment	68
2.3.1	Challenges, targets and review	36	2.6.2	Human resources policies and actions implemented	70
2.3.2	The Bonduelle Group’s vegetable sourcing model	39	2.6.3	Safety and working conditions	74
2.3.3	Group policy and methods used	40	2.6.4	Wage and benefits policy	76
2.3.4	Bonduelle’s agro-ecological transformation with its partners	42	2.6.5	Social dialog	76
2.4	Reducing environmental impacts from field to plate ^{AFR}	45	2.6.6	Development and training for women and men	77
2.4.1	Challenges, objectives and assessment	45	2.6.7	Diversity	79
2.4.2	Group policy and methods used	47	2.6.8	Human rights	79
2.4.3	The group’s carbon footprint and energy transition	47	2.6.9	Participation in the life of local communities and mobilization of employees	80
2.4.4	Zero energy loss for industrial activity	49	2.7	Note on the CSR reporting methodology ^{AFR}	82
2.4.5	Preservation of water resources through sustainable and integrated management of the water cycle	50	2.7.1	Context and objectives	82
2.4.6	Waste management: zero loss and circular economy	52	2.7.2	Procedure	82
2.4.7	Territorial management to develop a long-term vision	53	2.7.3	Scope	83
2.4.8	Responsible product and packaging design and the fight against food waste	54	2.7.4	Indicators	84
2.4.9	Management of transportation flows and alternatives to road transport	56	2.7.5	2017 Reporting schedule	86
2.4.10	Responsible purchasing	57	2.7.6	Assurance report	87
			2.7.7	Results of all indicators	89
			2.8	Appendices ^{AFR}	100
			2.8.1	Ethics Committee	100
			2.8.2	Bonduelle Group ethics charter	100
			2.8.3	Materiality matrix	105
			2.8.4	Professional bodies	107



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Items of the Annual Financial Report are identified in the contents using the AFR symbol ^{AFR}

2.1 The Bonduelle Group and Corporate Social Responsibility

2.1.1 “CSR: a company vision for a more responsible world” – GRI Standard 102-10

Christophe Château, Bonduelle Group CSR, Communications and Corporate Marketing Director

Firmly anchored in the group's strategy and practices, in 2016-2017, Bonduelle's CSR policies underpinned its forward-thinking ethos and its international reach. Driven by the UN's Sustainable Development Goals (SDGs) and the group's expansion, the scope of CSR issues has broadened.

In 2017, Bonduelle defined its participation in SDGs, which aim to eradicate hunger and poverty by 2030, whilst acknowledging the equal importance of human development and saving our planet. Building on the outlook and ambition defined within the framework of its VegeGo! project, these global objectives offer Bonduelle's CSR initiative a new perspective: more than half of the group's material issues are included in these global objectives.

In spring 2017, Bonduelle acquired Ready Pac Foods, making North America Bonduelle's largest operational area (ahead of Europe). This brings about a significant change in the group's international dimension, and alters the challenges it faces as regards its environmental and societal impact. Our energy management policy was redefined at the end of 2016; it now consists of 200 best practice examples. The new energy policy was successful on the pilot sites, and will be implemented group-wide in 2017-2018.




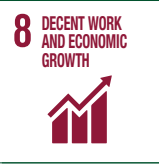


Last year, greater efforts were also made to support and monitor our global suppliers in protecting the environment and upholding human rights.

At the same time, in 2016-2017 the group worked internally to redefine its CSR road map, and broaden the scope of CSR initiatives and their performances as of 2017-2018. Experts and business unit representatives worked together to identify the best tools and procedures to achieve the macro-objectives by 2025:

- caring, with our farmer partners, for cultivated land;*
- reducing our environmental impact, from field to plate;*
- encouraging as many people as possible to eat healthily and sustainably, and increasing affordability;*
- ensuring the “well-living” of employees and local communities;*
- encouraging involvement across the board.*

Inspired by the SDGs and its inherently sustainable corporate vision, the Bonduelle Group wants to play its role in building a more responsible world, by creating the sustainable vegetable products of the future in its business activities.

The United Nations Sustainable Development Goals (SDGs) offer a new perspective on Bonduelle’s material challenges.

SDGs	Goal SDG	Material challenges faced by Bonduelle
 <p>2 ZERO HUNGER</p>	2.4	<ul style="list-style-type: none"> • use of agricultural inputs (see Section 2.3) • relations with producers (see Section 2.3) • food safety (see 2.5)
 <p>6 CLEAN WATER AND SANITATION</p>	6.3 and 6.4	<ul style="list-style-type: none"> • water pollution (see Section 2.4)
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	7.2 and 7.3	<ul style="list-style-type: none"> • energy savings (see Section 2.4)
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	8.8	<ul style="list-style-type: none"> • compliance with international labor commitments (see Section 2.6) • health and safety in the workplace (see Section 2.6)
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	12.2, 12.3 and 12.5	<ul style="list-style-type: none"> • packaging quality and safety (see Sections 2.4 and 2.5) • water conservation (see Sections 2.3 and 2.4)
 <p>15 LIFE ON LAND</p>	15.1 and 15.3	<ul style="list-style-type: none"> • soil preservation (see Section 2.3)

2.1.2 A pioneering approach - GRI Standard 103-1

Bonduelle is a family company established in 1853, which produces ready-to-use and ready-to-eat vegetables. It has a commercial presence in over 100 countries and operates or owns 54 agro-industrial production sites. Its growth is based on two fundamental pillars: respect for nature - essential for a group whose business activity is directly linked to the land every single day - and its drive to place humans at the heart of a long-term corporate strategy. 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 these crucial areas of sustainability and CSR; this spirit is reflected in the targets set by the group's family Shareholders: 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, while protecting the land.

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.

"CSR is a key part of the Shareholders' vision for the future, and a vital component of the VegeGo! corporate strategy. It remains an intrinsic part of many of the group's business activities. The CSR strategy has been in place for ten years now, reducing the group's negative social and environmental impacts, and increasing its positive impacts, reflecting the importance the group has always placed on a long-term outlook."

Christophe Bonduelle, Chairman of the Bonduelle Group
GRI Standard 102-14

In 2012, the Company began a new phase in its development to shape the group's future to 2025 by launching VegeGo!. A visionary and collaborative corporate strategy, 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 societal 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 the development of women and men

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 workplace accidents by 2025.

3. We are developing our brands and vegetables in all their forms

Bonduelle's brand portfolio enjoys international recognition. The Bonduelle brand's international positioning was defined in 2013 to create a strong unit: *"Bonduelle: your inspiration for cooking with and enjoying 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. Our organization serves our customers

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.

In order to boost its CSR strategy, and, following the preparation of its materiality matrix (see 2.8.3 Materiality matrix), Bonduelle has set itself five macro-objectives to be met by 2025. This initiative, implemented in four stages (materiality, inspiration, co-creation and validation), aligns the CSR policy with the VegeGo! corporate initiative and the overall group strategy. It also redefines simple, comprehensible long-term macro objectives, which are monitored each quarter by the Executive Committee. These five objectives, for which the road maps were drawn up in 2016-2017, are as follows:

1. Caring, with our farmer partners, for cultivated land

The aim is for all land to be cultivated using at least one alternative farming method to cut out or reduce the use of chemical products and mineral fertilizers.

2. Reducing environmental impacts from field to plate

Environmental protection is a major target, to be achieved by monitoring natural resource consumption and implementing overall plans to manage greenhouse gas emissions, biodiversity and water resources across all of our operations. Transport flows and actions to reduce CO₂ emissions are also subject to annual assessment. Bonduelle aims for zero loss of natural resources, through saving and recycling.



3. Encouraging people to eat healthily and sustainably, and increasing affordability

The group is committed to vegetable traceability, quality and innovation, recipe formulation – without compromising food safety –, and nutrition via the Louis Bonduelle Foundation and social innovation.

4. Ensuring the “well-living” of employees and local communities

The group aims for zero workplace accidents, promotes employee commitment and increases the involvement of its production facilities in local communities by encouraging each site to become involved in at least one societal initiative.

5. Encouraging involvement across the board

Bonduelle is convinced that the success of the CSR policy, promoted at the highest corporate level, must also be promoted by all employees. This approach is based on co-building with employees and is supplemented through our experiences and lessons learned.

The first four macro-objectives reflect this chapter. The fifth is illustrated by the initiatives throughout this report and further detailed in Section 2.6. All of these are shared by the Bonduelle Group’s five business units – *GRI Standard 103-1*.

2.1.3 CSR governance – *GRI Standard 103-3*

The CSR Steering Committee puts forward the CSR strategy to the Executive Committee ⁽¹⁾, which is responsible for approving it, and receives the managers of the Business Units and Area Managers for a yearly progress update.

The Bonduelle CSR Steering Committee analyzes the results each year for each CSR topic and has them systematically evaluated if necessary, by seeking the opinions of stakeholders, or using benchmarks.

It is made up of a member of each Management Committee from the business units, representatives from group-wide functions and CSR experts: human resources, quality, purchasing, etc. The business unit representatives are responsible for implementing the approach within their entities. The experts from each area work in tandem with the business unit representatives to meet the targets and share best practice.



The Bonduelle Americas Long Life (BALL) business unit: dialog and consultation

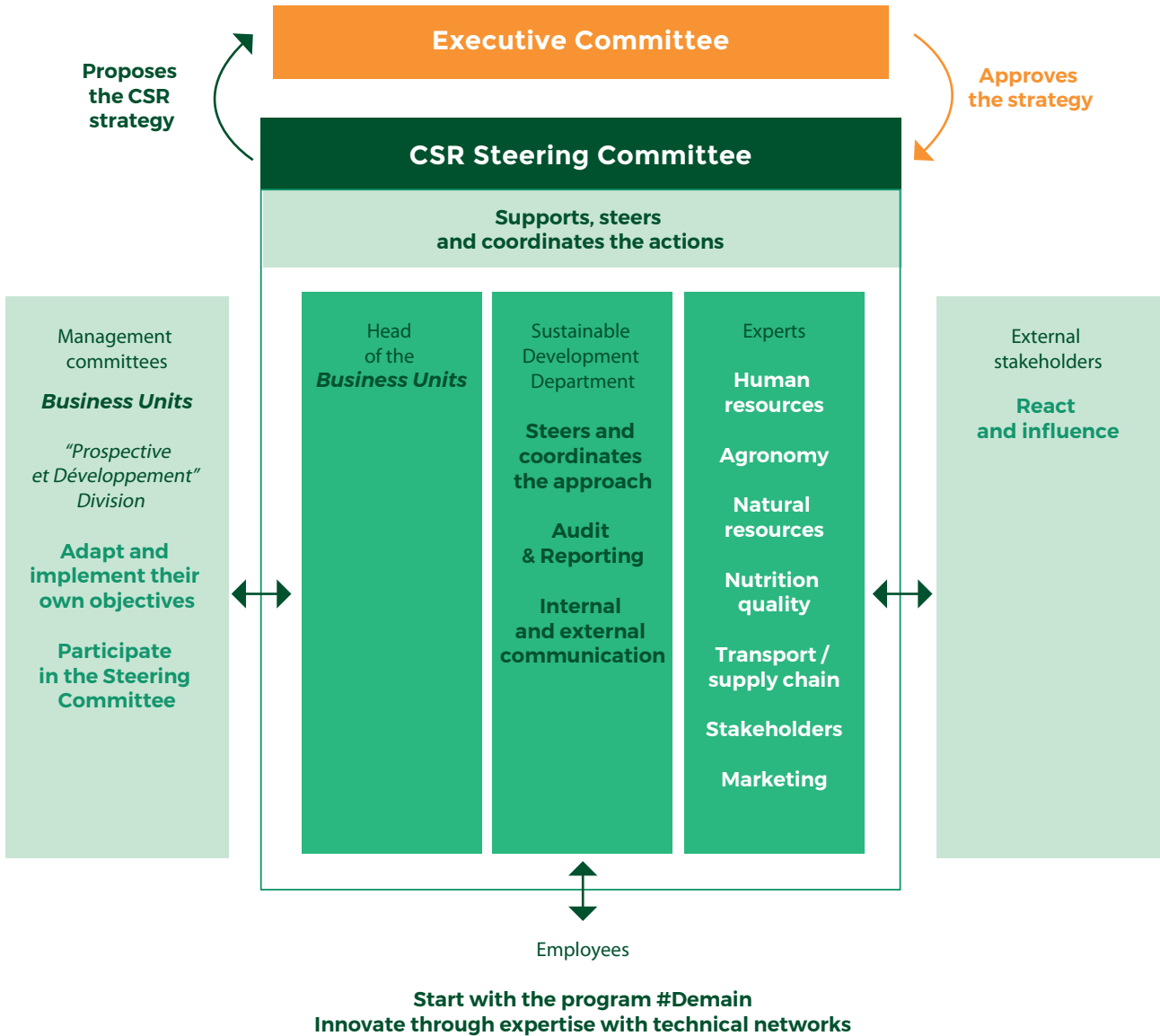
The BALL business unit has its own CSR Steering Committee, whose mandate is to:

- recommend the BALL CSR objectives and strategies to the Management Committee;
- implement these strategies and report back to the BALL Management Committee on the business indicators;
- represent BALL on the group CSR Steering Committee.

Following consultation with its stakeholders and business partners, and as a result of its work to set the CSR targets for 2025, in autumn 2016, the CSR Steering Committee was overhauled to make it more strategic, more operational and to increase the representation of the English-speaking businesses. The Committee also determined the CSR road map for the next three years. In early 2017, the BALL Management Committee was involved in the work and issued the final approval for the action plans and key performance indicators.

(1) The Executive Committee is presented in Section 3.1.3 of the registration document.

The Bonduelle Group’s CSR governance:





2.1.4 Ethical business practices – GRI standard 203-2, 103-2

Under its ethics charter, Bonduelle requires all employees, suppliers and subcontractors to adhere strictly to all laws regulating their activities and working environment.

A range of new regulations require the Bonduelle Group to continue its efforts and go further as a responsible company by implementing an anti-corruption plan and a monitoring plan to identify and prevent serious infringements of human rights, fundamental freedoms, health and safety and the environment. These policies apply to all of the group's employees and stakeholders and are part of the group's continued drive for improvement.

Bonduelle Group ethics charter

Bonduelle's ethics charter reflects the group's values: people-minded, confidence, openness, simplicity, integrity, fairness and excellence. 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.

The Ethics Committee supports and defines the group's approach in this area. It meets in May and October every year and submits its reports to the Chairman of the Bonduelle Group.

The complete text of the ethics charter and the composition of the Ethics Committee can be found in the Appendices (see 2.8.1 Ethics Committee and 2.8.2 Ethics charter).

Monitoring plan

Bonduelle is subject to French law No. 2017-399 of March 27, 2017 on the monitoring duties of parent companies and contracting companies.

In line with its CSR commitments and its duties as a UN Global Compact signatory, Bonduelle has set up working

groups to draw up and implement its monitoring plan to detect and prevent the risk of serious infringements of human rights and fundamental freedoms, health and safety and the environment.

In 2016-2017, Bonduelle selected the EcoVadis platform to evaluate the CSR work of its suppliers, particularly with regard to social and environmental aspects (see 2.4.10). In 2017-2018, Bonduelle will continue to map the CSR risk of its suppliers to guide the implementation of this evaluation strategy.

Anti-corruption program – GRI Standard 205-2

In line with the CSR commitments and its duties as a UN Global Compact signatory, Bonduelle is implementing an anti-corruption program to prevent and detect corruption and misuse of authority, in France and overseas, in accordance with Article 17 of law No. 2016-1991 of December 9, 2016 on transparency, fighting corruption and modernization of economic life.

63 Bonduelle Group employees (8% of permanent employees) from support, purchasing, sales and management functions, and nine independent persons from the BSCA Supervisory Board or the Ethics Committee, have taken part in working groups to fight corruption and improve monitoring.

Fine amounts and significant convictions in social and environmental areas – GRI Standard 419-1 and 307-1

When they are likely to have an impact on the share price, any convictions imposed upon Bonduelle are disclosed in the regulated information. In 2016-2017, no major convictions in the social, economic or environmental areas were imposed upon any companies in the Bonduelle Group that could have an impact on its share price.

Fair competition training program

In 2016-2017, the Bonduelle Group launched an e-learning initiative on the main principles of competition law for employees with access to strategic information. More than 700 employees in countries where Bonduelle operates are taking part in this training campaign, which will be completed in 2018. After 2018, the program will remain in place for new employees and will be updated regularly.

Transparency requirements – GRI Standard 102-54 and GRI Standard 102-12

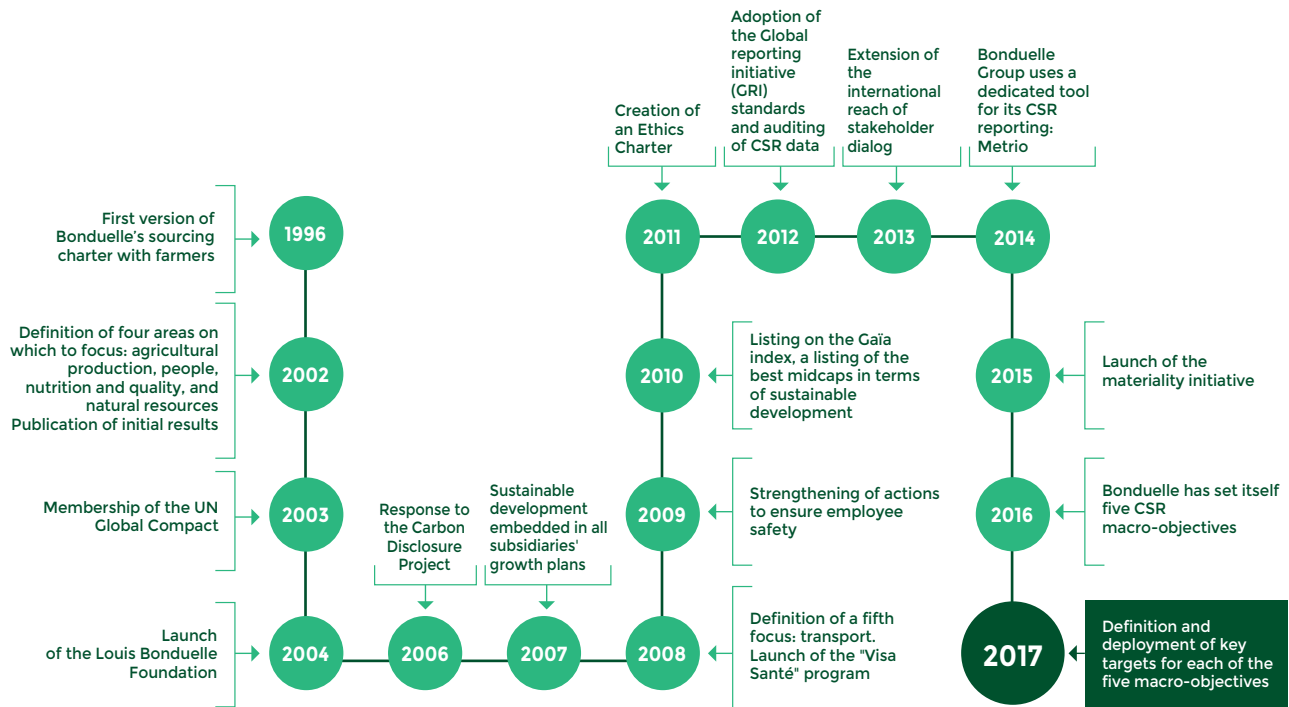
In line with its commitments and to make its CSR information accessible to all of its stakeholders, Bonduelle is making this report available on several web platforms (bonduelle.com, unglobalcompact.org and corporateregister.com) and reports back to stakeholders on its work (see 2.2 Structuring dialog with stakeholders) at specific meetings such as the one held in February 2017 in Paris during the *Salon international de l'agriculture* (International Agricultural Show).

For internal stakeholders, the annual collection of CSR data at group level is a way of identifying areas for improvement. Reporting of this data can be accessed by all the group's sites. This makes it possible to share data and monitor performance.

Bonduelle also shares its CSR information with various renowned expert bodies. Since 2012, the Bonduelle Group has submitted certain of its CSR reporting indicators for auditing

by an independent third party, in this instance, Deloitte. In 2012, Bonduelle also attained application level B+ from the Global Reporting Initiative (GRI). This report was drawn up in line with the GRI Standards Core compliance option (see chapter 8.4.4 - Cross-reference table of the Corporate Social Responsibility chapter with Global Reporting Initiative GRI Standards Content Index and Article 225 of the French Grenelle 2 Act). The proactive verification of the correctness of the location of the GRI Standards was initiated at the request of the Company's executive body, the group's Executive Committee. Bonduelle has also been part of the Gaïa index, a sustainable development ranking of French midcaps, since 2009. The Company scored an overall rating of 90% and ranked in 12th place out of the 85 companies with revenue in excess of 500 million euros (results published in October 2016). Finally, for its commitment to the United Nations Global Compact, Bonduelle achieved GC Active level from the UN Global Compact.

2.1.5 Over 20 years of CSR commitment





2.2 Structuring dialog with stakeholders

In 2014-2015 the Bonduelle Group began a materiality analysis in consultation with its stakeholders (see 2.8.3 Materiality matrix) and implements an active dialog policy, both internally with its employees and social partners and externally with farmers, suppliers, consumers, national and local public institutions, etc.

2.2.1 Regular involvement – GRI Standard 102-42, 102-43, 102-44, 102-13, 103-2

Bonduelle employees take part in the work of industry organizations as members of commissions, directors or by chairing them (the list of bodies can be found in Section 2.8.4). For Bonduelle this is about assuming its responsibility as an industry actor and asserting its interests, by providing a link between the different professions and federations and the government bodies of the countries in which it operates. Areas of work notably include protection of the environment and agricultural production. The Bonduelle Group did not finance any political parties in France or abroad in 2016-2017. Moreover, 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. In June 2017, Bonduelle took part in the call for cooperation between politicians and the agri-food industry through its membership of the European Association of Fruit and Vegetable Processing Industries. The association has highlighted the dangers to health (obesity, diabetes and cardiovascular diseases) caused by the decreasing amounts of fruit and vegetables consumed in Europe.

The External Relations Officer is responsible for developing communication with all types of stakeholders: trade federations; institutions; European, national and international regulatory bodies and agencies; NGOs; ratings agencies; local communities; the media; and educational and research institutions.

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 food.

Discussions with investors and customers are also a source of progress. The group responds to 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.

A detailed organization of Bonduelle's dialog with its stakeholders is presented in Section 2.2.2 in the table "Bonduelle stakeholders and forms of dialog".

Highlights 2016-2017

France

- At the end of 2016, Bonduelle introduced a new format for its meetings with stakeholders by borrowing an innovative creativity technique from the domain of IT developers: the hackathon. Bonduelle teams from the agronomy, IT, digital, marketing, communication and sales departments worked alongside the group's external stakeholders: farmers, advertising agencies, consumers, social entrepreneurs, etc. One of the ideas of the hackathon was to make consumers aware of the day-to-day life of farmers, highlighting the whole process from field to plate. This concept was tested in February 2017, at the *Salon international de l'agriculture* (International Agricultural Show, IAS) (see page 32).
- As in previous years, Bonduelle teams and farmer partners met at the Bonduelle Group's stand at the 54th edition of the IAS, held in Paris from February 25 to March 5, 2017, to talk to the public and share their passion for vegetables. With a different team on the stand each day, a total of 74 experts were able to speak to visitors; the teams included 24 farmers, 24 agronomists, 10 industrial representatives, 10 people from the marketing teams and 10 people from communications. Bonduelle's stand not only had an open, educational and fun "from field to plate" theme, with three different spaces – the field, the processing plant, the products – it also included vegetable-based cooking workshops and a VIP area. An excellent way of demonstrating and increasing awareness of the Bonduelle Group's commitment to sustainable agriculture, at the center of tomorrow's nutritional challenges, the IAS is also an important opportunity to raise public awareness of the benefits of eating vegetables, in all guises. This year once again, Bonduelle's partner producers played an important role in putting together and presenting this event. Over 250 farmers and their families met at the stand, which this year attracted over 30,000 visitors.

Structuring dialog with stakeholders

Bonduelle also used its stand at the IAS to invite its stakeholders (distributors, farmers, consumers, Shareholders, etc.) to work together on the broad lines of its CSR strategy, during a participatory workshop. Work was done on very targeted challenges, such as measuring the extent to which the Company's products benefit civil society, and the criteria for defining a "good industrial product".

Russia

Following on from Canada and France, Russia designed its materiality matrix in 2016-2017 in line with the group's

methodology. The perception of six strategic CSR priorities (people and safety, agronomy, natural resources, transportation and supply chain, quality and nutrition, local commitment) was measured across 118 internal and external stakeholders. One of the conclusions of this study was that quality and nutrition were the highest priority, followed by (of equal importance): people and safety, agronomy, and natural resources.

Italy will be the next country to complete its materiality analysis.

2.2.2 Bonduelle stakeholders and forms of dialog – GRI Standard 102-40, 102-42, 102-43, 102-44, 102-12

Sphere	Stakeholders	Information Communication	Dialog Consultation
SOCIAL	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"> Responses to questionnaires and key customer CSR audit – once a year for each customer European study on the main mass-market retail customers of canned and frozen Bonduelle products. The study is part of an improvement approach initiated by Bonduelle – every two years
	Citizens/Consumers	<ul style="list-style-type: none"> Packaging Communication media, including social media and country-specific websites Websites: www.developpementdurable.bonduelle.com or www.sustainability.bonduelle.com Brochures and reports Specific events Communication campaigns organized by industry associations of which Bonduelle is a member – for example in France, involvement in the Les Grandes Marques s'engagent aujourd'hui pour demain ("Big brands making a commitment for the future") campaign 	<ul style="list-style-type: none"> Dedicated consumer relations department in all countries Consultation with consumer panels – on average, one study is carried out in the group every month Awareness-raising initiatives 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 – once a year, 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"> Evaluation and audit of suppliers of finished products and ingredients on quality issues CSR support and evaluation by EcoVadis (see 2.4.10 Responsible purchasing)

* The questionnaires and meetings are specific to the materiality initiative and their frequency varies depending on the country.





Agreement-Partnership-Collaboration

Method of contributing to the materiality matrix*

- Collective agreements with employee representatives and trade unions

- Questionnaire

- Questionnaire
- Discussion meeting

- Questionnaire
- Discussion meeting

- Sourcing charter
- Shared preparation and manning of the Bonduelle stand at the *Salon international de l'agriculture* (International Agricultural Show) in Paris - once a year

- Questionnaire

- Questionnaire
- Discussion meeting

Sphere	Stakeholders	Information Communication	Dialog Consultation
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"> Responses to questionnaires/<i>ad hoc</i> requests - once a year
	Investors	<ul style="list-style-type: none"> Quarterly financial information Annual and interim results Annual report and Corporate Social Responsibility report included in the registration document Shareholder newsletter - once a year 	<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
SOCIAL	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"> Specific meetings and individual interviews on request 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 Meetings with NGOs - once a year 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 and/or files - 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 take part in the work of industry organizations (detailed list in 2.8.4) as committee members, directors or chairing said committees - meetings at least twice a year 	
	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"> Responses to questionnaires - once a year Presentations and discussions at events such as the World Forum for a Responsible Economy - at least once a year

* The questionnaires and meetings are specific to the materiality initiative and their frequency varies depending on the country.



Agreement-Partnership-Collaboration

Method of contributing to the materiality matrix*

- Questionnaire
- Discussion meeting

- The Bonduelle Group has been listed on the Gaïa index, a listing of the best midcaps in terms of sustainable development, since 2009

- Questionnaire
- Discussion meeting

- Questionnaire
- Discussion meeting

- Questionnaire
- Discussion meeting

- Calls to international projects conducted by the Louis Bonduelle Foundation - once 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 (*Association des industries de marques - AIM*) charter on "Brands for health and well-being"

- Questionnaire
- Discussion meeting

- Louis Bonduelle research prize - once a year
- Involvement in awarding scholarships for the *Institut de technologie agroalimentaire* in Saint-Hyacinthe (Quebec, Canada)
- In 2015, the Bonduelle Fresh Europe business unit launched the Jeunes Pousses program. In partnership with three engineering schools
- Finance and support for students of second chance schools (France)

- Questionnaire
- Discussion meeting

- Questionnaire
- Discussion meeting



2.3 Caring for the land with our farmer partners

2.3.1 Challenges, targets and review –

GRI Standard 102-9 and 103-2

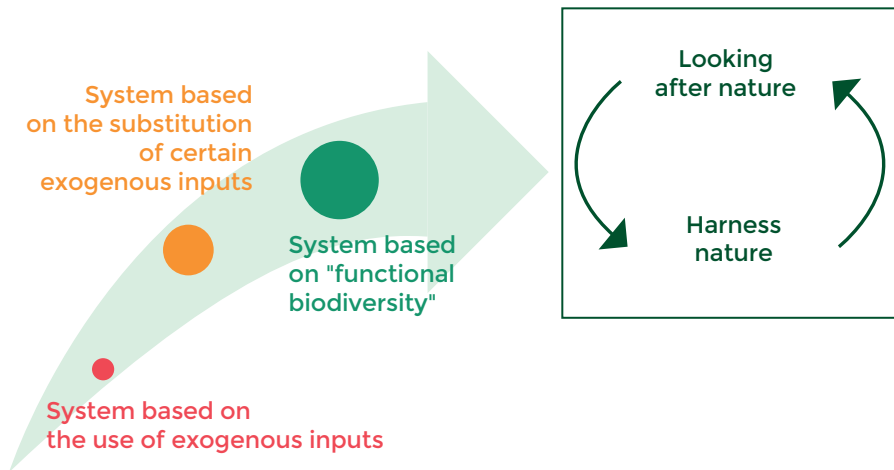
Bonduelle, as a major operator in first-stage agro-industrial vegetable processing, plays a key role within the sector:

- it has farmer partners and drives innovation for upstream agricultural activities;
- by bringing frozen, canned, fresh-cut and processed fresh vegetables to the market, it has made crop diversification

and rotation possible. It thereby helps to reduce farmers' exposure to the agronomical technical and economic risks of farming (volatility of agricultural commodities markets).

The Bonduelle Group has developed a clear vision of how it intends to assume this role. It wishes to be actively involved in agro-ecological transformation (see below) to ensure the sustainability of its production operations and optimize the quality of its vegetables. It intends to play a part in developing the future of agriculture, making it possible to feed 9 billion people by 2050.

Bonduelle's strategy for agro-ecological transformation:





Caring for the land with our farmer partners

Agronomy challenges	Objectives 2017	Five-year review (base 2011-2012)
<p>ENVIRONMENTAL CHALLENGES</p> <ul style="list-style-type: none"> • Protect the soil and biodiversity <ul style="list-style-type: none"> • Implement sustainable management and efficient use of natural resources (SDG 12) • Reduce the use of phytosanitary products (SDG 12) • Ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production and that help preserve ecosystems (SDG 2, SDG 8) • Preserve the genetic diversity of seeds (SDG 2) • Measure the environmental impact of farming practices using indicators 	<p>Encourage farmer partners 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 fifth 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"> • Test and then rollout numerous alternative growing practices in different production areas • Lead group-wide exchanges between different agricultural production areas via the “<i>Prospective et Développement</i>” Division • VEGESOL experimental platform which, for over eight years now, has compared different soil management systems within the context of extended and diversified crop rotation • Implementation of the sourcing charter in all agricultural production areas. 96% of farmers have signed up to the sourcing charter • Launch of residue reduction programs. For example, in Quebec: 22% of the total surface area used to cultivate peas was given over to organically-grown peas in 2017, 25% to organically-grown sweet corn and 12% to organically-grown green beans
<p>ECONOMIC AND SOCIETAL CHALLENGES</p> <ul style="list-style-type: none"> • Maintain constant communication with farmer partners and the agricultural world 	<p>Maintain and develop sound relationships with farmer partners</p> <ul style="list-style-type: none"> • Develop partner loyalty within each business unit • Support partners in the use of innovative vegetable-growing techniques 	<ul style="list-style-type: none"> • Involvement of farmer partners in Bonduelle’s stand at the <i>Salon international de l’agriculture</i> (International Agricultural Show, IAS) in Paris • Coordination of internal communities for sharing of best agro-ecology practices (Innova Terre, BALL Agriculture, Réseau Agro, etc.)

The results of all indicators, in figures, are provided in Section 2.7.7.

Caring for the land with our farmer partners

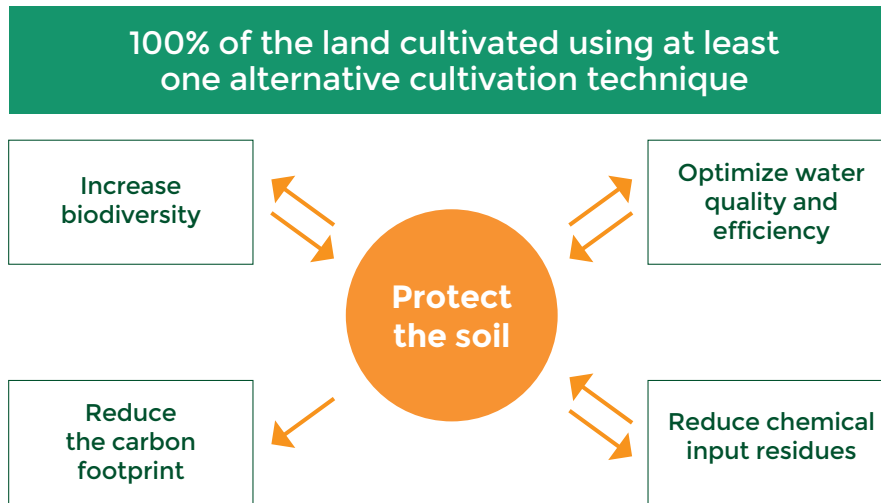
2016-2017: construction of the new road map

Bonduelle defined the CSR component of its agronomy strategy on the basis of five priorities:

- protect the soil;
- increase biodiversity;

- reduce the carbon footprint;
- optimize water quality and efficiency;
- reduce chemical input residues.

One overall objective was defined in terms of methods for upstream agricultural activities: **for all land to be cultivated using at least one alternative cultivation technique**. This objective generates multiple benefits in respect of the five strategic priorities.



Targets are in the process of being defined for each strategic priority, as well as a road map and indicators that will make it possible to monitor the achievement of the targets.

The founding principles of agro-ecology

Agro-ecology consists of designing agricultural production systems based on the functionalities offered by natural ecosystems. It extends these functionalities (e.g.: combats erosion and stimulates soil biodiversity by means of plant cover and no-till farming, water purification and the provision of areas of refuge for auxiliary insects and strips of land for growing bee-friendly flowers, etc.) with the aim of reducing environmental impacts (greenhouse gas emissions, use of synthetic fertilizers and phytosanitary products, etc.) and preserving natural resources (water, energy, biodiversity, minerals, etc.).

Agro-ecology aims to transform agriculture and develop food systems to make them more sustainable. Accordingly, agro-ecology proposes modifying production methods to optimize their productivity whilst increasing their capacity to withstand climate change and the volatility of agricultural and food prices. It also aims to maximize the eco-friendly services supplied by agro-systems and to limit their negative impacts, in particular, by reducing dependency on fossil fuels. Agro-ecology takes the form of a logical series of agricultural practices that enhance ecological processes and biodiversity.



2.3.2 The Bonduelle Group's vegetable sourcing model - GRI Standard 203-2

Over 30 different vegetables and nearly 500 different varieties are cultivated for Bonduelle.

In order to produce high-quality vegetables that are affordable for all, Bonduelle devised a sourcing model that prioritizes producer groupings (77% of the group's total cultivated surface areas). This predominant sourcing model is based on entering into contracts with farmers on an annual basis, making it possible to:

- ensure plot rotation, vital for preventing soil depletion;
- produce as leanly as possible, in line with sales forecasts, to minimize waste;
- plan seed planting and harvesting to optimize the industrial yield.

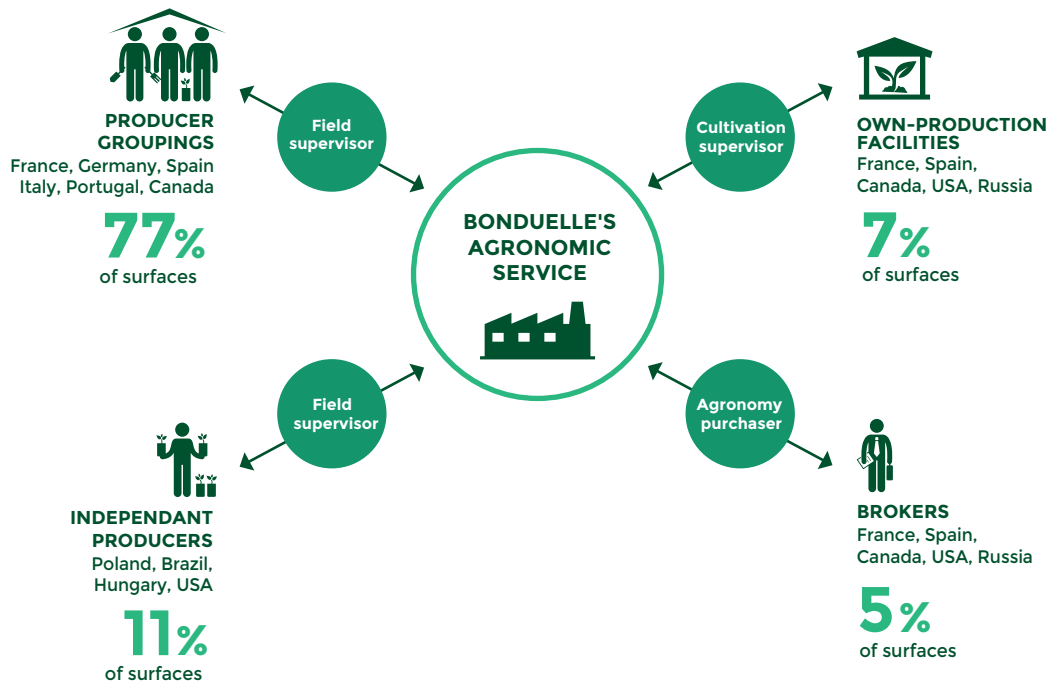
This model also has a number of benefits for farmers who are members of groupings:

- independence: generally speaking, Bonduelle does not account for more than 20% of their revenue;
- prices guaranteed several months in advance and not subject to global price fluctuations offer safeguards for their businesses;

- fair compensation for farmers, adjusted for climatic uncertainties and inevitable variations in yield, in a single production area, since cultivation is staggered so that the plant can be supplied on a linear basis;
- access to the expertise of Bonduelle's 261 agronomy professionals: engineers and technicians (field and cultivation supervisors) who share their expertise and know-how with farmers.

The group completes its procurement policy by adapting to the local situation. Where producers are not organized into groupings, Bonduelle may enter into contracts with independent producers (11% of surface areas), particularly in countries where operations extend over very large areas (Brazil, United States, Hungary, Poland), or may buy through brokers who act as intermediaries (5% of surface areas). Lastly, in countries where the level of know-how does not meet its quality requirements, or where continuity of supply risks exist, Bonduelle operates its production sites itself (7% of surface areas), taking the opportunity to increase its agronomic know-how and develop alternative growing practices.

The Bonduelle Group's vegetable sourcing model:



Caring for the land with our farmer partners

This approach allows Bonduelle to concentrate on its core business of vegetable preparation whilst at the same time developing its agronomic know-how. The group 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 Company maintains close relationships with its farmer partners (see 2.2 Structuring dialog with stakeholders).

2.3.3 Group policy and methods used

To meet the needs and challenges of our countries and markets, the group's agronomy organization is broken down by business unit, each being responsible for its own agricultural policy within the framework of the group's agronomy strategy, which defines common progress objectives, whilst taking into consideration the specific nature of each business unit. The agronomic policy is shared across its network of Agronomy Managers, who meet once or twice a year at its *Journées Techniques Agronomiques* (Agronomy Technique Days).

The sales forecasts determine the activities of their Agronomy Departments for each zone. 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.

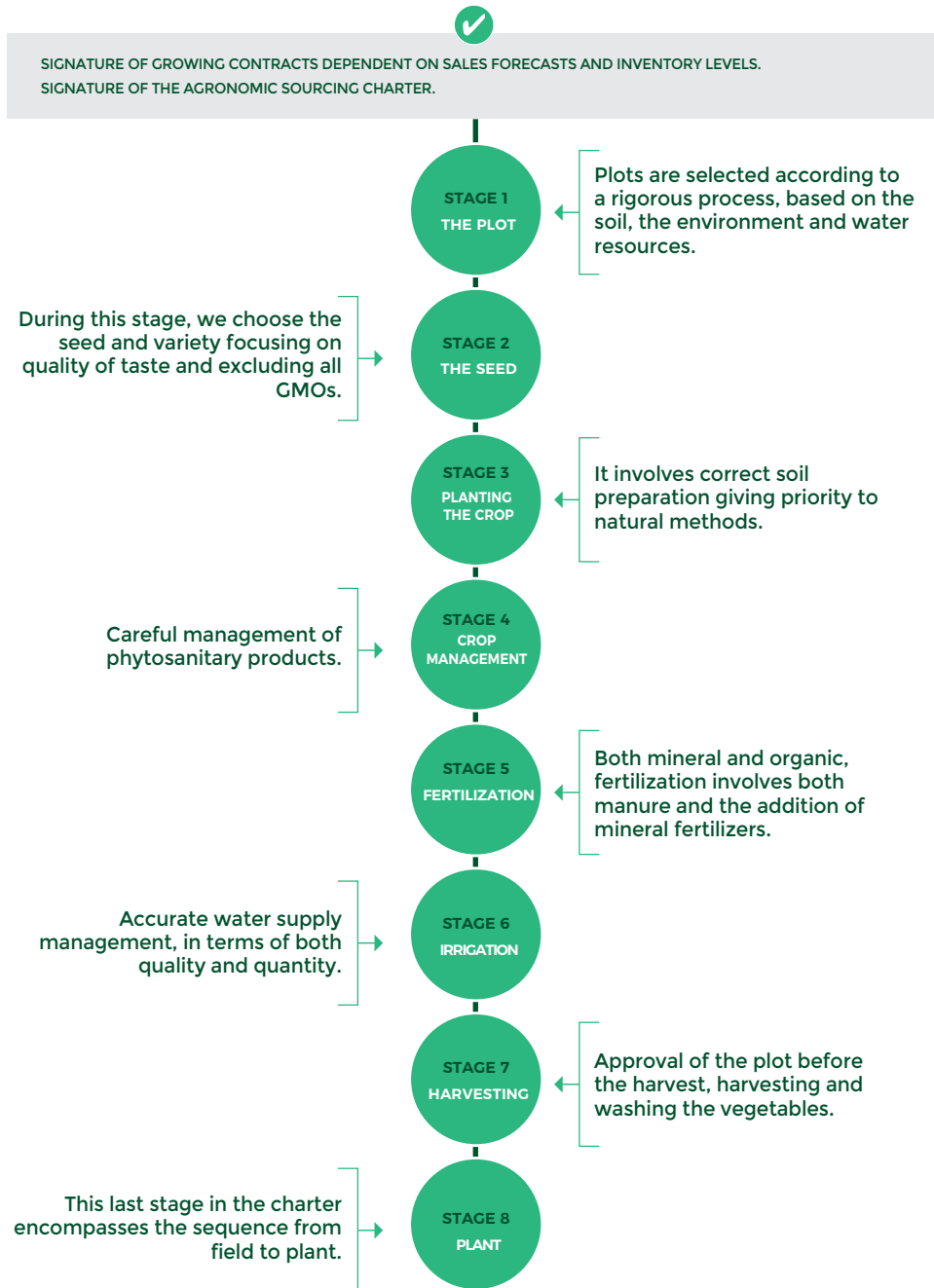


Caring for the land with our farmer partners

Key stages in vegetable cultivation

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

KEY STAGES IN VEGETABLE CULTIVATION BY THE AGRONOMY DEPARTMENTS



Caring for the land with our farmer partners

Bonduelle's agronomic sourcing charter

To guarantee product quality, food safety and sound risk management, the group devised a global agronomic sourcing charter in 1996.

This charter sets the rules with which all partner producers must comply. It is an exclusive contractual commitment covering the process from seed to harvest to ensure that Bonduelle's specifications are strictly adhered to and covering different areas from selection of plots of land and variety selection to cultivation methods. 96% of Bonduelle's partner producers have a contractual obligation to comply with the agronomic sourcing charter.

The fifth version of the agronomic sourcing charter has been rolled out in the group's different production areas. It reflects the increasingly international nature of Bonduelle and the specific features of the different geographic areas and production channels. It also focuses on new topics such as water conservation and the protection of field workers.

2.3.4 Bonduelle's agro-ecological transformation with its partners – GRI Standard 103-2

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 the soil's resources, while promoting biodiversity and optimizing yields. A key example of Bonduelle's involvement is the central role of field supervisors who support farmer partners through their presence on the land at all stages of cultivation: from sowing, to crop monitoring, to harvesting.

The development of alternative cultivation techniques

In terms of agriculture, Bonduelle's "Prospective et Développement" Division supports the business units both in the short term, with certain specific operational issues, and in the medium and long term, by coordinating an agronomic innovation program.

For several years now, the Agronomy Research and Development Department, in close collaboration with the business units, has identified new technologies, tested them and incorporated them into innovative cultivation practices. These activities are carried out on the basis of partnership agreements with various types of third party organization

(start-ups, established companies, research institutions etc.). The best agricultural practices developed are then shared and implemented with all the business units.

A review of these innovations and other relevant practices already in place, as well as an assessment of their impact and/or experimental results, was conducted in 2016-2017 with the aim of contributing to the development of the group's strategy, in line with its key objective of becoming a major player in agro-ecological transformation. An initial report listed 30 or so alternative practices and identified their contribution to the five CSR objectives of the group's agronomic strategy. The first catalog of "Alternative Growing Techniques", capable of delivering measurable progress in relation to at least one of the five CSR strategic priorities of the group's agronomic strategy, was compiled. For example, the use of organic fertilizer or intercropping with plant cover helps to protect the soil, to reduce residues and the carbon footprint and to preserve biodiversity.

These alternative cultivation techniques have been tested and rolled out across a number of different production areas including the following examples:

- in Russia, Bonduelle Group farms (nearly 10,000 hectares) offer ideal conditions for testing **innovative growing techniques, particularly those that aim to protect the soil such as strip-till, which is expanding rapidly**. Adopted in 2013-2014 on 500 hectares, this practice covered nearly 2,400 hectares in 2016-2017. Strip-till, performed by machines guided by GPS, limits soil disturbance and ensures greater protection against erosion by covering the soil with the residues of the previous crop or by intercropping. Strip-till encourages the development of biodiversity in all its forms (superior organisms and microorganisms), on the surface of the soil and beneath. A drastic reduction in fuel consumption (-50%) was also observed as well as a drop in the use of mineral fertilizer. Procedures for implementing this practice are in the process of being defined before it is extended to other crops and agricultural production area;
- **biological control** reduces the need for insecticides and chemical fungicides. For example, wasps were used on one of Bonduelle's farms in Russia as a test to control the proliferation of lepidoptera caterpillars;
- **intercropping with plant cover** is also being studied with the aim of promoting the rollout of this practice, which consists of sowing one or more species at the same time as, or between, two crops. The plant cover is not harvested but left on the plot to protect the soil and enrich it with organic matter and nutrients;
- **reducing chemical inputs**. Levels of residue in vegetables when they are harvested are analyzed across all business units, especially at Bonduelle Europe long Life (BELL) and Bonduelle Fresh Europe (BFE), so as to identify trace





products. Crop routing is being developed to avoid the use of products that leave these residues behind, as well as relevant alternative practices (hoeing machines, mechanical weeding, etc.).

Collaboration with pilot farms to experiment with cultivation techniques

The **VEGESOL experimental platform**, set up on the La Woestyne farm (Renesecure, France) is the result of a partnership between Bonduelle, Syngenta and the University of Picardie Jules Verne (Amiens, France). It was devised in order to compare, over a period of time (eight years), the effects of different soil management systems (bare soil tilling, tilling with plant cover intercropping, no-till bare soil, no-till with plant cover intercropping) on plants, soil, water and the environment.

VEGESOL has both a scientific aim and that of transferring technology to farmers, by generating best practices and lessons learned.

The experimental device comprised a five-hectare plot divided into 39 micro-plots, growing six different species (winter wheat, spring wheat, corn, beetroot, peas and green beans) using three different methods of nitrogen fertilization. Tests began in spring 2010 and so 2017 was the eighth harvest to be assessed and compared. This work led to two doctoral theses and a number of scientific publications. The results are very encouraging in terms of the potential for conservation agriculture in the crop rotations typical of the Nord-Picardie area.

Bonduelle contributed to the creation of the **Innova Terre network** in 2016, in the Nord-Picardie area. This is a group of 30 or so innovative farmers who want to develop their agro-ecological practices, in particular, preservation of the soil, the productive capital of their operations. The group facilitates discussion to encourage and support developments in agricultural practices.

Bonduelle's pilot farm in Murcia in Spain took part in the INSPIA (European Index for Sustainable Productive Agriculture) program in 2017. The aim of this program is to promote agro-ecology through the sharing of best practices and the implementation of indicators to monitor progress achieved. Bonduelle is also continuing its involvement or participation in a network of pilot farms charged with experimenting with, and validating, the growing practices in question. Already established in Germany, Canada, Spain and Russia, this network was extended to Italy in 2016-2017.

In the Nantes region of France, Bonduelle is also taking part in **"large area shelter" experiments**. Grown in plastic greenhouses, market garden crops are protected from the weather and have less exposure to pests and diseases, making it possible to prioritize more natural growing practices.

Harnessing technology for the benefit of agro-ecology

The information technology used by farms enables them to better manage cultivation practices.

Bonduelle's Russian farms routinely use electronic equipment. 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 North America, Bonduelle's sites use AgPOD (Agricultural Portal for Online Data), an online program developed specifically for Bonduelle and its farmer partners to share actual agronomy data recorded in the field.

Further, in 2014-2015 in Portugal, the agricultural area that supplies the Santarém plant was one of two pilot sites for the implementation of Gaïa, a tool used to identify the plots of land used for cultivation by farmer partners. Gaïa has continued to be rolled out to all business units except Bonduelle Americas. The tool will be extended to Hungary and the France Champignon companies in 2018.

Certain production areas use predictive disease progression models to optimize fungal treatment (minimum quantity and maximum efficiency) and/or to assess the risk of crop failure and waste of raw materials (seeds, fertilizer, water, etc.). This is the case with the complex of soil-borne pea diseases, for example. Similarly, and with the same aim of predicting biological pest outbreaks and reducing phytosanitary treatments, observation networks detecting pest infestations on the plains have been set up. These trapping networks are installed by Bonduelle or through industry associations (Arvalis, Unilet, etc.).

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.

R&D partnerships in the AgTech sector

Bonduelle is forging partnerships with various research and development actors in the AgTech sector. These include public technical and research institutes, technology firms, agri-business companies and AgTech start-ups. The partners are chosen according to how relevant their programs are for the agronomic priorities set by Bonduelle. The group is keen to channel its efforts and investments into unique and innovative forms of vegetable production that will provide a significant boost to agro-ecology.

Caring for the land with our farmer partners

Bonduelle has established partnerships targeting the following areas:

- automation, especially in weeding;
- efficiency and accuracy of crop monitoring;
- harvest prediction;
- irrigation management;
- Big data - particularly to identify agronomic drivers of agro-industrial performance and the quality of sweet corn.

In the longer term, the group plans to embark on research into real-time monitoring of food safety in the field and early detection of disease.

The selection of seed varieties is key to the agronomic strategy and CSR challenges

In accordance with current legislation, Bonduelle's products are free from genetically modified organisms (GMOs).

The selection of seed varieties is essential to maintaining productivity and quality, while reducing the use of chemical inputs and **respecting biodiversity**. Making this varietal choice central to its policy, the group works with national and international seed partners to develop varieties that are most resistant to disease, water stress and climate variations, using conventional selection methods. Bonduelle works with

selectors and guides their choices in terms of agronomic specificity, technological quality and organoleptic quality.

By testing new varieties, their suitability and agronomic behavior in different geographies can be gauged. Bonduelle initially selects new varieties that are then tested in the soil and agro-climatic conditions of each area. The last stage of the selection takes place on large plots of land, with the variety then going to the plant to test its technological performance.

In addition to selecting varieties that are disease- and pest-resistant, Bonduelle is researching natural methods (using fewer chemicals) to combat diseases affecting vegetables such as peas, which require a six-year crop rotation to prevent blackleg disease (a soil-borne disease complex). The group is also working with the French Institute for Agronomy Research (*Institut national de la recherche agronomique*, INRA) on an in-depth study of pathogenic soil fungi on peas.

Certification

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.

In addition, **nearly one-third of Bonduelle's salads have LEAF (Linking Environment and Agriculture for the Future) certification**, which is recognized in the UK and Scandinavia. The group is aiming for 100% LEAF-certified salads by 2025.



2.4 Reducing environmental impacts from field to plate

2.4.1 Challenges, objectives and assessment – GRI standard 102-9 and 103-2

Faced with conflicting global energy trends of falling oil prices and commitments from the public and private sector to tackle climate change, Bonduelle is pursuing its proactive policy of adapting to climate change and reducing its environmental footprint. The Company's priorities include responsible management of energy, water, industrial waste and transportation, while ensuring that its sites have a positive impact on their local area.

Natural resource challenges (industry and supply chain)	Objectives 2017	5-year review (base 2011-2012)	
<ul style="list-style-type: none"> Ensure sustainable management of water resources and reduce pollution (SDG 6) Increase the share of renewable energy and improve energy efficiency (SDG 7) Ensure sustainable consumption and production patterns: achieve the efficient use of natural resources, reduce food waste, and prevent waste generation, recycle and reuse (SDG 12) Protect and restore land ecosystems, halt and reverse soil degradation and put an end to biodiversity loss (SDG 15) Control and minimize discharges into the natural environment Understand and manage the overall impact of operations on the environment and society 	<p>INDUSTRY</p> <p>Optimize the use of non-renewable resources</p> <ul style="list-style-type: none"> Continue to reduce energy consumption: reduction in energy consumption of 5% per year to 2016-2017 (in tonnes of manufactured product) Continue to reduce water consumption without compromising on product quality: reduction in water consumption of 3% per year to 2016-2017 (in tonnes of manufactured product) Launch at least five renewable energy projects in five years between 2011-2012 and 2017-2018 	<ul style="list-style-type: none"> 2016-2017: introduction of a group-wide operational approach for sustainable energy and water management: 12 pilot tests carried out Energy consumption up 5.96% from 2015-2016 (as a ratio per tonne of manufactured product). 3% decrease over 5 years 12 sites ISO 50001 certified at June 30, 2017 Water consumption up 7.2% from 2015-2016 (as a ratio per tonne of manufactured product). 4.2% decrease over 5 years Renewables account for 11.2% of the energy mix, as a result of initiatives to recover biogas through methanation, purchase of steam that is 100% biomass-generated, supply of biomass, etc. Bonduelle's greenhouse gas emissions assessment (scopes 1, 2 and 3) 2016-2017: two new metrics trialed: monitoring of complaints and greater awareness of "local conditions" Policy of sustainable water management: internal mapping of agro-industrial usage in 2014-2015; acquisition of an operational tool for short and medium-term usage management in 2016-2017 Recover 88.5% of non-hazardous industrial waste (NHIW). 24 sites recover more than 80% of their NHIW Since 2015-2016: rollout of an internal compost production and recovery channel at the Timashevsk and Novotitarovskaya sites 	
	<ul style="list-style-type: none"> Implement tools to measure environmental impact 		<p>Avoid, sort and recover waste</p> <ul style="list-style-type: none"> Recover 80% of non-hazardous industrial waste in the period 2011-2012 to 2015-2016 Recover 100% of green waste Minimize packaging impacts
	<p>SUPPLY CHAIN</p> <p>Continue to save 5,000 tonnes of CO₂ emissions from transport</p> <ul style="list-style-type: none"> 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 		<ul style="list-style-type: none"> Overall saving of 8,215 tonnes of CO₂ over the year Continued rollout of combined rail-road transportation on multiple flows Continuation of trials with a French carrier to develop natural gas vehicles, for CO₂ savings of 15%

The results of all indicators, in figures, are provided in Section 2.7.7.



Reducing environmental impacts from field to plate

2016-2017: designing the new road map

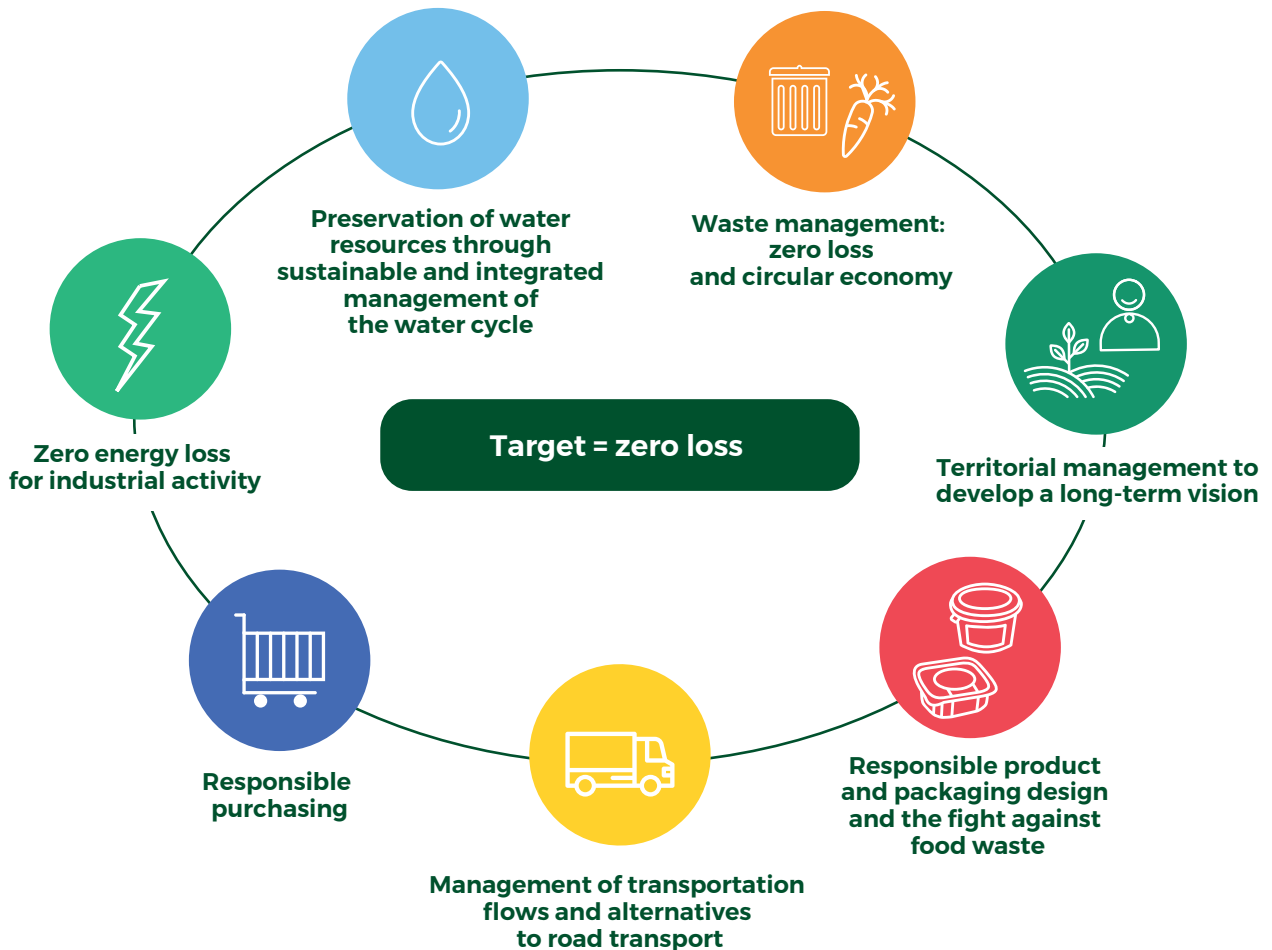
Reducing environmental impacts from field to plate: Bonduelle translated this macro-objective of its CSR policy into a new road map, centered around a target for 2025 and monitored using various indicators.

Armed with over ten years of experience, Bonduelle has transformed its environmental strategy from a silo structure to a usage-based approach. In 2016-2017, the group devised a circular approach based on seven challenges: controlling energy consumption; conserving water resources; optimizing

inputs and outputs and managing waste; responsible land management; designing sustainable products and packaging; managing transport flows and alternatives to road transportation; implementing the group’s responsible purchasing policy. Based on this circular approach, the road map is built around a single target by 2025: “zero loss”; in other words, no waste of natural resources in the short term and preserving the environmental value of host regions in the long term.

The road map was phased in during the second half of 2016-2017 with the support of environment and energy networks.

7 challenges for reducing environmental impacts:





2.4.2 Group policy and methods used – GRI Standard 103-2

For more than 15 years, Bonduelle has been able to count on the internal commitment of all its business activities and a process of ongoing improvement to rationalize the group's consumption and make recycling standard procedure in order to curb "losses".

The three policy areas are:

1. rationalizing consumption through moderation and reduction at source;
2. recycling and promoting a broad-based circular economy, manufacturing products while cutting back on the consumption and waste of raw materials and non-renewable energy sources, thereby helping to create and preserve local value;
3. making a lasting commitment by focusing on a long-term vision.



Technical meetings on environment and energy

In February 2017, the BALL business unit held a series of technical meetings on energy and the environment. The meetings were attended by the environment and energy representatives from each of its plants, several Plant Managers and group experts.

The aim of the two-days event was to conduct a review of the past three years and to map out BALL's future in terms of optimizing the consumption of natural resources. The program included various workshops on Bonduelle's CSR policy. Not only did this strengthen links between the different sites, it allowed them to share best practices and discuss key issues such as how to manage residual materials at production facilities.

2.4.3 The group's carbon footprint and energy transition – GRI standard 103-2

The Bonduelle Group's greenhouse gas emissions assessment: a key reference

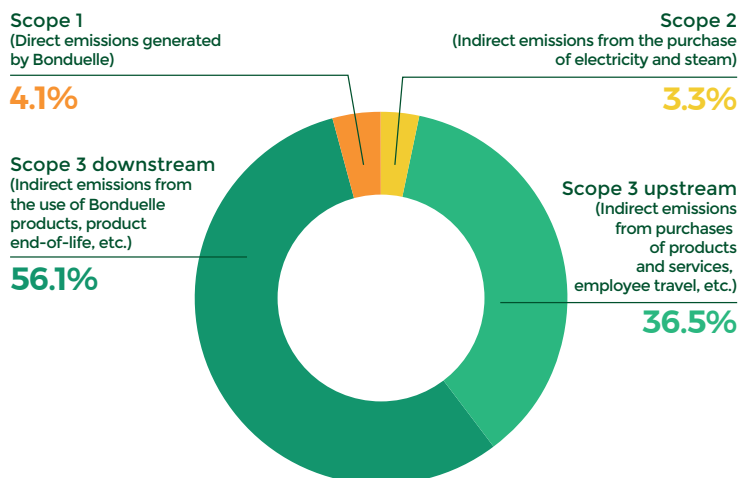
Since 2003, Bonduelle has been developing in-house expertise in assessing the carbon footprint of its business and products. In 2016-2017, the regulatory requirement for French companies to disclose significant items of direct and indirect greenhouse gas emissions generated by their business activities (Article 173-IV of the French Law on the Energy Transition for Green Growth of August 17, 2015, defined by the Decree of August 21, 2016 and amending Article L. 225-102-1 of the French Commercial Code) gave Bonduelle the opportunity to develop a comprehensive metering system and to organize annual reporting on its greenhouse gas (GHG) emissions with the support of external consultants. The greenhouse gas emissions assessment is based on the GHG Protocol. The majority of the emission factors are based on the ADEME carbon database.

Some 100 metering sites were set up over 6 months, covering the entire scope and operations of the Bonduelle Group.

Overall emissions total approximately 2,201,600 tCO₂e, equivalent to the average annual emissions of around 250,000 Europeans (ADEME - 8.8 tCO₂e/Western Europe/year).

The three biggest sources of emissions come under Scope 3, *i.e.*: transformation of sold products, use of sold products and products and purchased goods and services.

Breakdown of Bonduelle’s greenhouse gas emissions ⁽¹⁾



The goal for 2017-2018 is:

- to increase the accuracy of annual reporting on significant items;
- to identify actions with the business units where reductions of greenhouse gas emissions are quantifiable;
- to translate Bonduelle’s commitment to reduce greenhouse gas emissions internally and externally.

Bonduelle’s actions to facilitate an energy transition for green growth

Bonduelle has a proactive energy transition policy focused on three key areas:

1. replacing the dirtiest energy sources in terms of greenhouse gas emissions: heavy fuel oil has not been used in the Company since 2013-2014. In 2016-2017, the proportion of thermal energy from liquid fossil fuels (domestic fuel oil) was less than 1% of the group’s thermal energy mix (compared with 12% in 2010-2011);
2. alternative energy use: Bonduelle wants to achieve 20% of its energy mix from renewables by 2025, *i.e.* double the

amount in 2015-2016. In 2016-2017, alternative energy ⁽²⁾ represented 11.2% of Bonduelle’s energy mix;

3. co-development of the use of local alternative energies since 2011-2012:

- Estrées-Mons (France): 70% of the site’s steam requirements are covered by the biomass plant, which generates steam from biomass, saving close to 17,000 tonnes of CO₂ per year,
- Renescure (France): 94% of the green waste deposit methanized in the Flandres Énergie agricultural plant,
- Nagykőrös (Hungary), Békéscsaba (Hungary), Saint-Denis-sur-Richelieu (Canada, Quebec): 67.4% of the biogas produced from effluent in internal biogas plants is used in boilers.

In 2016-2017, two new contracts were signed to start delivering biomass in the summer of 2017:

- Estrées-Mons (France): Vol-V’s Vermandois biogas plant with a capacity of 18 GWh;
- Labenne (France): the Fonroche BioGasconha biogas plant, which uses agricultural products such as corn and agro-industrial and municipal by-products.

(1) Scope 3 upstream: purchased goods and services, capital goods, emissions related to fuel- and energy-related activities, upstream transportation and distribution, waste generated, business travel, employee commuting, upstream leased assets. The following non-material sub-items were excluded from the analysis since they represent less than 1% of the results of the carbon assessment carried out in 2012: volume of pesticides purchased, total volume of potassium fertilizer purchased.

Scope 3 downstream: downstream transportation and distribution, processing of sold products, use of sold products, end-of-life treatment of sold products, downstream leased assets, franchises, investments. The following sub-items were excluded from the analysis since they do not concern Bonduelle or were considered non-material: upstream leased assets, downstream leased assets, franchises, investments.

(2) Biogas, biomass and steam from biomass.



2.4.4 Zero energy loss for industrial activity – GRI Standard 103-2

Energy is essential for the production process. Electricity is used for the storage of frozen foods, the refrigeration of workshops, the production of compressed air, the production of chilled water, lighting and air conditioning. Thermal energy is used to generate steam and hot water. It is also used in heat recovery systems and to power handling equipment.

Management of energy consumption

Bonduelle is targeting “zero energy loss” by rationalizing consumption to minimize energy loss and eliminate waste.

Energy consumption at its agro-industrial sites is optimized by controlling consumption and sharing best practices, in parallel with technical enhancements. Applied to electricity, gas and steam consumption, this policy has yielded the following results:

Group CSR – GRI Standard 302-4	Total energy kWh of electricity per TMP	Electricity kWh of electricity per TMP	Thermal (fossil + renewable) kWh GCV per TMP
2016-2017 scope	876	340	516
2015-2016 scope	827	332	495
Change in N-1	+5.96%	+2.4%	+4.16%
Five-year change in ratios 2016-2017 versus 2011-2012	(3)%	(1)%	-(8)%
Annual reduction target	(5)%	(5)%	(5)%

Continuous improvements continued in 2016-2017. These focused on: network exchanges; continued efforts to obtain ISO 50001 certification for energy management; rollout of measurement and management tools; installation of heat recovery systems; optimization of lighting energy consumption (using LED lighting); introduction of systems to prevent energy waste (Start and Stop); the group’s involvement in mandatory European energy-saving mechanisms.

A major project was launched in 2016-2017 to develop tools to track the progress of the 2025 road map on energy management: a performance assessment grid, designed jointly by the network of energy experts and summarizing for all the sources of energy consumption and best practices to be implemented. This internal methodology has been tested at seven pilot sites representative of Bonduelle’s operations in 2016-2017.

Programs to roll out and prioritize projects and investments for each business unit will be developed in 2017-2018 in response to the 2025 road map.



Best practice in energy recovery

The Doué-La-Fontaine plant* (France) has found an innovative way to recover the heat generated from cooling cans. The coolant circulates in a cooling tower, which previously dispersed the heat into the air. The heat now recovered provides heating for the empty cans storage facility, and is used to heat cooking liquids and water for boilers and blanchers. The plant is continuing its plans to recover residual heat (approximately 45°C) to heat premises.

Exchange network

The energy experts from production facilities form a dynamic network that shares best practices on an ongoing basis. The sites share tools, resources and results and discuss issues that reduce consumption and energy costs: benchmark technologies, optimized investments, harmonized practices, projects and improvement plans, monitoring common indicators and energy costs.

* In partnership with the France Champignon cooperative.

ISO 50001 certification

In 2016–2017, Bonduelle's French plants in Genas, Saint-Mihiel, Rosporden and Saint-Benoist-sur-Vanne obtained ISO 50001 certification for the implementation of an energy management system aimed at continuous performance improvements. These sites join the German plants in Straelen and Reutlingen, and the following French production sites: Estrées-Mons conserve (canned), Estrées-Mons surgelé (frozen), Longué-Jumelles (La Tourte), and Renescure (France).

Circulation of measurement and steering tools

The real-time electronic management of energy consumption uniformly and accurately improves performance. Some sites already have the data acquisition software: Saint-Césaire (Canada), Novotitarovskaya (Russia), Estrées-Mons conserve (canned), Estrées-Mons surgelé (frozen), Bordères, Saint-Mihiel (France), Straelen (Germany).

The rollout of this system, which connects measuring devices on equipment connected to the IT network directly on meters or machines, is continuing on the group's sites and is part of the drive for ISO 50001 certification.

Start and Stop systems

Systems to prevent energy waste at the plants are inspired by the Start and Stop concept developed in the automobile sector. The idea is to move towards the "zero production = zero consumption" principle. The result of research conducted since 2013 by Bonduelle's Research and Development Department and pilot sites, these systems have now been approved and are operational. Currently being rolled out to the group's various plants, they are used to adjust consumption in the absence of products on the line.

Optimizing lighting

Conventional lighting systems are continuing to be replaced by energy-efficient LED systems. The Bordères site in France and the Tecumseh, Strathroy and Ingersoll plants in Canada joined the scheme this year.

Mandatory European energy saving mechanisms

Bonduelle is also 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 2016-2017 on energy efficient systems and technology, is equivalent to almost 260,600,000 kWh cumac ⁽¹⁾.

The ESCs break down as follows:

- 88% thermal energy saving (heat exchanger system, insulation);
- 12% saving on electricity consumption (variable speed control, regulators).

2.4.5 Preservation of water resources through sustainable and integrated management of the water cycle – GRI Standard 103-2

Sustainable water management

A major challenge in Bonduelle's materiality matrix, water is used in production facilities 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 relative proportion of these uses depends on the industrial activity in question, and differs at each site. On the upstream side, water used for crop irrigation is a key factor in industrial performance and the control of vegetable quality.

In 2014–2015, Bonduelle conducted extensive mapping of its water use at all stages of its agro-industrial process, covering its entire scope of consolidation.

This year, Bonduelle tested pilot operational water management systems in its plants, spanning both water supply and water losses in plants. These studies contributed to the environmental objective of "zero water loss," which applies equally to industrial water processes and efficient irrigation in the 2025 road map. A water management progress tool has been developed. A standard performance-tracking chart for all of the group's plants has been co-constructed by the Environment Expertise Network.

This internal methodology was tested on six pilot sites representative of Bonduelle's activity in 2016–2017.

Programs for the deployment and prioritization of projects and investments by business unit will be drafted in 2017–2018 in line with the 2025 road map.

(1) 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.



Pilot water management

In 2016-2017, the sites of Novotitarovskaya and Timashevsk (Russia) performed self-assessments of their water management and established their own action plans. A Steering Committee has been established. Water management will be carried out by means of a metering plan, the tracking of networks and the daily monitoring of consumption. The main initiatives taken will be to reduce water consumption ratios, to implement quality measures and to review equipment and technologies.

In Reutlingen (Germany), cooled wastewater is collected and used to cool process water used in the fresh salad production process. This good practice will be replicated in order to manage additional savings on a plant cooling system.

Total water consumption was 12,424,679 m³ in 2016-2017, of which 71.4% from borehole water, 24.6% water from urban distribution networks and 4% from surface water. It was 11.8 m³/TMP (tonne of manufactured product), an increase of 7.2% on the 2015-2016 ratio.

Group CSR	Water Ratio m ³ /TMP
2016-2017	11.8
2015-2016	11
Change in ratios in 2016-2017 versus 2015-2016	+7.2%
Change in ratios over five years 2016-2017 versus 2011-2012	(4.2)%
Annual reduction target	(3)%

Saint-Césaire (Canada): daily awareness-raising about water consumption

The Saint-Césaire plant regularly raises its employees' awareness about water consumption. Consumption figures are emailed daily, and are the subject of display campaigns on the plant performance communication board. Awareness-raising messages about water wastage are also screened in the cafeteria and sent to all staff during information meetings.

Treatment of water and management of treatment plants

In 2016-2017, industrial effluent contained an organic load of approximately 40,447 tonnes of Chemical Oxygen Demand (COD). 95% of this load was treated by Bonduelle (treatment plants and agricultural spreading), in the following structures:

- 23 independent ventilated biological treatment plants;
- 6 sites have a treatment stage using an anaerobic biological reactor (production of biogas);
- 13 sites use urban infrastructures for the full or finishing treatment of their effluent;
- 11 sites use an agricultural wastewater recycling system after physical or biological treatment.

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



2.4.6 Waste management: zero loss and circular economy – GRI Standard 103-2

To contribute to the achievement of the environmental objective of “zero loss” in 2025, Bonduelle aims to reduce agricultural losses, logistics waste and non-recoverable waste at source, to sort its waste and to feed non-recoverable waste into the local circular economy.

552,068 gross tonnes of vegetable or mushroom by-products (green waste) were produced in 2016-2017, *i.e.* a ratio of 524 kg green waste/TMP (tonne of manufactured product). 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.

The sorting and recovery of industrial waste is another priority for the group. Thanks to the efforts of all plants, the group’s overall performance in terms of energy recovery or recycling improved, with a rate of 88.5% compared with 82.7% in 2015-2016.



Tecumseh (Canada): recovery of industrial waste

The Tecumseh plant has implemented several good practices for sorting and collecting industrial waste: the recovery rate increased from 38% in 2015-2016 to 72% in 2016-2017.

Measures have been implemented on several positions producing waste. Damaged cans are now sorted and recycled, organic waste from plants is reused by a local farmer, recyclable waste is collected by the municipality, and wooden pallets are made available to local residents and passers-by to be processed and reused. Used batteries and fuel cells are also collected and sent for recycling. In the canteen, waste can now be placed in one of several bins depending on its category; food unfit for consumption is sent to a partner and reused as an energy source.



Rosporden (France) at the dawn of the circular economy

“As part of our sustainable development approach, we have demonstrated our determination to recover 100% of our industrial waste. Today, at Rosporden, nothing is wasted, everything is transformed! We are at the dawn of a circular economy and are continuing our search for ways to recycle and reduce waste at source,” said Véronique Deslandes, Quality Manager of the Rosporden site.

A neighboring computer-hardware sorting company takes used computer equipment from the Rosporden site to recycle it, and is given Bonduelle’s vegetable big bags for free to be used to store the electronic components. 75% of the site’s waste is used for animal feed or goes to composting or recycling processes. Waste wood is put to a number of uses, including being given to charities such as Emmaus to fuel boilers. The diversity of these initiatives attests to the heightened awareness of the plant’s employees, as they were the originators of the initiatives.

Special industrial waste represented 206 tonnes in 2016-2017, *i.e.* a ratio of 0.2 kg per tonne of manufactured product.



Saint-Césaire (Canada): towards “zero waste” in the laboratory

Located in the Saint-Césaire cannery, the laboratory carries out numerous partial and comprehensive product analyses, generating product and packaging waste.

The team sorts empty containers, which are then entrusted to a company specializing in the recycling of metal and vegetable waste which is used for composting. The volume of waste sent to landfills has accordingly been reduced by more than 53 tonnes of organic matter per year and by more than 105,000 empty cans of all sizes.

This initiative is part of a global approach that includes the “zero paper” operating of several quality processes and the recycling of paper. Thanks to efforts made to meet the goal of “zero waste”, the laboratory and its dozen employees now produce only a single bag of unrecovered waste per day.



Bonduelle is also committed to tackling food waste, which is a real problem. According to the UN Food and Agriculture Organization (FAO), 30% of global food production is thrown away without being consumed. Instead of destroying 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 3,603 tonnes in 2016-2017, covering Canada, the United States, France, Italy, Poland and Hungary, for canned, frozen, fresh cut salad and prepared products.

2.4.7 Territorial management to develop a long-term vision

Newly formalized in 2016-2017, the territorial management angle complements Bonduelle's operational environmental approach. It offers a different framework for steering four local environmental challenges - all of which are interdependent and require a long-term approach - around its sites:

- biodiversity and the adequacy of ecosystem services rendered;
- quality of available water resources;
- absence of disturbance and acceptance by local residents;
- adaptation to climate change and the energy transition.

The land management approach will allow each agro-industrial entity to construct an action plan geared towards preserving its local land value in a progressive way by 2025.

Preserving biodiversity on land used

Bonduelle's agri-food business is located on large areas of land and requires a significant level of availability of natural resources such as plants, water and energy. The Bonduelle biodiversity road map anticipates the creation of an action plan by 2025. The foundations laid in 2016-2017 will support three pillars:

- acquire knowledge and call on recognized circles of expertise to identify the specific challenges facing Bonduelle. In 2016-2017, Bonduelle joined OREE, a multi-stakeholder association devoted to integrated environmental management at the territorial level;
- raise awareness among production facilities about new regulatory constraints and local biodiversity issues. In 2016-2017, Bonduelle created an indicator relating to awareness of "local conditions" and set itself three years of observation to make it operational. For the first year, in 2016-2017, six out of 39 sites identified remarkable areas on the land they occupy;

- design appropriate management tools allowing Bonduelle to identify good practices and weaknesses, lay down structural improvement plans and quantify progress. In 2016-2017, Bonduelle drafted specifications for a pilot study designed to define challenges and perform methodological tests. Implementation on a pilot basis is planned for 2017-2018.

Monitoring of local acceptance

In 2016-2017, a new indicator known as the "complaint index" was implemented in plants to monitor the degree of local acceptance. It takes into account the frequency and nature of complaints. The group has set itself three years of observation to make it operational.



Animal mowers at Saint-Benoist-sur-Vanne (France)

Bonduelle's Saint-Benoist-sur-Vanne site is located on a ground with a steep hill and a precipitous slope. It proved difficult to maintain the grass until the site came up with an original and ecological solution in the form of a flock of 20 sheep. The grounds staff and the shepherd monitor the good health of the animals and adjust their number depending on the season so that they always have enough to eat. This initiative removes the need for energy-intensive equipment, illustrating an innovative synergy between environmental and local issues.

2.4.8 Responsible product and packaging design and the fight against food waste – GRI Standard 103-2

Packaging has to have many attributes:

- to protect products prior to purchase, prolonging their shelf life and preventing damage;
- to minimize the environmental impact by being recyclable and smaller and thinner;
- 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.

2016-2017: a new approach

To contribute to the achievement of the environmental objective of “zero loss” by 2025, Bonduelle's marketing teams are exploring leverage from actions such as adjusting packaging to match national sorting systems or managing product ranges based on the evaluation of their eco-responsibility. Improvement plans will be drafted within three years.

Packaging optimization

The prevention of waste generated by packaging products for sale is a regulatory requirement: the reduction at source of packaging materials used is therefore an integral part of the group's approach to designing, optimizing and upgrading its packaging.

In 2016-2017, Bonduelle continued work on its program to optimize the wall thickness of canned product packaging, an area it has been working on for several years. The program has reduced at source the quantities of raw materials (steel or aluminum), 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. It is steered by the plants and suppliers with coordination by the packing unit of the BELL business unit.

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

In 2016-2017, 48% of the total packaging used by Bonduelle was made from recycled materials.



Fight against food waste

In addition to its internal “zero-loss” approach in plants (see 2.4.6 Waste management: zero loss and circular economy), Bonduelle promotes the fight against food waste among consumers. The group offers different kinds of packaging (shelf life, portion size) and specifies the size of the portion so that consumers can make appropriate choices depending on their type of household and consumption. In addition, Bonduelle’s websites and social networks provide practical information such as help understanding use-by dates.



“Des légumes qui envoient” (vegetables that hit the spot!): raising the awareness of chefs in kitchens

In 2016-2017, Bonduelle Food Service, the Bonduelle Group’s food service brand, created an unprecedented campaign under the slogan “Des légumes qui envoient !” (vegetables that hit the spot!), designed in collaboration with chefs and for chefs. The challenges are to reduce waste, promote the use of vegetables and win over the commercial food service sector, which still tends to confine its use of vegetables to garnishes.

Bonduelle observed the use of vegetables in the kitchens of 150 restaurateurs in France, Benelux, Germany, Italy, Spain, Portugal and Poland. The entire range was then redesigned in the form of a creative color chart around the “seven roles for vegetables”. A practical and inspiring site for chefs, “ça dépote en cuisine” (Pouring out of the kitchen) was launched in November in France and will be rolled out in the rest of Europe in 2018. In organized encounters, chefs were able to test recipes and share their experiences so as to break down the roles and traditional ways in which vegetables are used. Lastly, events at the Paris Culinary Institute and the International Hotel, Catering and Food Trade Exhibition (SIRHA) helped change the perception of vegetables among professionals and the general public.

The Louis Bonduelle Foundation also acts to raise awareness of the fight against food waste (see 2.5.7 Louis Bonduelle Foundation). It supports the *Ateliers du bon goût* (Good taste workshops) run by French association Freegan Pony, which introduces Aubervilliers junior high school students to recipes for cooking damaged or “ugly” vegetables.

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.

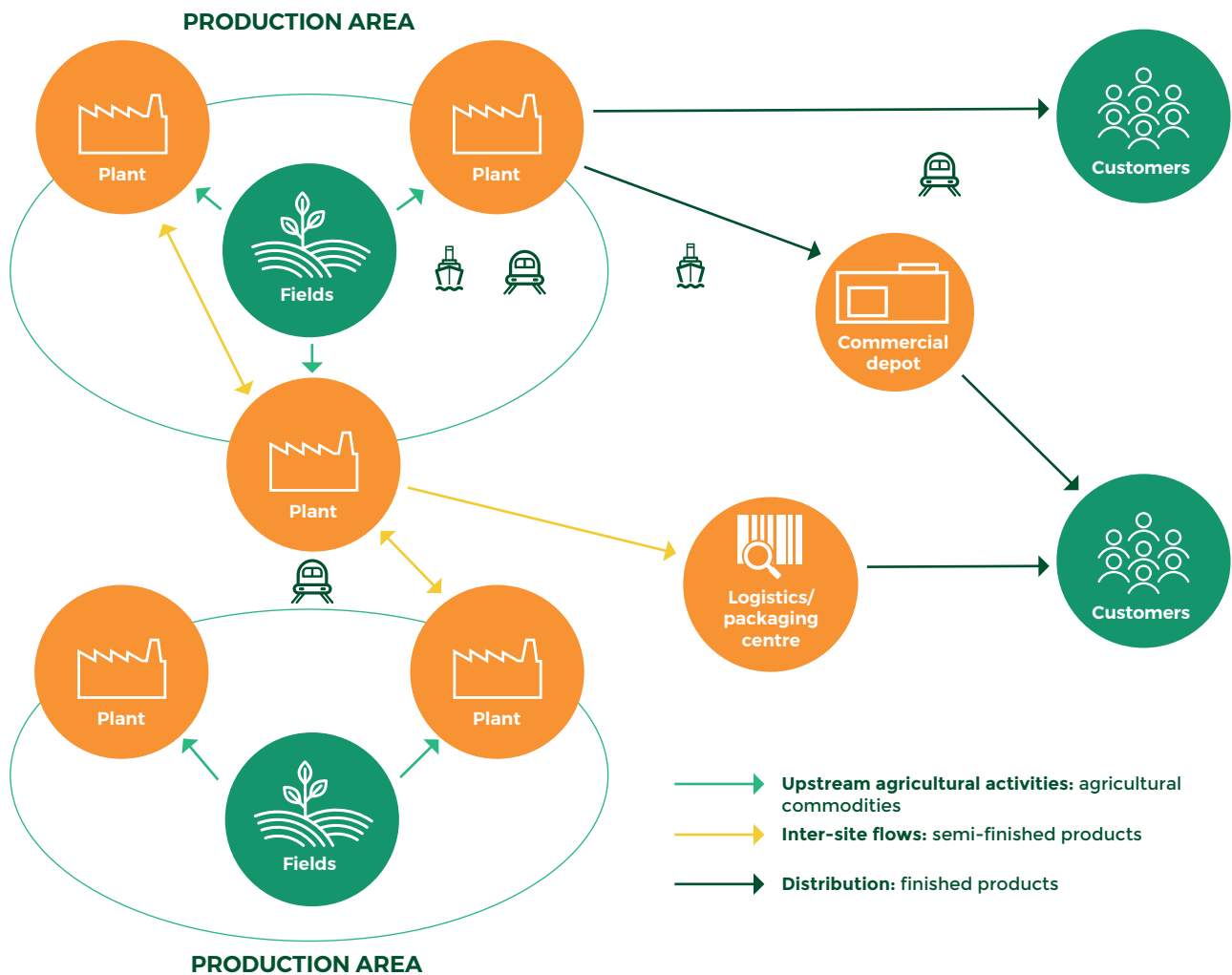
The guide is based on ten basic principles:

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 vegetables and other ingredients;
5. reduce environmental impacts, ensure socially responsible management and guarantee food safety during production;
6. devise nutritious recipes for 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.

2.4.9 Management of transportation flows and alternatives to road transport

The Bonduelle Group's transportation flows fall into three categories: upstream agricultural, inter-site and transportation of finished products to distributors.

Product transportation flows and alternatives to road haulage:



To implement 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.

To contribute to the achievement of the environmental objective of “zero loss” in 2025, Bonduelle has set itself the goal of maximizing the use of alternative means of transportation or solutions that emit less CO₂. This approach is a continuation of the strategy for the exhaustive identification of CO₂ emissions already in place.



For several years, the group has been 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 retailers. In 2016-2017, Bonduelle focused on continuing these actions and strengthening its management. Kilometers traveled and tonnes transported are now monitored automatically. Transported tonnage data, which were previously based on estimates, are now recorded as actuals. The reporting scope of transportation data was extended to the BEAM business unit and the "Long-distance Export" activity.

The group calculates CO₂ emissions from transportation using the guidelines produced by the *Agence de l'environnement et de la maîtrise de l'énergie* (ADEME, France) in Europe. The BALL business unit is excluded from the reporting scope for this indicator this year. Nevertheless, CO₂ emissions from transportation were estimated for the BALL scope for 2016-2017 as part of the greenhouse gas emissions assessment. This showed that nearly 2,540,000 tonnes of products were transported and approximately 164,000 tonnes of CO₂ were consequently emitted for this entity. The validation of the specific reference system designed by the BALL business unit in Americas will be completed in 2017-2018. It will then join the reporting scope of the transportation-related carbon footprint.

Various initiatives were pursued within the group's business units in 2016-2017:

- **Combined rail-road transportation** avoided the emission of 8,215 tonnes of CO₂ in 2016-2017, compared with the exclusive use of road haulage. This means of transportation has been promoted on several flows with the Nord-Picardie basin (France), Hungary, Italy, Spain and packaging returns. The creation of a logistics platform in Almaty (Kazakhstan) has allowed the generalization of rail flows from our Russian plants, and Bonduelle has optimized transportation in Russia;
- **Natural gas, a way to reduce our environmental footprint:** in liaison with its transportation partners in South-West France - Transports P. Mendy - Bonduelle favors NGVs (natural gas vehicles) using natural gas in liquefied or compressed form. This option generates CO₂ emission savings of almost 15% compared with traditional fuels. Another advantage is the sharp fall in nitrogen oxide emissions (-50%) and fine particles (-80%);
- Lastly, Bonduelle has continued its research into the feasibility of river transportation, which may prove especially appropriate with the opening of the proposed Seine-North Europe Canal within a decade.

2.4.10 Responsible purchasing - GRI Standard 103-2, 408-1, 409-1

In 2016-2017, Bonduelle redefined its vision of responsible purchasing: to adopt recognized purchasing model guidelines, inspired by nature's cycles and creating shared value for the Bonduelle ecosystem.

With this new perspective, the group has maintained its responsible purchasing and supplier awareness policy, while continuing to focus on food safety and quality, as well as factoring in environmental and social criteria.

Engaging fruit and vegetable suppliers and manufacturers of finished products

Bonduelle sources the majority of its fruit and vegetables from its farmer partners (see Section 2.3 Caring for the land with our farmer partners). Independent and cooperative producers account for 88% of the land under cultivation. In 1996, the group established an agronomy sourcing charter to guarantee product quality, compliance with the cultivation requirements of each vegetable type, food safety and effective risk management. Fully 96% of the group's producers have signed up to the charter. Bonduelle plans to develop the CSR section of its agronomy sourcing charter in the near future. *GRI Standard 308-1*

Although the group's policy is to source supplies as close as possible to the end consumer, some types of produce may have to be grown in countries further afield, particularly in Africa. Where this is the case, Bonduelle chooses reputable, quality-certified partners who work with small producers on a long-term basis. This guarantees an additional revenue stream for producers, many of whom grow subsistence crops. It also ensures that the necessary crop treatments are kept to a minimum and are properly managed. These partnerships offer Bonduelle the assurance that it effectively contributes to local economic development. For example, one of its partners offers its small producers micro-credit solutions to finance their leasing and labor costs, as well as health care for plant employees. 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.

For fruit and vegetables purchased from other producers or brokers, which account for 5% of the land under cultivation, Bonduelle has a simplified sourcing charter. Backed up by audits, it focuses on product safety, financial risks, technical constraints and the risk of fraud. Suppliers may also be audited to check their performance and adherence to their product quality commitments. Bonduelle also implements specific

Reducing environmental impacts from field to plate

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.

Engaging, evaluating and supporting suppliers in other categories (ingredients, packaging, finished products, energy, industrial purchasing and service provision, etc.) – GRI Standard 412-3, 407-1

In an effort to boost awareness and support, the group used an internal questionnaire to assess the maturity of the CSR policies of a sample of suppliers. In 2016-2017, Bonduelle appointed a leading external provider to evaluate its suppliers' CSR performance. The aim was to verify compliance with the group's CSR strategy and to identify opportunities for innovation and partnerships.

Bonduelle chose the CSR analyst EcoVadis to set up an online CSR questionnaire and conduct an expert analysis using a CSR scorecard and benchmarking and improvement tools for CSR practices.

The methodology is based on international CSR standards, including the GRI (Global Reporting Initiative), United Nations Global Compact, and ISO 26000. The evaluation is performed using 21 key CSR indicators covering four different areas:

- environment: energy consumption, water, biodiversity, pollution, materials and waste, emissions, greenhouse gases, product use and end of life, consumer health and safety;
- social: health and safety, working conditions, labor relations, career management, forced and child labor, freedom of association, non-discrimination, fundamental human rights;

- ethics: anti-corruption, anti-competitive practices, fair trade;
- purchasing: environment, working conditions and human rights.

Suppliers are also asked about any environmental and social disputes in which they have been involved and which received media coverage.

Using this recognized collaborative platform will ensure consistency and transparency in the environmental and social monitoring of supplier commitment. It will also provide suppliers with a means of showcasing their CSR practices to Bonduelle and to their other customers.

In early 2017, an initial group of 40 suppliers was consulted in a bid to define in 2017-2018 the relevant criteria for choosing suppliers to undergo evaluation. *GRI Standard 308-1*

In 2017-2018, Bonduelle will produce a CSR risk map to determine the rollout of the evaluation process. It will also continue to build CSR criteria into its purchasing policy.

Animal welfare

Since 2015, Bonduelle's ready-to-eat fresh salads sold in France have been made using free-run poultry reared in humane, environmentally-responsible conditions on a diet free from animal meal or growth hormones.

Although eggs and egg products represent a tiny percentage of the ingredients purchased by Bonduelle in Europe (3.6%), the Company has launched a survey and is in regular talks with its suppliers. For its suppliers, this transition represents a significant challenge which will require time and investment. Bonduelle will gradually increase its sourcing of alternative eggs. By 2025, it hopes that the vast majority of its products offered to European customers will contain eggs and egg products that are certified as "cage-free".





Encouraging people to eat healthily and sustainably, and increasing affordability

2.5 Encouraging people to eat healthily and sustainably, and increasing affordability

2.5.1 Challenges, objectives and assessment – GRI Standard 102-9

Ensure maximum food safety and product traceability, enhance the nutritional properties of vegetables, and listen to consumers so that the Company can innovate and meet their expectations: the Bonduelle Group seeks on a daily basis to promote safe, healthy and sustainable vegetable-based food consumption.

Quality/purchasing challenges	Objectives 2017	Results 2016-2017
<ul style="list-style-type: none"> • Give everyone access to safe, nutritious and sufficient food and ensure the food safety of consumers (SDG 2) • Ensure respect for standards of behavior and ethics 	<p>QUALITY</p> <p>Ensure maximum product quality and safety</p> <ul style="list-style-type: none"> • Target quality process certification for 100% of sites • Reduce the complaints rate 	<ul style="list-style-type: none"> • 97% of Bonduelle production sites have at least one certification • 43,900 food safety tests on canned goods, 19,985 on frozen and fresh or prepared produce • Of our industrial partners supplying finished products, 15 in the Americas (18%) and 32 for the rest of the group (19%) were audited for their performance and delivery on product quality commitments

The results of all indicators, in figures, are provided in Section 2.7.7.



Encouraging people to eat healthily and sustainably, and increasing affordability

2.5.2 Group policy and methods used – GRI Standard 103-2

Bonduelle wants healthy and sustainable eating to be enjoyable. It wants to pique people's interest in their food, by telling them more about the products on their plate, and through new ideas, and to constantly encourage people to enjoy tasting and sharing good food. So that everyone has access to healthy and sustainable food, the Company is committed to implementing a comprehensive policy built around the affordability, convenience, diversity and quantity of its products.

2016-2017 – Designing a new road map

To promote a healthy, safe and sustainable way of eating, Bonduelle is pursuing its product quality and traceability policy. In 2016-2017 it came up with two new themes:

- 1. Food for good :** Bonduelle is keen to promote vegetables as being tasty and enjoyable, forging links with today's consumers as well as those of tomorrow, who are increasingly in touch and informed about environmental challenges, and building consumer confidence when it comes to the origin and naturalness of its products. *GRI Standard 417-1*
- 2. Familiarizing children with vegetables:** The Bonduelle Group wants to engage with young consumers and foster a better understanding of vegetables and vegetable products through local campaigns or actions, in the hope that children will enjoy eating them*.

The new road map will be unveiled and rolled out in 2017-2018.

* *It is no secret that, together with fish, vegetables are the least favorite food category among children. It is also widely accepted that a low intake of fruit and vegetables is a factor in early mortality (Binh Nguyen et al., Int J Behav Nutr Phys Act. 2016; 13: 9.). Having an understanding of food comes from learning about it at an early age. Studies show that the sooner children are exposed to a wide variety of foods; the more likely they are to enjoy a variety of foods in adulthood. Studies also show that it is possible to boost the enjoyment and consumption of vegetables through a process of familiarization, for example by presenting new vegetables in multiple ways, developing an understanding of the plant, and taking part in cookery workshops (Sensitive periods and factors in the early formation of food preferences, S. Issanchou, S. Nicklaus, ebook.ecog-obesity.eu).*





2.5.3 Quality and traceability – GRI Standard 417-1

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 tailored to its specific technological needs (canned, frozen or fresh food, etc.) as well as the (regulatory) context 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 controls on the production lines;
- final checks on products before shipping.

In 2016-2017, of our industrial partners supplying finished products, 15 in the BALL business unit (18%) and 32 for the rest of the group (19%) were audited for their performance and delivery on product quality commitments; 564 tests on phytosanitary waste and trace metal elements (TME) were conducted by an independent laboratory, 98% of which were compliant.

As part of the continued monitoring plan, 43,900 food safety tests were carried out on canned goods and 19,985 tests on frozen, fresh or prepared products in 2016-2017.

The quality plans of production facilities are accompanied by a policy of investing in and upgrading industrial facilities, certification processes and analysis of the risks of fraud and malfeasance. 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 this certification, it also complies with other standards (IFS, BRC) specific to the industry, its operating regions or requested by clients.

GRI Standard 416-1

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

- 11 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);

- 24 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): a 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).

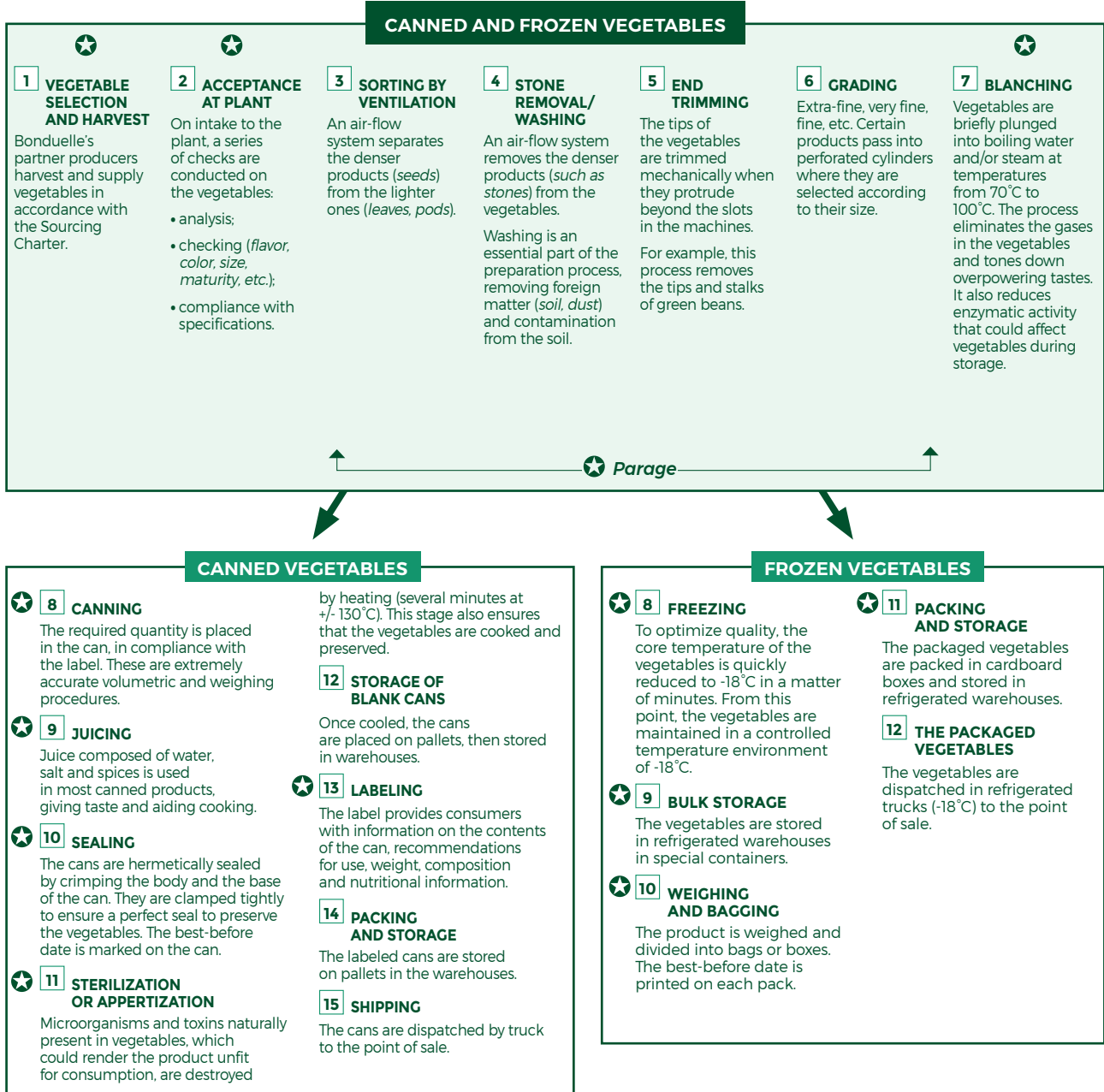
Finally, other certificates covering specific areas have also been awarded and are audited by accredited external bodies. In 2016-2017, in response to customer demand, 14 Bonduelle sites had “organic” certification.

Encouraging people to eat healthily and sustainably, and increasing affordability

MANUFACTURING PROCESSES

Dozens of quality control inspections are carried out from harvest to storage of the products, including on 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.



★ *Contrôles qualité*





Encouraging people to eat healthily and sustainably, and increasing affordability

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.

READY-TO-USE 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.

READY-TO-EAT FRESH 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.

Encouraging people to eat healthily and sustainably, and increasing affordability

2.5.4 Nutritional quality

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

1. 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”;
2. 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;
3. recipe compliance: between 2009 and 2016, 257 recipes that did not meet the nutritional criteria were revised by the business units;
4. 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”. *GRI Standard 417-1*

“Visa Santé” was launched by General Management and, in addition to the Nutrition Department, now involves engineers in the Quality, Innovation and Development and Marketing Departments of the various business units.

100% of Bonduelle branded products are evaluated by “Visa Santé”. *GRI Standard 416-1*

2.5.5 Innovation for society

Bonduelle is keen to reflect macro-trends and meet environmental and societal challenges through innovation, whether this is demand for natural products, vegetarianism, new modes of distribution and consumption or food waste, etc.



Smart Salad Bar: a brand new range

In 2017, Bonduelle Food Service launched a range of mixed ready-to-eat salads called “Smart Salad Bar”. Ready to serve or use as a base, the new range addresses the current demand for healthy salads that do not have to include meat. It also reduces the food waste generated by chopping vegetables.



Growth of the organic sector

Bonduelle is expanding its range of organic products in response to growing consumer demand. In North America, for example, the BALL business unit is developing a brand new range of certified vegetables, including peas, beans, sweet corn, carrots, broccoli and cauliflower. The group is Quebec’s leading organic food supplier. In late 2016, two new products were added to the organic range in Germany: chickpeas and red kidney beans.

However, Bonduelle is still essentially focused on local products (*i.e.* products in their country of distribution) that are natural in the sense that they come from agro-ecology, which balances mass production with protection of ecosystems.



Innovation in plant proteins

The plant protein movement is being driven by the nutritional challenges that the world will face in 2050, when there will be 9 billion people to feed. This will require food security to be reconciled with preventing climate change and protecting ecosystems. Bonduelle is keen to develop new products, processes and services around plant protein by fostering open innovation through accompanying and supporting start-ups. In partnership with Village by CA Nord de France, Bonduelle provided 23,000 euros in funding for the international call for applications on the theme of "innovating to increase human consumption of plant-based proteins". The 11 shortlisted candidates from France, Belgium, Italy, Switzerland and the UK presented their start-ups at the fifth Innovation in Food, Nutrition and Health event. The panel of judges, which included Bonduelle, picked four winners to join a business incubator to fast-track their project development. The winners were the 100% plant-based energy drink from On Breakfast, the 100% natural vegan snack from Funky Veggie, the plant protein food app from Mister Food Bot, and vegetarian sushi from Mosaic Sushi. The start-ups will receive support from Bonduelle to develop their offerings and will benefit from its expertise, particularly in product composition and stability. The group will also offer them the opportunity to test or even market their products through the group's distribution channels. In the same vein, a new call for projects was launched among students in the second half of 2017. In spring 2017, Bonduelle launched a new range of mixed vegetables with added plant protein entitled "Veg•e", under its Arctic Gardens brand.

2.5.6 Consumer information and satisfaction

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

All Bonduelle products are labeled with the statutory information required under current European legislation (INCO). Bonduelle is also transparent, reliable and consistent in how it shares information with consumers. This objective and trustworthy information about the group's products, processes, regulations and commitments is taken from NutriGO, the dedicated platform shared by all marketing, sales, communication, quality and research and development teams throughout the Bonduelle Group.

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.

Bonduelle is a partner of AllergoBox, a free web portal dedicated to food allergies and intolerances. In conjunction with the world of medicine and agri-food industry brands, AllergoBox provides consumers with information so that they can find out which products and recipes are most suitable for them. The group publishes this specific data for Bonduelle and Cassegrain products sold in France on the website <https://www.allergobox.com/actualites/bonduelle-reference-plus-de-250-produits-allergobox>.

Furthermore, as a result of its expertise and with the support of the research and development teams, the Bonduelle food service activity has embarked upon an initiative to provide help and advice to specialist establishments in order to meet the special dietary needs of seniors with praxis disorders, particularly those suffering from Alzheimer's disease.

2.5.7 The Louis Bonduelle Foundation – GRI Standard 103-2

In October 2004, the group set up the Louis Bonduelle Foundation which works to bring about a lasting change in eating habits. It is now active in France, Italy, Belgium, the Netherlands, Canada, Spain and, as of this year, Russia. Its work focuses on its three operational areas, which are all interconnected: educating consumers, boosting scientific knowledge and encouraging its practical application.

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

- three independent experts: Marie-Laure Frelut – pediatrician, Béatrice de Reynal – nutritionist and Abdelkrim Saïfi – Chairman of the Board of the French Heart and Arteries Foundation;
- five representatives of the group: Christophe Bonduelle – Chairman of the Louis Bonduelle Foundation and Chairman of the Bonduelle Group, Jean-Bernard Bonduelle – Member of the Bonduelle SAS Board of Directors, Christophe Château Group CSR, Communications and Corporate Marketing Director, Laurence Depezay – Head of Scientific Relations and Communications and Gianfranco D'Amico – Head of Bonduelle Italy.

Encouraging people to eat healthily and sustainably, and increasing affordability

Highlights 2016-2017

- "Food crops: changes and outlook": the tenth edition of the Louis Bonduelle Foundation's "Encounters" event took place in Montreal, Quebec. Presentations by four researchers from the fields of archeology, sociology and nutrition investigated the reasons behind our changing eating habits.
- In line with the Foundation's Encounters theme, a scientific paper was written and circulated, entitled: "issuing nutrition recommendations: food models and culture". By analyzing the relationship between nutrition and culture, light is shed on the relationship between the issuing and effectiveness of food recommendations.
- At the end of the event, the Louis Bonduelle Research Prize was awarded to Jacynthe Lafrenière, a young researcher from *Université Laval*, Quebec (Canada): the tool she is developing will help researchers and clinicians to classify individuals according to the quality of their nutrition and how closely they follow nutritional guidelines.
- In order to improve knowledge about eating habits, the Foundation has put together and is spearheading the EPICALIM research project, in partnership with Epicurium, the museum in Avignon devoted to fruit and vegetables: "evaluation and impact of on-the-ground initiatives to raise children's awareness of vegetables and their eating habits".
- For its Russia launch, the Louis Bonduelle Foundation worked to translate, publish and optimize a local version of the Foundation's website for its launch. Initiatives to promote a healthy balanced food intake began in 2017, and the Foundation aims to spread the healthy eating message, supported by cartoons, to 250,000 school children between April 2017 and May 2018.
- In partnership with the European Childhood Obesity Group, the Louis Bonduelle Foundation financed and took part in producing a free multilingual e-book for childhood obesity practitioners and researchers (available at <http://ebook.ecog-obesity.eu/>).
- The Louis Bonduelle Foundation has been a member of the Chaire Anca laboratory since 2016, which makes innovative educational digital tools to raise awareness about nutrition. In 2016, the laboratory released a video to raise awareness about sources of vegetable protein.

Projects supported in 2016-2017 - GRI Standard 413-1

Every year, 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 191 projects.

20 new projects were selected following a call for projects in July 2016 to promote vegetables to children and teenagers:

- *HAAPSALU FRANCOPHILE ASSOCIATION* - "The importance of vegetables in children's daily lives" - Haapsalu and Tallinn, Estonia

This project raises awareness among children and their families of the different ways of eating vegetables and their role in the daily food intake.

- *LA MAISONNETTE DES PARENTS* - "An allotment for all" - Montreal, Canada

This project creates allotments on school and institutional land and raises awareness about eating vegetables, from the garden to the kitchen.

- *AIDE POUR LE DÉVELOPPEMENT DURABLE (SUSTAINABILITY ASSISTANCE)* - "Focus on Vegetables" - Vinaninkarena, Madagascar

By serving balanced school meals made using local vegetables and by providing information about nutrition and cooking, this project aims to increase the popularity of vegetables for pupils and their parents.

- *LA Busette Social Center* - "Funny vegetables: Making vegetables fun" - Lille, France

Because cooking is a way for families to spend quality time together, this project gives children the chance to find out how much fun they can have cooking with vegetables.

- *UNION RÉGIONALE DES CENTRES PERMANENTS D'INITIATIVES POUR L'ENVIRONNEMENT CENTRE-VAL DE LOIRE* - "Picnic time is a time to get involved!" - Val de Loire branch, France

These educational picnics focus on the way children perceive and eat vegetables, also making them aware of food waste and how to avoid it.

- *MAISON DE A NATURE ET DE L'ENVIRONNEMENT RÉSEAU D'ÉDUCATION À LA NATURE ET A L'ENVIRONNEMENT DU GARD* - "I grow my own vegetables and I love it!" - Alès, France

150 children take part in workshops on growing, tasting and reclaiming seasonal vegetables and produce a magazine about their activities.





Encouraging people to eat healthily and sustainably, and increasing affordability

- *CENTRED'INITIATIVES LOCALES POUR LE DÉVELOPPEMENT DE L'EMPLOI ET DES ACTIVITÉS (CILDEA)*: "What is it: a fruit, a root, a grain...?" - Loire, France

600 primary and high school children discover how important their food choices are, through cooking and gardening workshops and other activities. They learn more about how they perceive vegetables and the interaction between vegetables and the environment.

- *SYNDICAT MIXTE OUVERT (SYMO) CUISINE DES CÉSARS* - "Know your fruits and vegetables, like them to eat them" - Nevers, France

Pupils prepare and eat vegetables and receive guidance from a dietitian on how to achieve a balanced food intake.

- *ÉCO-CITOYENNETÉS*: "Reclaiming vegetables for the good of our health and our planet" - Haute Vallée de l'Aude, France

For the second consecutive year, these vegetable growing, cooking and eating activities have helped teenagers change their eating habits.

- *CRAQUE-BITUME*: "Sowing seeds with the little ones!" - Quebec (Canada)

160 children aged two to five learn about the diverse range of vegetables, through food and gardening.

- *ASSOCIATION ARPICULTURE*: "Our vegetable patch, the heart of the school" - Hautes-Pyrénées, France

600 children aged six to 11 in 10 schools benefit from a vegetable patch and activities led by 10 agro-ecology specialists.

- *FREGAN PONY* - "Good taste workshops" - Pantin, Aubervilliers, Paris, France

The project raises awareness among high school students of the infinite possibilities of vegetable recipes. The students taste and try out new recipes made using unsightly or damaged vegetables.

- *MAISON DE QUARTIER DE ROSENDAËL CENTRE* - "The little chefs" - Dunkerque, France

Children are taught to recognize and remember all kinds of vegetables, as well as how to prepare them, raw or cooked.

- *CITÉ NATURE* - "BiteShow, Fruit, vegetables and me" - Arras, France

In spring 2017, this temporary exhibition encouraged children aged three to 12 to follow the path taken by vegetables: from the vegetable garden to health, via conservation, gastronomy and sustainability.

- *EDULIA L'ASSO* - "Growing Vegetables" - Pyrénées Orientales, France

Vegetables contain nutrients, as well as history, geography, botany, perceptions and agriculture: the project uses this cultural knowledge to encourage the interest of primary and high school children.

- *ŒUVRES DE DON BOSCO* - "School gardens and improving the nutrition of disadvantaged and vulnerable young people" - Bakanja town, Democratic Republic of the Congo.

The project helps children with their vegetable gardening endeavors, introducing them to new vegetables, and giving them extra nutritional support.

- *ARO VELONA* - "Nutritional education, an integral part of learning at the Tsara Fianatra center" - Ambotofinandrahana, Madagascar

By growing vegetables and providing nutritional education, this project has helped over 200 children suffering from hunger and malnutrition.

- *CYBUS IN FABULA* - "Ente Sacra Famiglia" - Italy

This campaign is led by teenagers who encourage children to adopt healthy eating habits, by writing fairy tales and setting up a website.

- *AMITIÉS CITÉ* - "Cooking and gardening!" - Toulon, France

Vegetable-themed cooking workshops and gardening enable the association's 30 children to look after their plants.

- *ASSOCIATION SOLIDARITÉ POUR LA VIE* - "From the school garden to the school canteen at the rural state primary school of Kayalé in Togo" - Kayalé, Togo

This project aims to improve the knowledge of 200 rural children aged six to 13 regarding the diversity, benefits, production and preparation of vegetables and to improve the meals served in the school canteen.

Ensuring the “well-living” of employees and local communities

2.6 Ensuring the “well-living” of employees and local communities

2.6.1 Challenges, objectives and assessment – GRI standard 103

One of the Bonduelle Group’s five CSR objectives for 2025 (see 2.1.2 A pioneering approach) is to ensure that employees and communities live well. This ambition takes the form of a simple, long-term macro-objective that can be communicated and monitored each quarter by the group’s Executive Committee: “strive for zero workplace accidents, promote employee

commitment and increase the involvement of its production facilities in local communities by encouraging each site to become involved in at least one societal initiative.” “Well-living” is defined as follows: “A state of mind characterized by balancing employees’ skills, needs and aspirations with the requirements and possibilities of the work environment”. It is therefore about ensuring that employees are able to flourish, and contributing to the “well-living” of the communities around its sites. These ambitions reflect the core values held by the Company since it was established: people-minded, integrity, confidence, excellence, fairness, openness and simplicity.

Human resources challenges	Objectives 2017	Five-year review (base 2011-2012)
<ul style="list-style-type: none"> Adhere to international labor commitments and ensure the health and safety of employees (SDG 8) Develop potential Promote diversity Respect ethics 	<p>Ensure safety at work</p> <ul style="list-style-type: none"> Aim for a workplace accident frequency rate of 0 by 2025 Promote personnel training and development 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 Distribute the ethics charter to all employees Disseminate the Corporate Social Responsibility principles among management and embed them in the group’s corporate culture 	<ul style="list-style-type: none"> Reduction in the work-related accident frequency rate from 18.76 in 2011-2012 to 6.19 in 2016-2017 Disseminate the group’s management model, ManageGo! to all Managers, and ensure that they take ownership of it On average, 80% of employees have had a career evaluation and development interview each year Increased motivation of personnel to all become involved in the initiative, thanks to the launch of the “#Demain chez Bonduelle!” (Bonduelle future) program
Societal challenges	Objectives 2017	5-year review (base 2011-2012)
<ul style="list-style-type: none"> Promote shared and sustainable economic growth (SDG 8) and develop local economic relations and employment Make products accessible 	<p>Implement one societal project at every site and in countries where Bonduelle is established</p> <ul style="list-style-type: none"> Engage with stakeholders in all countries where Bonduelle is established Undertake a group societal development project 	<ul style="list-style-type: none"> Bonduelle sites are involved in projects with their local communities; 47% of sites began or renewed at least one initiative in 2016-2017 Development of the Aponh project in Cameroon

The results of all indicators, in figures, are provided in Section 2.7.7.



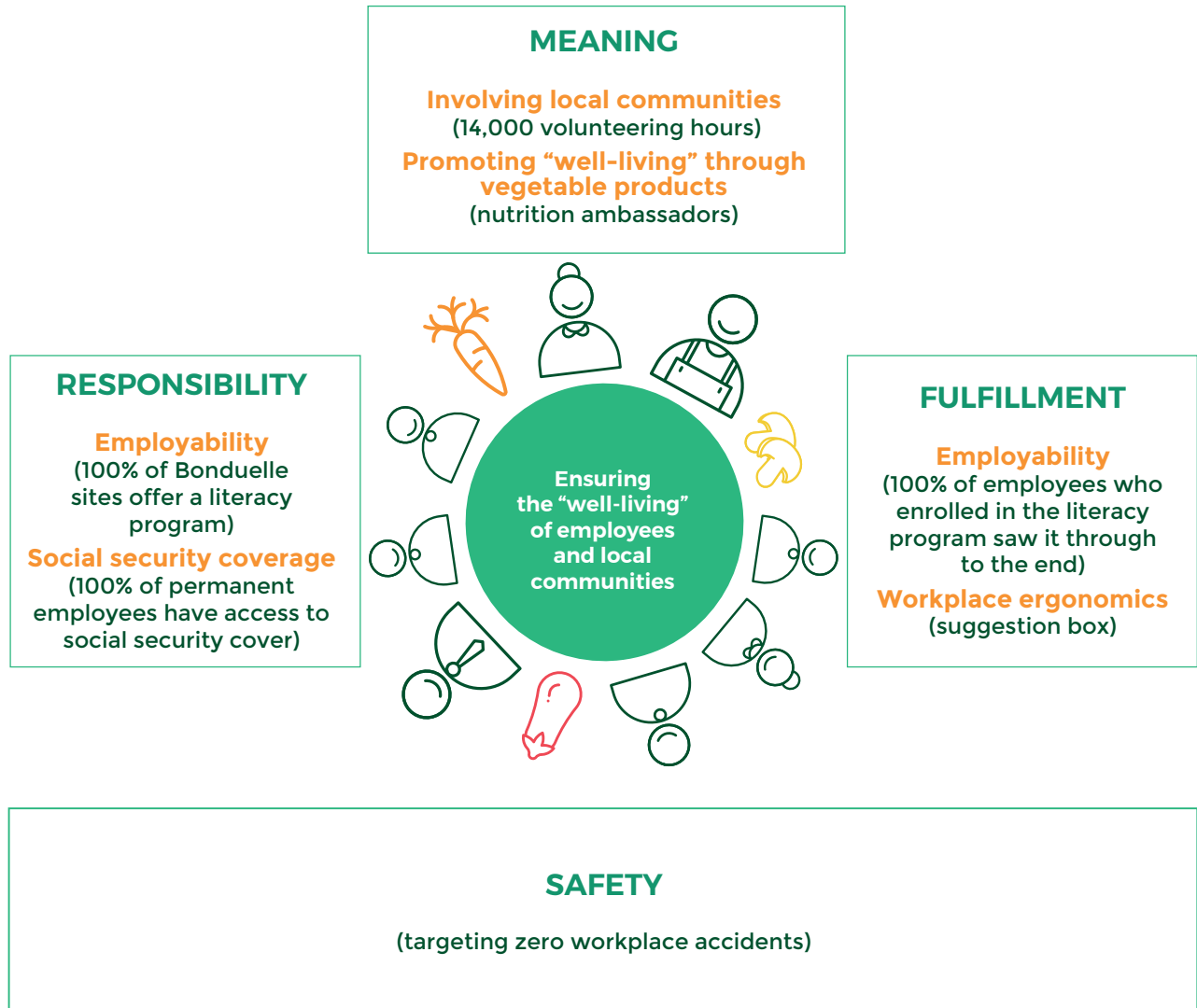


Ensuring the “well-living” of employees and local communities

2016-2017: formulating the new road map

2016-2017 was focused on defining the sub-objectives and targets and action plans which will enable us to attain the macro-objective: “strive for zero workplace accidents, promote employee commitment and increase the involvement of its production facilities in local communities

by encouraging each site to become involved in at least one societal initiative”. Work toward living well by combining corporate **responsibility**, employees’ motivation to reach their full **potential** and the collective pursuit of **meaning** in the initiatives we enter into. These sub-objectives are set out in the diagram below.



2.6.2 Human resources policies and actions implemented – GRI Standard 103-2

Employee development covers safety, working conditions, social dialog and skills development. These four 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. Through innovation in all its forms (managerial, product etc.).

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. They have a team of three 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 response to the challenges facing the group and which are designed to promote sharing and networking;
- managing the group’s compensation and benefits policy.

Monthly coordination meetings between the Human Resources Directors of the business units and the group so that priorities, current projects and the rollout of the various programs can be discussed. 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 human resources teams from the five business units and the group meet at an annual international seminar. 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. The human resources function is organized by positioning itself as a true Business Partner.



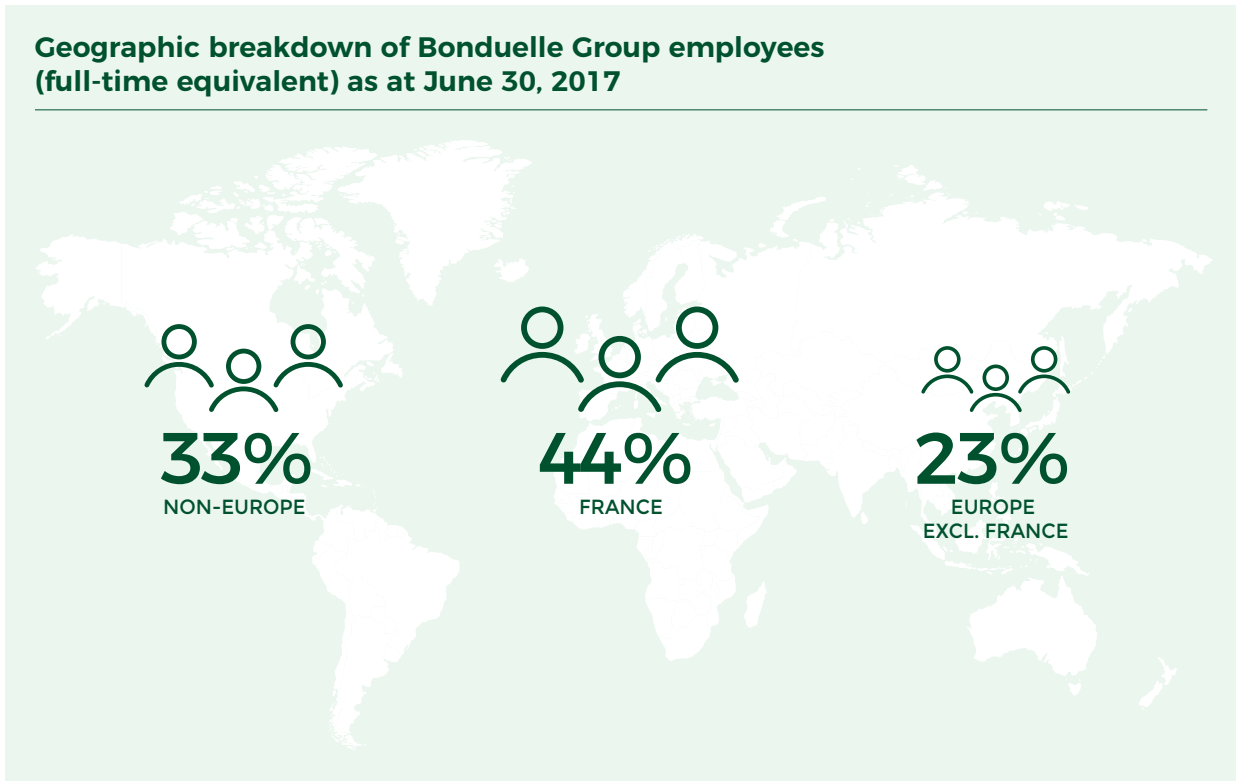
Ensuring the "well-living" of employees and local communities

Personnel profile and employment policies

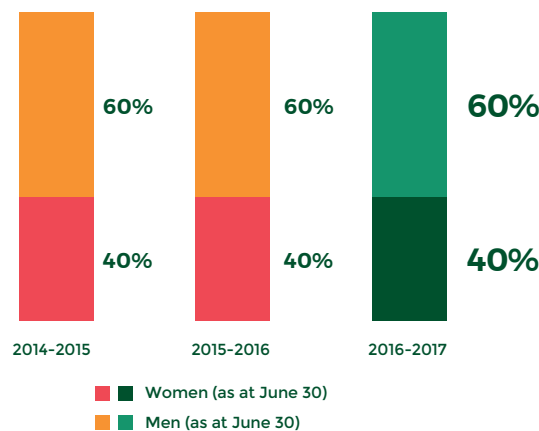
Personnel profile of the Bonduelle Group*

The Bonduelle Group has 7,330 permanent employees (in the group at June 30, 2017). This amounts to 10,220 full time equivalent employees (permanent contracts, non-permanent contracts, seasonal contracts and other types of contract).

Geographic breakdown of Bonduelle Group employees (full-time equivalent) as at June 30, 2017



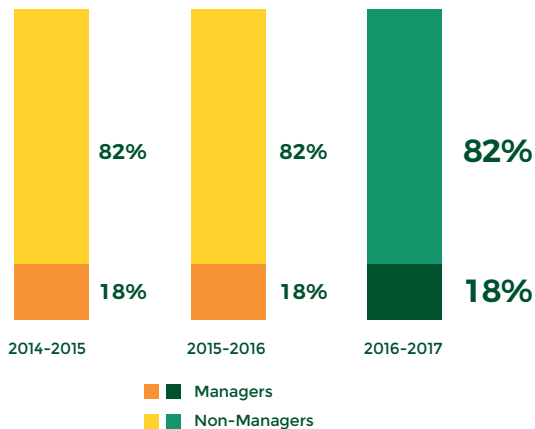
Women as a proportion of permanent employees - as at June 30, 2017



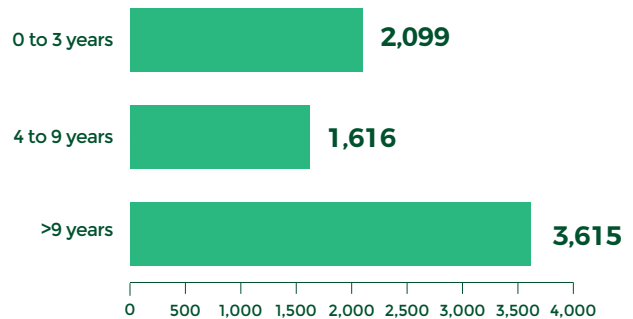
* The reporting scope, specified in Section 2.7.3, excludes employees of the Bonduelle Fresh Americas (BFA) business unit.

Ensuring the “well-living” of employees and local communities

Breakdown of permanent employees by status at June 30, 2017

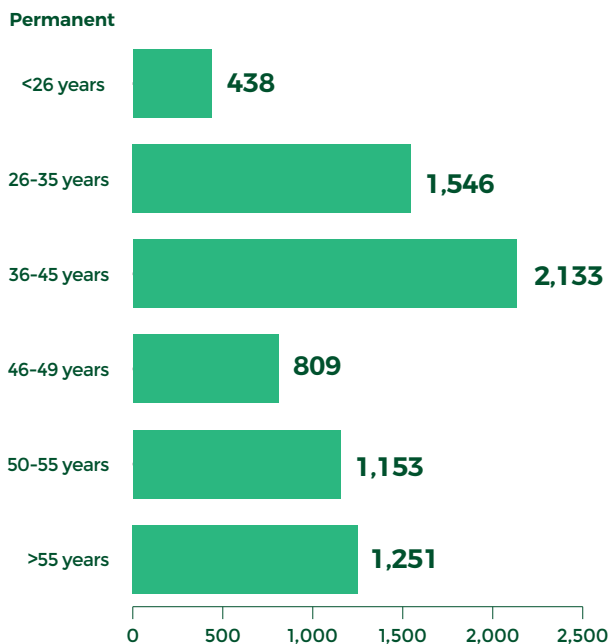


Pyramid by years of service for permanent employees as at June 30, 2017



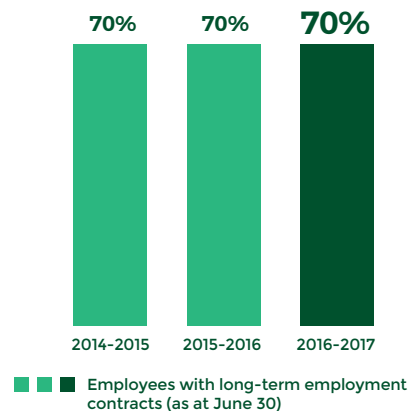
Average years of service among permanent employees is 12.27.

Age pyramid for permanent employees as at June 30, 2017



Employment policy, local employment, seasonal employment

Change in the number of permanent employees as a proportion of the group’s total workforce (FTE)* at June 30, 2017



The stability of the number of permanent employees reflects the group’s consistent approach to organizing its operations.

* The group’s total workforce includes permanent, non-permanent and seasonal employees and personnel on other types of contract, in full time equivalents.



Ensuring the “well-living” of employees and local communities

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 17% of all Bonduelle Group’s contracts (full-time equivalents). The Bonduelle Group is committed to all of its workers, and as such is developing responsible initiatives to provide them all with a quality working environment (see 2.6.3 Safety and working conditions).

The Bonduelle Group utilizes a range of strategies to secure the loyalty of its seasonal employees. In the United States, the group provides specific English language training sessions (via video) to seasonal workers whose first language is not English. In Italy, special programs are also in place for temporary workers without a good grasp of the local language. Loyalty is also earned by compensation policies (competitive overtime pay, bonuses paid at the start and end of the season in Hungary, etc.) and employment contracts which make working for Bonduelle compatible with other seasonal jobs. As an example, these measures resulted in an 80% loyalty rate in France across the whole country.

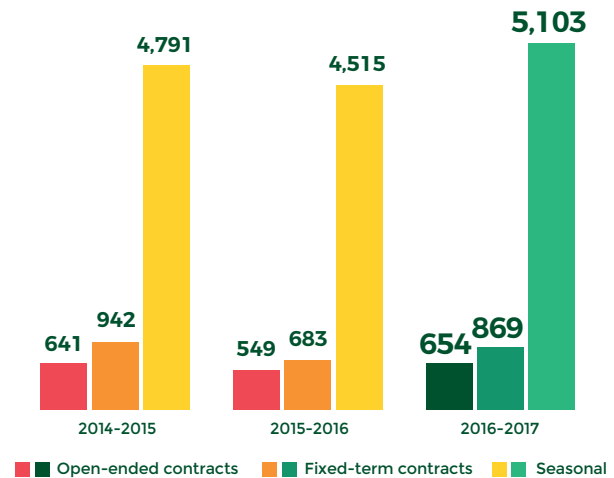
At some sites, Bonduelle works with employer groupings to pool skills and provide regular seasonal work.

The group also strives to transform its recruitment needs into opportunities for local jobseekers. The Bonduelle site at Estrées-Mons (France), for example, recruits 150 to 200 people every year at harvest time. It is a partner, with the Hauts-de-France regional authority and job center, of the “Pass Emploi” scheme, which helps motivated candidates prepare for a position by gaining a training certificate. The job center pre-selects the candidates, then training is provided by an approved body. The certificate demonstrates basic knowledge and skills, which are valuable in all sectors.

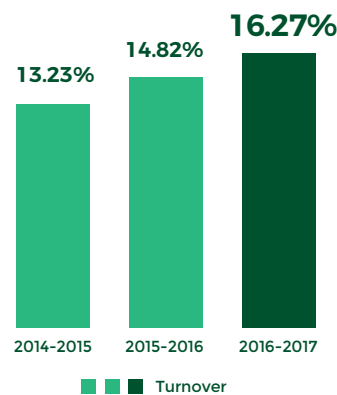
Depending on the employment areas in which its sites are located, Bonduelle focuses on local recruitment or opportunities for people from areas with few economic prospects.

Hiring procedures everywhere 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.

Changes in the number of new hires, and breakdown by number of contracts at June 30, 2017



Total Bonduelle turnover*



Organization of work

At all of its locations, the Bonduelle Group complies with local regulations on working hours.

Work time is organized according to operational requirements. For example, in the BELL business units the work is organized as follows: several types of organization and pace are used depending on whether it is harvest time or not and depending on the department. At BELL France, a 2x8, 3x8 or 4x8 organization may be used during the vegetable harvest.

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



Ensuring the “well-living” of employees and local communities

2.6.3 Safety and working conditions – GRI Standard 103-2

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, notably through actions to prevent occupational diseases. 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.

The Bonduelle Group’s safety policy was laid down in 2012 and revised in 2015. It highlights three fundamental principles that guide the group’s approach:

- all accidents are preventable, the achievement of “zero accidents” is therefore a choice;
- accountability, notably through training, is the basis of a safety approach;
- Bonduelle guarantees safe working conditions. Productivity must not come at the expense of safety.

In particular, Bonduelle has adopted the STOP method – Safety Training Observation Program – to achieve its objective of zero accident. This method, developed by DuPont de Nemours, is based on preventive observation of behaviors. It enables employees to integrate the safest behaviors into their work culture, to optimize safety performance and to reduce and/or eliminate workplace injuries and illnesses. Participants are trained in methods that give them the knowledge and tools to work safely. Employees trained in this approach can

then pass their knowledge on to their colleagues and staff, so that everyone can play a role in everyday safety.

No plant employees, even seasonal workers, can take up their position until they have been trained in safety on the site and on their specific job. They are issued with all general and job-specific safety instructions, and can also take additional training modules – in ergonomics for instance.

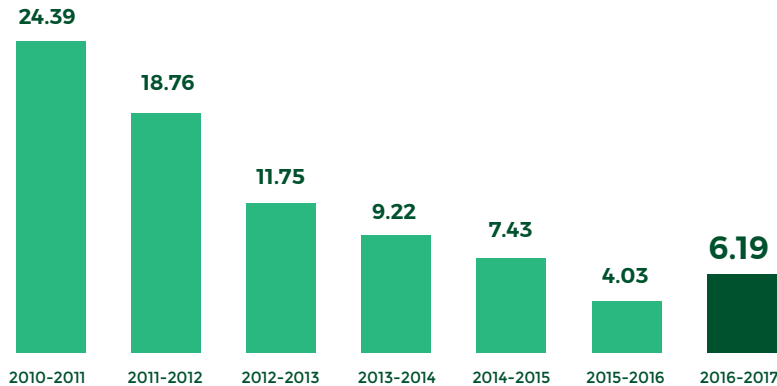
Safety is also a mandatory point on the agenda for Executive Committee meetings, weekly plant Management Committee meetings, monthly meetings between the Industrial Directors of each business unit and Plant Directors, and quarterly meetings between the General Management of business units and Country Managers.

To mobilize employees on this issue, all business units have factored safety into the variable compensation granted to operational staff, in accordance with a recommendation issued by the group. This recommendation changes in line with the increasingly demanding nature of expectations: the calculation of bonuses factors in safety (frequency rate by site) in the proportion of between 10% (minimum) to 20% (recommended), and will also gradually factor in proactive indicators such as the number of STOP observations per thousand hours worked.

The existence of a safety network, with 221 representatives from all sites in 2017, allows the exchange of best practices, priority measures and investments.

Together, these measures enabled the group to make significant progress between 2010 and 2016, with the frequency rate of workplace accidents with lost time easing from 24.39 to 4.03. These results reflect the close care and attention by Bonduelle to safety issues at all sites around the world.

Changes in the frequency rate of workplace accidents for all employees at June 30





Ensuring the “well-living” of employees and local communities

After a significant and uninterrupted decline over the last six years, the frequency rate of workplace accidents with lost time increased in 2017, with a reading of 6.19 at the end of June.

A diagnosis helped establish areas for improvement aimed at resuming the downtrend and renewing the motivation of all teams on the goal of zero accidents:

- maintain the involvement of management (safety on the agenda of the Executive Committee, the Management Committees and regular meetings of Industrial Directors and Plant Managers on this issue) and strengthen its

role as an example in the promotion of results (public communication, organization of competitions, etc.);

- define and implement proactive indicators allowing closer follow-up of accidents;
- develop new tools to accompany the process such as: a group safety assessment and evaluation chart, the specific deployment of the DuPont STOP method for certain sensitive areas, the training of commercial drivers and the testing of new DuPont techniques;
- increase the number of cross-cutting audits and assessments.



Good results obtained by sites

Despite the slight increase observed in the consolidated frequency rate, very good results have been achieved in the various business units. In total, 24 headquarters and 21 production facilities reported no workplace accidents with lost time in 2016-2017. Three of the four BALL sites in the USA reported no accidents with lost time, including the Oakfield plant, which has now recorded six consecutive years without an accident with lost time.

Three BEAM sites reporting zero accidents in the past two years have been awarded grants that will be pooled to fund projects aimed at continuing progress in safety and well-being at work. The teams of these three sites are also joining forces to produce a video to share their best practices.

In France, the Estrées-Mons *surgelé* (frozen) plant of the BELL business unit has now completed two consecutive years without lost time accidents, thanks to a systematic approach based on the STOP methodology. The Genas (BFE) plant has been particularly active in the deployment of the STOP method, conducting a monthly meeting with DuPont de Nemours observers to take stock of field observations, to review incidents recorded on other sites and look at the risk of occurrence at Genas. These efforts allowed the Genas plant to register a 13.25-percentage-point reduction in its workplace accident rate in 2016-2017.

In Germany, STOP good practices have been circulated on the Straelen and Reutlingen sites:



Bonduelle
HUMAN RESOURCES | FRESH & BELL - Germany - Reutlingen, Straelen

STOP - SAFETY AT WORK

To ensure the safety at work in our plants and administration center, we established the **people's awareness to identify potential risks at the daily workplace**. The STOP program of DuPont (Safty Training Observations Program).

- On May 2016, 0 accidents in Reutlingen plant since 611 days
- On May 2016, 0 accidents in Straelen plant: 368 days
- On May 2016, 0 accidents in Reutlingen headquarter: 1,060 days
- 0 work-related accident "every accident is avoidable"

BIGGREEN Year 2017 Corporate Communication and Sustainable Development Department - April 2017 (84)

2.6.4 Wage and benefits policy – GRI Standard 203-2

Wage policy

In all countries where Bonduelle has a presence, the group's wage policy goes above and beyond the current minimum wage. The group offers wages in line with those in its sector. The rules applicable in each country reflect local realities, in compliance with the principle of fairness.

Individual pay and benefits passport

In 2016, the group continued the distribution of the individual pay and benefits passport, begun on 16 sites in France. In France, a total of 2,971 permanent employees have received this document. The scope of distribution was expanded to include a Spanish site in 2016, and two other countries are considering the initiative. The individual pay and benefits passport gives permanent employees a clear and tangible view of their overall compensation. Its distribution offers an important opportunity to discuss compensation and benefits with Managers. It promotes understanding of the items comprising individual and collective performance at Bonduelle.

Benefits

The Bonduelle Group has set the goal of giving all permanent employees access to a social welfare system by 2025. An audit in pilot format was undertaken in early 2017 in four countries (in and outside Europe) in order to deepen knowledge of market practices and develop recommendations for the Bonduelle Group. A minimum core and the principles guiding the deployment of the group's social welfare program should be formalized by the end of 2017.

2.6.5 Social dialog – GRI Standard 103-2, 203-2, 407-1

In accordance with its ethics charter, which has been rolled out in every country where the group operates (the charter, presented in 2.8.2, and the composition of the Ethics Committee presented in 2.8.1); 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.

At June 30, 2017, 87% of the group's employees were covered by collective agreements. – GRI Standard 102-41

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 activities in France (canned, frozen and fresh products and prepared foods). This Committee provides French employee representative bodies with additional information, above and beyond its legal obligations, on Bonduelle's activities in Europe and outside of Europe.

In March 2017, the agreement establishing the EWC was renewed unanimously. This agreement provides for a commitment to place CSR-related challenges on the agenda of every annual Ordinary Shareholders' Meeting. This commitment also applies to the French group Works Council, to which the group's CSR policy and its developments will be presented each year.

In 2016-2017, at the request of EWC members, human resource planning practices were reviewed for each country.

Lastly, safety performances and the progress of VegeGo! initiatives were presented to both bodies, as with the APONH program (see Section 2.6.9). GRI Standard 403-4

In 2016-2017, Bonduelle signed 51 collective agreements with employee representative bodies in the countries where the group operates. Four major agreements illustrate the social dialog that took place in 2016-2017:

- agreement relating to the European Works Council reviewed in March 2017 enabling improvements to the way in which the body operates and shares information, as well as ensuring the body's continuity;
- profit-sharing agreement France: in December 2016, the group renewed the Bonduelle Frais Traiteur SAS profit-sharing agreements that were due to expire, with the aim of giving employees a stake in the group's economic performance;
- profit-sharing agreement France: entered into in December 2016, it applies to Bonduelle Frais France SAS employees. So as to take the VegeGo! initiative further, the group wanted to take financial and safety indicators into consideration when calculating this profit-sharing;
- the Ingersoll plant (Canada) renewed its agreement on wages and working conditions for seasonal workers.



Ensuring the “well-living” of employees and local communities

Bonduelle signed an agreement with all the labor unions at the Russy-Bémont site in France so as to manage, in a respectful manner, social measures to support the discontinuation of operations at this site, with production actually ceasing at the end of June 2016. The agreement, which was signed unanimously, gives priority to internal redeployment within the Nord-Picardie region and the implementation of age-related measures giving employees greater insight into retirement possibilities and keeping forced redundancies to a minimum in a challenging European market, marked by a significant drop in production volumes.



Climate survey

In order to support the ongoing momentum of the VegeGo! program, in 2014-2015, the group introduced a “Climate” survey for all employees. Its aim is to establish their motivations and level of commitment and to implement the measures needed to meet their expectations. The second of these surveys was carried out between September 27 and October 23, 2016. 89% of the 8,752 employees invited to respond did so, using the online (63%) or paper form (37%). Offered in 13 different languages, the form enabled employees in more than 20 different countries to respond to the questionnaire. The data was analyzed by an external organization, guaranteeing the confidentiality of the responses. The results for each entity were compared internally with those belonging to the same controlling area, and with the results of the previous survey. The group’s results were also compared with those of other companies. Managers from each entity were informed of their own results and were assisted in sharing these results within their teams, as well as in devising and implementing improvement plans.

its mode of governance and its values. This model, called ManageGo!, is central to the group’s success. It is also one of the keys to building its future and long-term survival.

ManageGo! rallies and encourages Managers to find the right balance between setting high standards and compassion, in line with our values and ambitions.

It establishes Bonduelle’s three core management policies:

- **nurturing performance:** Managers are ambitious and exacting, they are performance-driven and create sustainable value;
- **developing people:** Managers are committed to supporting, developing and helping all their staff to progress, starting with their own personal development;
- **being nimble:** Managers are open-minded, have good listening skills and can plan ahead.

This management model must further the group’s ambition: “to be the world reference in ‘well-living’ through vegetable products”.

Designed jointly by Bonduelle Managers, ManageGo! serves as a common benchmark for all group Managers. Since 2014, employees and Managers have been able to learn to use the Company’s managerial model by means of an innovative training program consisting of training sessions led by two facilitators, one Human Resources Manager and one 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.

ManageGo! also seeks to offer people support and opportunities to develop their talents. 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.

The group’s training policy gives priority to providing support and development for safety (see Section 2.6.3 Safety and working conditions) in all our activities, skills management, discovery of and developing new talents.

2.6.6 Development and training for women and men – GRI Standard 103-2

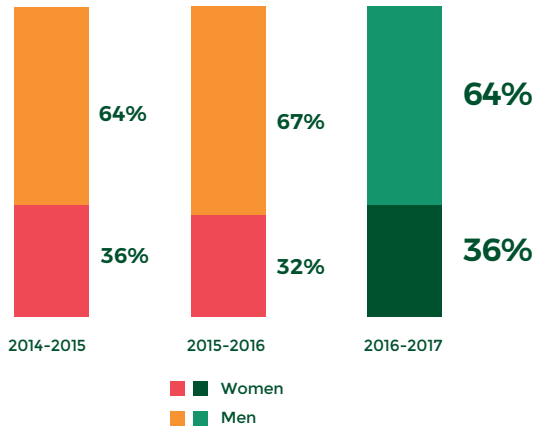
Throughout its history, Bonduelle has developed its own specific management model, influenced by its business,

	2014-2015	2015-2016	2016-2017
Training as a percentage of payroll	1.44%	1.44%	1.40%
Number of training hours	172,776	177,979	174,102
Average training duration per individual (<i>in hours</i>)	28	29	31

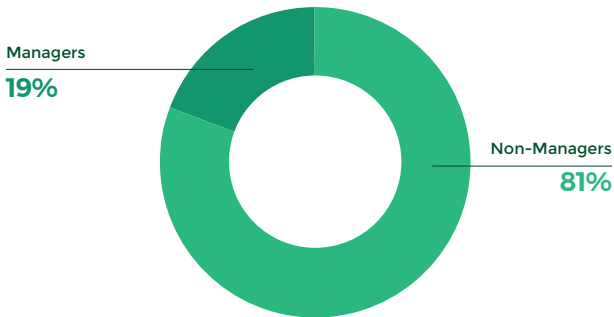


Ensuring the “well-living” of employees and local communities

Change in, and breakdown of, training hours by gender at June 30, 2017 - GRI Standard 404-3



Breakdown of training hours by status at June 30, 2017 - GRI Standard 404-3:



Finance for Growth: training for growth

The VegeGo! initiative number 21 resulted in an ambitious “Finance For Growth” project, enabling individuals to incorporate the notion of creating financial value in their operational choices, in order to collectively contribute to sustainable, non-capital intensive growth, with the aim of achieving the ambition of the VegeGo! project.

A Bonduelle-specific program was designed to promote diversified learning. Participants learn about financial mechanisms via an e-learning session and an industry-specific case study. In the spirit of ManageGo! this training prioritizes a collaborative approach to constructing solutions by encouraging the emergence of new ideas. Since the launch of this Finance For Growth training course in 2015, a total of 508 Managers had been trained at the end of June 2017. Five new training sessions are planned for September 2017 as well as the rollout of training to local Plant Managers in the fourth quarter of 2017.

Talent pool

In 2015, the Bonduelle Fresh Europe business unit launched the *Jeunes Pousses* program. In partnership with engineering schools:

- *Hautes études d’ingénieur* (School of Advanced Engineering or HEI);
- *Institut supérieur d’agriculture* (Higher Institute for Agriculture or ISA);
- *Institut supérieur d’électronique et du numérique* (Higher Institute for Electronics and Digital Technologies or ISEN).

This program is aimed at enabling Bonduelle Fresh Europe to avail itself of a talent pool that is vital for its growth and economic balance. *Jeunes Pousses* is also an opportunity for students to learn about the group’s various businesses through internships in France, Germany and Italy, leveraging their experiences in the challenging roles assigned to them.



2.6.7 Diversity – GRI standards 103-2

The Bonduelle Group firmly believes that diversity in the workplace is a form of wealth to be explored and shared.

It is committed to eliminating all forms of discrimination in the workplace and in employee relations, both direct and indirect. This principle of non-discrimination applies not only to hiring, but also throughout all stages of employment. 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 with a disability coordinator in the HR Department in France, as well as a pilot unit in each facility and a group-wide Joint Monitoring Committee;
- organization of information and awareness-building campaigns for all employees in France with a disability rating of 10% or more;
- regular communication on initiatives *via* internal “Bonduelle Channel” display screens, European Disability Employment Week (EDEW) and soon *via* the Intranet;
- opening of all accessible positions to people with disabilities;
- integration (mentoring) and support for disabled employees;
- “recognition of disabled worker status” kit to train or raise awareness amongst those directly involved in the Company’s disability policy on the specific needs relating to employing people with disabilities. It was compiled in 2016 and will be available in August 2017. A special disability communication on the Company Intranet is planned for September. Lastly, the management training module *Manager au quotidien* (day-to-day management) also includes a section on disability.

In addition, the Handipol 4 agreement, approved in October 2015 by the regional office of fair trading, consumption and employment, is taking shape. By end-June 2017, it had resulted in 21 adapted workstations, including one in Rosporden (France) consisting of the renovation of the celery trimming waste storage area, a measure that will benefit all employees, some of whom are subject to medical restrictions. This agreement has also enabled the development of partnerships with structures specialized in hiring, and the development of purchases from the protected sector, resulting in a 20% increase in the use of protected and adapted companies.



European employment week for disabled people

As every year during disability week, initiatives for the employment of people with disabilities were conducted at the headquarters in Villeneuve d’Ascq (France): a stand on workplace ergonomics, a play to promote awareness of disability and a “touch to see” demonstration to increase understanding about people with impaired vision.

2

2.6.8 Human rights – GRI Standards 412-3, 103-2, 407-1, 408-1, 409-1

Bonduelle complies with international labor laws. It is committed to respecting the European charter of fundamental rights in its organization. The group has also undertaken to comply with and promote the fundamental conventions of the International Labour Organization (ILO) and Convention No. 135 concerning workers’ representatives. Most of the countries in which Bonduelle operates as an employer are signatories to these conventions, meaning that 73.6% of employees are covered. Bonduelle’s internal commitments ensure compliance with these conventions, over and above countries’ commitments. The countries that are not signatories are:

- fundamental convention No. 29 on forced labor: United States;
- fundamental convention No. 87 on freedom of association and protection of the right to organize: Brazil, United States;
- fundamental convention No. 98 on the right to organize and collective bargaining: United States;
- fundamental convention No. 100 on equal remuneration: United States;
- fundamental convention No. 111 on discrimination in employment and occupation: United States;
- convention No 135 on workers’ representatives: Belgium, Canada, United States;
- fundamental convention No. 138 on minimum age: United States.

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

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

Ensuring the “well-living” of employees and local communities

The Bonduelle Group has been a member of the United Nations Global Compact since 2003. Launched in 2000, the Global Compact aims to encourage companies to adopt fundamental values according to ten universal principles derived from the Universal Declaration of Human Rights, the International Labour 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.

2.6.9 Participation in the life of local communities and mobilization of employees – GRI standards 103-2, 203-2

Bonduelle prioritized participation in local communities where its plants operate. 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 2016-2017, 33 Bonduelle sites started, or resumed, projects. These included:

- **The Eindhoven headquarters (Netherlands):** on April 13, 2017, in partnership with the Nationaal Ouderenfonds & Zonnebloem, it invited 35 isolated older women to share a friendly lunch held in the building’s canteen. Many of the site’s employees took an active part in decorating the area to make it a cozy place on the theme of Easter, sending invitations, then sharing the lunch with their guests for the day;
- **The Montreal headquarters (Canada):** in collaboration with GRAME (Research Group in Applied Macro-ecology), it participated in the planting of 195 trees on the grounds of the LaSalle Elementary Junior and Laurendeau-Dunton

elementary schools in Montreal. Conducted in tandem with pupils, this activity helped to enhance the living environment of children and residents by creating a small urban wood and introducing some biodiversity around the school. The planting will help to combat air pollution and urban heat islands, which are harmful to air quality and human health;

- **The plant in Saint-Denis-sur-Richelieu (Canada):** is very committed to the health and well-being of its community. In June 2016, more than ten employees helped restore the municipal playground, thereby giving residents an enjoyable place to exercise and maintain social ties;
- **The plant in Genas (France):** for the second consecutive year, it partnered “Rugby Music Live” in Lyon, an event organized in support of the MBM Association (which runs charity events for sick children), which allowed 200 sick children to spend a great day and evening at a fabulous concert at the Palais des Sports in Lyon. The plant’s employees took part in the partners’ rugby tournament, as players or as visitors;
- **The plant in Saint-Césaire (Canada):** employees took part in the creation of a vegetable garden for the city’s volunteer center. The center will harvest the vegetables to prepare meals for the disadvantaged;
- **The Reutlingen plant (Germany):** conducted an initiative for sick children staying in Ronald McDonald houses, with which it maintains close and long-standing ties. Four plant employees and their spouses went to cook in these houses, which offer families the chance to reunite in a warm setting. It was an opportunity for the parents of 30 children to spend a relaxed and convivial evening while being close to their sick child;
- **The Moscow, Timashevsk and Novotitarovskaya sites (Russia)** joined forces to organize a craft show and charity sale to raise funds for sick children in urgent need of a rehabilitation program. 400 people (Bonduelle employees and local community members) took part in the exhibition and sale held across four days, online and in a bricks and mortar outlet.

GRI Standard 413-1	2013-2014	2014-2015	2015-2016	2016-2017
Number of headquarters or agro-industrial sites to have initiated or renewed a joint project with their local communities during the year	9	12	27	33 or 47% of sites





The “All actors” approach

The “All actors” approach is based on co-construction with employees and is supplemented as trials take place. Its aim is to enable all employees to be involved in Bonduelle’s transformation into a more responsible company (see 2.1.2). This transformation is illustrated in 2016-2017 with the launch of the “#Demain chez Bonduelle!” (#Bonduelle future) program. Open to all employees without restriction, it is a support and training program for people with an idea or a project in the field of sustainable development. With six video modules that combine theory and practical examples, participants are given step-by-step help to take initiatives in-house, and in that way to help transform Bonduelle. The first 21 participants in this innovative program advocated a wide range of projects: plant flowers on fallow land on a site located in a nature reserve in order to contribute to the preservation of biodiversity while beautifying the environment; promote alternative modes of transportation (cycling, carpooling, training in eco-driving, etc.) for employee commutes; run an anti-waste program in the canteen; and drastically reduce paper consumption.

Russia has deployed several communication programs to enhance and promote CSR initiatives and solidarity: formatting and renovation of computers for schools, funding charity initiatives, fundraising for the elderly, blood donations, etc. In late 2016, employees were given a voice on the sort of solidarity activities they wanted to implement.

APONH, a flagship project reflecting Bonduelle’s commitment to communities

In Cameroon, where the agricultural and agri-food sectors are loosely structured, the Bonduelle Group’s vision, VegeGo! business plan and CSR approach helped give birth to a development aid project in 2012. Dubbed APONH, meaning “It’s good” in bamileke, the dialect of the ethnic group at the heart of the project, it was co-constructed with group employees and their relatives, in connection with their business and their expertise, and with the support of the Bonduelle family.

Specifically, APONH today provides support to roughly 30 farmers, helping them structure the chain of more than 50 varieties of vegetables: training in seedling care treatments, establishment of an experimental crop plot and shelter, equipment donations, etc. Designed with the IECD, the European Institute of Cooperation and Development, a project partner, individual plot tracking notebooks are used to optimize crop management. Reliable opportunities have been identified for local productions of this nature: delicatessens, restaurants, individuals and entrepreneurs such as Julie & Victor, two entrepreneurs who themselves received support as part of the project.

APONH is also involved with a school of 250 students, notably by providing food aid and by arranging classes.

The commitment is growing in respect of this project, which now has 747 members, including 60 Bonduelle employees.

2.7 Note on the CSR reporting methodology

2.7.1 Context and objectives – *GRI Standards 102-50, 102-48, 102-54*

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 operational teams. The indicators were chosen based on a combination of Bonduelle's CSR commitments and Global Reporting Initiative (GRI) Standards Core option guidelines, as well as the expectations of stakeholders and the regulations set by the Grenelle environment act (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 Act of July 12, 2010 and the Core compliance option of the GRI Standards (see Section 8.4.4 - Cross-reference table between the Corporate Social Responsibility report, the GRI Standards Content Index and Article 225 of the Grenelle II Act). The indicators were reviewed in 2016-2017 according to the requirements of the GRI Standards Core compliance 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 fiscal reporting period is from July 1, 2016 to June 30, 2017. The indicators published in the registration document include the results of the past year and those from the 2015-2016 reporting to allow changes in indicators to be monitored. The reporting period may be adjusted or delayed by a few days depending on data availability.

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.

Pursuant to Article L. 225-102-1 of the French Commercial Code, Deloitte, Co-Statutory Auditors, carried out work to verify the social, environmental and societal information published in this report and reviewed the reporting guidelines and the application of these guidelines at the level of several entities.

This report contains neither modifications nor removals of material aspects of information provided in previous reports.

2.7.2 Procedure – *GRI Standard 102-48*

The group's CSR and External Communications Director is responsible for overseeing reporting, in addition to the Managers of the areas concerned: human resources, agronomy, natural resources, quality and nutrition, transportation and purchasing, and societal commitment.

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 accessed 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 given assistance throughout the reporting process.

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 human resources, the data are reported and validated by the Human Resources Officers in each country. They are then consolidated by the Human Resources Manager. Internal audits were conducted 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.

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.

Human resources reporting tools

The group has set up a computer system that allows it to gather human resources data, mainly using automatic configuration, with some manual entry in COGNOS. This setup applies to the group scope, excluding Canada and the United States, which have their own system.

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.

2.7.3 Scope – GRI Standards 103-1, 103-2, 102-49, 102-45

CSR reporting extends to all Bonduelle Group sites and business units (Group organization – Section 1.6). The reporting scope is determined based on the scope of consolidation (5.5 Note 10.4 to the consolidated financial statements, List of group companies) and in accordance with the following rules:

- new sites and business units acquired by the Bonduelle Group during the fiscal year ended will be included within the scope for the following year. The four plants and headquarters of the American company Ready Pac Foods will be included in 2017-2018;
- 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 and purchasing. OP OASI (Italy), an equity affiliate supplying solely to Bonduelle, is included in the purchasing scope;
- logistic centers are also excluded from the reporting scope, with the exception of transport, and human resources. The Brockport (BALL) (USA) platform is included in the natural resources reporting perimeter;
- the headquarters of fully consolidated companies are excluded from the scope, with the exception of human resources;
- SAS Euromycel, a fully consolidated company, is excluded from the scope for all areas, with the exception of human resources. The numbers reported are not significant;
- the San Paolo d'Argon site (Italy) is included in the scope of the quality indicators.

Change in scope during fiscal 2016-2017 – GRI Standard 102-49

Russy-Bémont (France), a plant closed the previous year (in June 2016), has been removed from the natural resources scope.

Upstream agricultural activities

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

Note on the CSR reporting methodology

Transportation

Transport has been included in Bonduelle's CSR strategy since 2007-2008. The operational scope of reporting for transport in 2016-2017 is defined as:

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

* Distribution flows of fresh food in Italy covers emissions in 2015-2016 rather than 2016-2017, in the absence of reliable data. CO2 emissions related to such flows represent roughly 5% of total reported transportation-related CO2 emissions; volumes distributed in Italy in 2016-2017 are comparable to those in 2015-2016.

Purchases

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.

2.7.4 Indicators – GRI Standard 102-48

All quantitative reporting indicators can be found in Section 8, in a cross-reference table that also lists the GRI indicators and their correlation to the Grenelle initiatives. Section 2.7.6 of the Deloitte reports lists the indicators selected for verification work.

Specific information on an agronomy indicator

Surveillance network: FRESH Europe data are published separately from data from the group's other production and activity areas and cannot be consolidated because they represent two different units:

- a number of farmers benefiting from the surveillance networks operating across the FRESH Europe scope;
- a number of surveillance networks operated by farmers in the rest of the group.





Specific information on a quality-purchasing indicator

Supplier evaluations and audits: data from the BALL business unit are published separately from data from other regions (Europe) and cannot be consolidated as a result of different methodological approaches.

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), Bonduelle has sought to comply with these principles and has revised 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 transportation: 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:
 - 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 transportation 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 2015-2016, 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 intercontinental transport, a container vessel of over 7,500 TEU is used;
- rail transportation: for countries in Europe (France, Germany, Belgium, Spain, Italy, Luxembourg, the Netherlands, Portugal, the United Kingdom), it was assumed that rail transportation 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 have reached the end of their minimum storage life.

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

Strike hours: strike 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

- The scope of the special industrial waste (SIW) production indicator is limited: 10 sites (Ruchocice [Poland], Genas [France], Reutlingen, Straelen [Germany], Cristalina [Brazil], Ingersoll, Saint Césaire, St Denis, Sainte-Martine, Strathroy [Canada]) do not report the quantities of SIW generated or SIW for which recovery has been negotiated with suppliers. These sites account for 23% of the group's annual production.

Note on the CSR reporting methodology

- NO_x, SO_x and particle emissions, mainly resulting from the operation of boilers, are monitored internally.
- 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 direct and indirect greenhouse gas emissions: greenhouse gas emissions related to the consumption of biogas on site are taken to be zero; emissions related to the combustion of biomass were, on the other hand, reported in 2016-2017.
- Indicator of the type of material: tracking of wooden pallets is not included in the packaging consumption indicator.

2.7.5 2017 Reporting schedule – GRI Standards 102-50, 102-51, 102-52, 102-53

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 regulatory compliance with the Grenelle law	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 2016.

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



2.7.6 Assurance report – GRI Standard 102-56

Report by one of the Statutory Auditors, appointed as independent third party, on the consolidated human resources, environmental and social information included in the management report

This is a free English translation of the Statutory Auditors' 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 standards applicable in France.

For the year ended June 30, 2017

To the Shareholders,

In our capacity as Statutory Auditors of Bonduelle SCA (the "Company"), appointed as independent third party and certified by COFRAC under number(s) 3-1048 ⁽¹⁾, we hereby report to you on the consolidated human resources, environmental and social information for the year ended June 30th, included in the management report (hereinafter named "CSR Information"), pursuant to article L.225-102-1 of the French Commercial Code (*Code de commerce*).

Company's responsibility

The General Management of Bonduelle SCA is responsible for preparing a company's management report including the CSR Information required by article R.225-105-1 of the French Commercial Code in accordance with the reporting guidelines and used by the Company (hereinafter the "Guidelines"), summarised in the management report and available on request from the company's head office.

Independence and quality control

Our independence is defined by regulatory texts, the French Code of ethics (*Code de déontologie*) of our profession and the requirements of article L.822-11 of the French Commercial Code. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with the ethical requirements, French professional standards and applicable legal and regulatory requirements.

Statutory Auditor's responsibility

On the basis of our work, our responsibility is to:

- attest that the required CSR Information is included in the management report or, in the event of non-disclosure of a part or all of the CSR Information, that an explanation is provided in accordance with the third paragraph of article R.225-105 of the French Commercial Code (Attestation regarding the completeness of CSR Information);

(1) Whose scope is available at www.cofrac.fr.

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

- express a limited assurance conclusion that the CSR Information taken as a whole is, in all material respects, fairly presented in accordance with the Guidelines (Conclusion on the fairness of CSR Information).

Our work involved six persons and was conducted between May and October during a five-week period. We were assisted in our work by our sustainability experts.

We performed our work in accordance with the order dated 13 May 2013 defining the conditions under which the independent third party performs its engagement and the professional guidance issued by the French Institute of statutory auditors (Compagnie nationale des Commissaires aux Comptes) relating to this engagement and with ISAE 3000 ⁽²⁾ concerning our conclusion on the fairness of CSR Information.

1. Attestation regarding the completeness of CSR Information

Nature and scope of our work

On the basis of interviews with the individuals in charge of the relevant departments, we obtained an understanding of the Company's sustainability strategy regarding human resources and environmental impacts of its activities and its social commitments and, where applicable, any actions or programmes arising from them.

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

For any consolidated information that is not disclosed, we verified that explanations were provided in accordance with article R.225-105, paragraph 3 of the French Commercial Code.

We verified that the CSR Information covers the scope of consolidation, i.e., the Company, its subsidiaries as defined by article L.233-1 and the controlled entities as defined by article L.233-3 of the French Commercial Code within the limitations set out in the methodological note, presented in 2.7 section of the management report.

Conclusion

Based on the work performed and given the limitations mentioned above, we attest that the required CSR Information has been disclosed in the management.

2. Conclusion on the fairness of CSR Information

Nature and scope of our work

We conducted around ten interviews with the persons responsible for preparing the CSR Information in the departments in charge of collecting the information and, where appropriate, responsible for internal control and risk

Note on the CSR reporting methodology

management procedures, in order to:

- assess the suitability of the Guidelines in terms of their relevance, completeness, reliability, neutrality and understandability, and taking into account industry best practices where appropriate;
- verify the implementation of data-collection, compilation, processing and control process to reach completeness and consistency of the CSR Information and obtain an understanding of the internal control and risk management procedures used to prepare the CSR Information.

We determined the nature and scope of our tests and procedures based on the nature and importance of the CSR Information with respect to the characteristics of the Company, the human resources and environmental challenges of its activities, its sustainability strategy and industry best practices.

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

- at parent entity level, we referred to documentary sources and conducted interviews to corroborate the qualitative information (organisation, policies, actions), performed analytical procedures on the quantitative information and verified, using sampling techniques, the calculations and the consolidation of the data. We also verified that the information was consistent and in agreement with the other information in the management report;
- at the level of a representative sample of entities/sites selected by us ⁽²⁾ on the basis of their activity, their contribution to the consolidated indicators, their location and a risk analysis, we

conducted interviews to verify that procedures are properly applied, and we performed tests of details, using sampling techniques, in order to verify the calculations and reconcile the data with the supporting documents. The selected sample represents between 19% and 35% of quantitative data disclosed on human resources and between 22% and 42% of quantitative data disclosed on natural resources, transportation, quality and purchasing.

For the remaining consolidated CSR Information, we assessed its consistency based on our understanding of the company.

We also assessed the relevance of explanations provided for any information that was not disclosed, either in whole or in part.

We believe that the sampling methods and sample sizes we have used, based on our professional judgement, are sufficient to provide a basis for our limited assurance conclusion; a higher level of assurance would have required us to carry out more extensive procedures. Due to the use of sampling techniques and other limitations inherent to information and internal control systems, the risk of not detecting a material misstatement in the CSR information cannot be totally eliminated.

Conclusion

Based on the work performed, no material misstatement has come to our attention that causes us to believe that the CSR Information, taken as a whole, is not presented fairly in accordance with the Guidelines.

Lille, October 6th 2017

French original signed by one of the Statutory Auditors
Deloitte & Associés
Pierre-Marie MARTIN
Partner

(1) *Quantitative human resources information: Number of permanent employees at June 30, Seasonal full-time equivalent employees, Seasonal employee new hires, Departures due to layoff, Total number of training hours, Average training duration per individual, Frequency rate of work-related accidents, Severity rate of work-related accidents, Number of hours worked.*

Quantitative natural resources and transportation information: Water consumption, Energy consumption, Production of green waste and breakdown by use, Breakdown of pollution discharge by treatment channel, Pollution produced (COD), proportion treated and percentage discharged into the natural environment in compliance with regulation, Packaging, Direct and indirect greenhouse gas emissions (scope 1 and scope 2), CO₂ emissions from transportation.

Quantitative agronomy information: Security network.

Quantitative quality purchasing information: Number and percentage of suppliers audited, Number and percentage of suppliers assessed.

Qualitative information: Dialog with stakeholders, Agro-ecological transformation, Greenhouse gas emissions assessment, Sustainable water management, Circular economy, Nutritional quality and Innovation for society, Engaging suppliers.

(2) *Entities and sites selected: Bordères and Labenne (Human resources, Natural resources), BELL Sud-Ouest (Agronomy), Fairwater (Human resources, Natural resources, Agronomy), Brockport (Total workforce), Bergen (Total energy consumption), Estrées (Human resources, Natural resources), Santarem (Occupational accidents), Timashevsk (Training), Ruchocice (Packaging), FRESH Frais Europe (Agronomy), BELL surgelés (Transportation), FRESH (Transportation), BALL (Quality Purchasing).*





2.7.7 Results of all indicators – GRI Standard 102-48

	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Revenue of the Bonduelle Group <i>(in millions of euros)</i> GRI Standard 102-7	1,896	1,921	1,982	1,968	2,288

A. Agronomy

Indicator	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Varietal diversity Number of different varieties being tested (2014-2015 and 2015-2016 data are not comparable due to a change in methodology). GRI Standard 304.2			3,835	1,330	500
Agricultural headcount Number of people (full-time equivalent Agronomy Department employees, including administrative staff, seasonal employees, trainees and those on permanent and non-permanent contracts).	239	246	252	258	261
Sourcing charter Percentage of farmers having signed it (either directly or included in contracts). GRI Standard 308-1	91%	93%	99%	95%	96%
Farmer assessed Percentage of farmers assessed by an initiative with the aim of compiling an annual budget.	54%	74%	87%	84%	88%
Fertilization of land Percentage of farmers having adopted a method of fertilization recommended by Bonduelle.			92%	99.5%	88%
Security network Number of Bonduelle Group trapping networks - excluding Fresh Europe*					59*
Security network Number of farmers benefitting from trapping networks in the Fresh Europe BU*					130
Farmer loyalty Percentage of farmers who renewed their contracts versus the previous year					91%

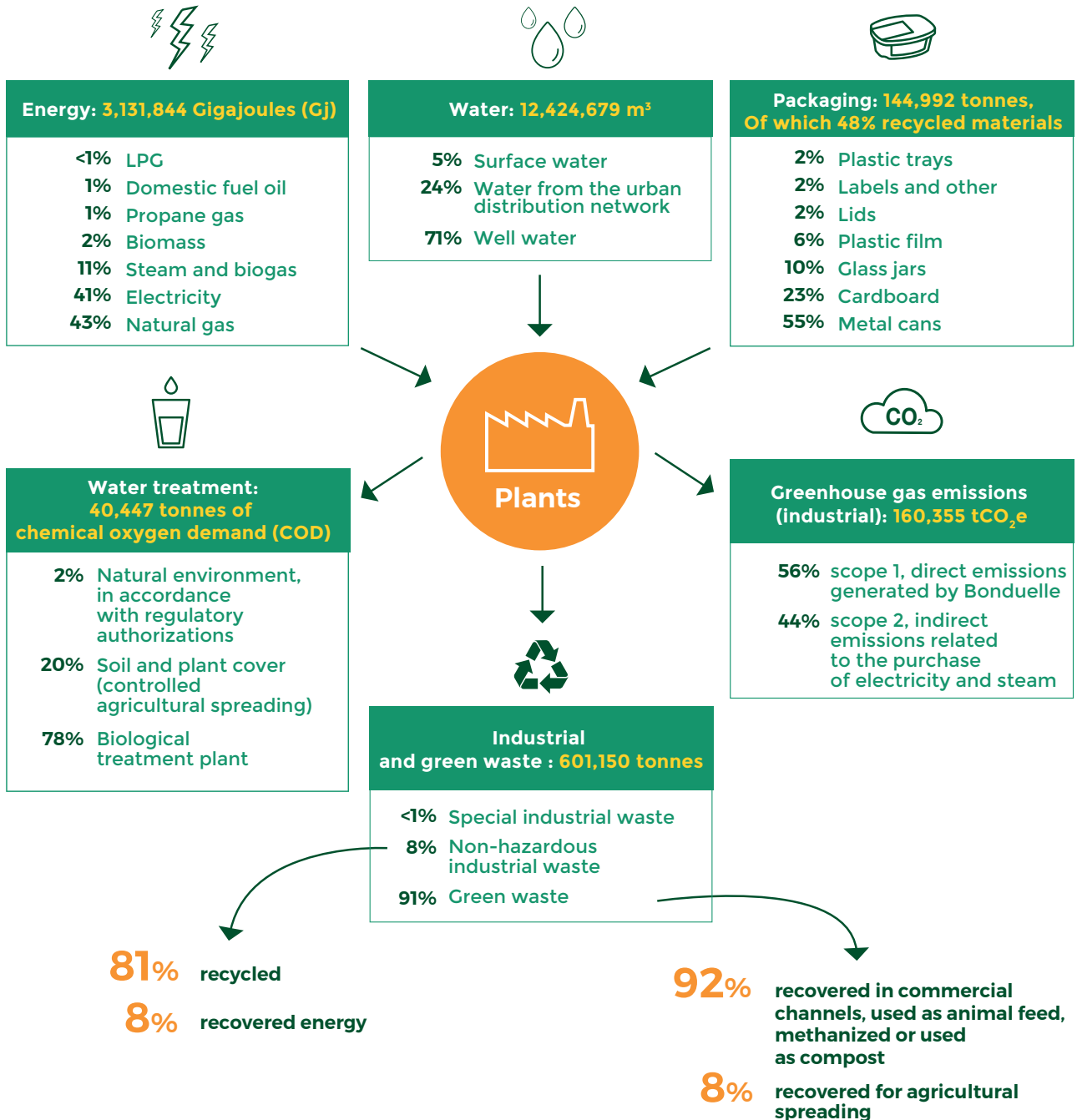
* Different calculation method.

Note on the CSR reporting methodology

B. Natural resources

Consumption, discharges and recovery at Bonduelle's production facilities

The following diagram presents consumption of natural resources and discharges into the natural environment generated by all Bonduelle Group production facilities.





Note on the CSR reporting methodology

Indicators	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Tonnes of manufactured product (TMP)					
<i>GRI Standard 102-7</i>	1,055,837 TMP	1,137,305 TMP	1,094,504 TMP	1,060,882 TMP	1,054,278 TMP
Water consumption					
Number of m ³ consumed	12,434,274 m ³	12,032,822 m ³	11,475,372 m ³	11,660,490 m ³	12,424,679 m ³
Number of m ³ consumed per tonne of manufactured product (TMP)	11.8 m ³ / TMP	10.6 m ³ / TMP	10.5 m ³ / TMP	11.0 m ³ / TMP	11.8 m ³ / TMP
Water sourcing – GRI Standard 303-1					
Borehole water	9,281,434 m ³	9,275,455 m ³	8,544,956 m ³	8,291,365 m ³	8,876,085 m ³
Urban water	2,802,329 m ³	2,391,002 m ³	2,566,504 m ³	2,979,323 m ³	3,055,151 m ³
Surface water	350,510 m ³	366,365 m ³	363,912 m ³	389,803 m ³	493,443 m ³
Energy consumption – GRI Standard 302-1					
Total consumption in GJ (gigajoules)	3,247,707 GJ	3,187,816 GJ	3,153,521 GJ	3,069,997 GJ	3,131,844 GJ
of which Electricity:	1,350,776 GJ	1,294,188 GJ	1,253,145 GJ	1,268,663 GJ	1,290,175 GJ
of which Natural gas:	1,663,950 GJ	1,626,199 GJ	1,567,567 GJ	1,291,732 GJ	1,343,891 GJ
of which Fuel oil (very low sulfur content):	2,082 GJ	0 GJ	0 GJ	0 GJ	0 GJ
of which Propane:	48,744 GJ	60,863 GJ	64,437 GJ	64,535 GJ	40,928 GJ
of which LPG:	6,275 GJ	3,351 GJ	3,349 GJ	2,648 GJ	1,975 GJ
of which Domestic fuel oil:	39,749 GJ	34,036 GJ	33,683 GJ	39,165 GJ	27,965 GJ
of which Biomass:	29,943 GJ	54,953 GJ	62,484 GJ	81,322 GJ	68,783 GJ
of which Purchase of Steam:	95,213 GJ	98,447 GJ	141,037 GJ	316,662 GJ	352,694 GJ
of which Biogas:	10,975 GJ	15,779 GJ	27,819 GJ	5,271 GJ	5,434 GJ
Electricity consumption by country:					
France	50%	51%	49%	47%	46.1%
Canada	24%	22%	23%	26%	25.7%
United States	13%	13%	13%	13%	13.6%
Portugal	4%	4%	4%	4%	4.5%
Poland	3%	4%	4%	3%	3.4%
Hungary	2%	3%	3%	3%	2.9%
Germany	2%	2%	1%	2%	1.5%
Russia	1%	2%	2%	2%	1.5%
Brazil	0.5%	0.6%	1%	0.6%	0.7%
Production of ordinary waste – GRI Standard 306-2					
Tonnes			76,402 tonnes (including 33,892 tonnes generated by the Tecumseh (Canada) plant, where there was a fire in July 2014)		
	43,802 T	45,001 T		43,077 T	48,876 T
kg per tonne of manufactured product	41.5 kg /TMP	39.6 kg/TMP	69.8 kg/TMP	40.6 kg/TMP	46.4 kg/TMP

Note on the CSR reporting methodology

Indicators	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Treatment:					
Industrial landfill:	24%	22%	18%	17%	11.6%
Energy recovery:	4%	6%	3%	3%	7.6%
Recycling:	72%	72%	79%	80%	80.9%
Production of special waste - GRI Standard 306-2					
Tonnes	262 T	182 T	284 T	167 T	206 T
kg per tonne of manufactured product	0.25 kg/TMP	0.16 kg/TMP	0.26 kg/TMP	0.16 kg/TMP	0.20 kg/TMP
Production of green waste - GRI Standard 306-2					
Tonnes	576,361 T	487,318 T	550,643 T	592,689 T	552,068 T
kg per tonne of manufactured product	546 kg/TMP	428kg/TMP	503 kg/TMP	559 kg/TMP	524 kg/TMP
Use:					
Agricultural spreading:	3%	2.7%	8%	8%	8%
Animal feed:	77%	88%	72%	63%	59.8%
Energy recovery:	1%	0.7%	2%	2%	2.8%
Marketable product:	19%	8%	17%	19%	19.8%
Other (compost) :	1%	0.6%	1%	8%	9.6%
Pollution discharge					
Breakdown by treatment channel, in m³ :					
Percentage (by m ³) discharged to treatment plant	85%	86%	84%	84%	84%
Percentage (by m ³) discharged for spreading after pretreatment	10%	11%	11%	10%	11%
Percentage (by m ³) discharged directly for spreading on crops	2%	3%	5%	6%	5%
Percentage (by m ³) discharged as cleaneffluent	3%	0%	0%	0%	0%
Discharge of pollutants and proportion treated - GRI Standard 306-1:					
Number of tonnes of COD (Chemical Oxygen Demand) produced at production facilities Change of unit of measurement in 2013-2014. Biological oxygen demand (BOD) used until 2012-2013	24,591 TBOD	44,392 TCOD	44,206 TCOD	41,090 TCOD	40,447 TCOD
Percentage of COD treated at Bonduelle treatment plants	84%	69%	78%	73%	75%
Percentage of COD treated by the soil and plant cover (controlled agricultural spreading)	13%	27%	17.5%	21%	19.8%
Percentage of COD treated at external treatment plants	2%	2%	2%	3%	2.6%
Percentage of COD discharged into the natural environment in compliance with regulations	0.6%	2%	2.5%	3%	2.6%
Biosolids					
Tonnes of dry biological sludge	1,936 T	2,180 T	1,899 T	2,358 T	3,065 T
Nm ³ of biogas	1,591,006 Nm ³	1,576,263 Nm ³	1,677,528 Nm ³	1,318,384 Nm ³	1,201,007 Nm ³
Packaging					
Number of tonnes	146,140 T	150,845 T	160,549 T	149,196 T	144,992 T





Note on the CSR reporting methodology

Indicators	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Breakdown by type of material:					
Metal cans:	57.6%	55.7%	56.3%	55.6%	55.1%
Cardboard:	20.3%	19.9%	20.7%	23.1%	23.6%
Glass jars:	9.8%	12.3%	11.2%	10.5%	9.9%
Plastic film:	5.1%	4.9%	4.8%	5.7%	6%
Lids:	3.6%	2.8%	2.6%	1.8%	1.6%
Plastic trays:	1.6%	1.6%	1.6%	1.5%	1.6%
Labels and other:	2.1%	2.8%	2.8%	1.7%	2.1%
Recycled materials					
Percentage of recycled materials in packaging <i>GRI Standard 301-2</i>					48%
Biodiversity					
Number of production facilities an area of outstanding fauna or flora					6
Expenditure, in euros, for minimizing the impact of activities on the environment					
Water and sludge from treatment station:	€3,777,825	€1,816,014	€1,692,572	€1,181,274	€1,111,173
Industrial and green waste:	€241,403	€181,172	€49,949	€131,716	€360,437
Air and energy:	€3,253,175	€5,242,105	€2,915,092	€1,355,453	€1,441,496
Greenhouse gas emissions					
*Scope 1: Tonnes of CO ₂ equivalent direct emissions (fossil fuels purchased for agro- industrial sites, excluding registered offices and tertiary sites) - <i>GRI Standard 305-1</i>	121,205 tCO _{2e}	110,180 tCO _{2e}	109,514 tCO _{2e}	95,558 tCO _{2e}	89,823 tCO _{2e}
*Scope 2: Tonnes of CO ₂ equivalent indirect emissions (electricity and steam purchased for agro-industrial sites, excluding registered offices and tertiary sites) - <i>GRI Standard 305-2</i>	68,383 tCO _{2e}	77,734 tCO _{2e}	76,384 tCO _{2e}	74,637 tCO _{2e}	70,533 tCO _{2e}
Scope 3 upstream: Tonnes of CO ₂ equivalent indirect emissions (Products and services purchased, capitalized assets, emissions related to contributions and energy, transport of goods upstream and distribution, waste generated, business travel, commuting, upstream leased assets). The following non-material sub-items were excluded from the analysis since they represent less than 1% of the results of the carbon assessment carried out in 2012: volume of pesticides purchased, total volume of potassium fertilizer purchased)					804,098 tCO _{2e}
Scope 3 downstream: Tonnes of CO ₂ equivalent indirect emissions (Transport of goods downstream and distribution, transformation of products sold, use of products sold, end-of-life of products sold, downstream leased assets, franchises, capital expenditure. The following sub- items were excluded from the analysis since they do not concern Bonduelle or were considered non- material: upstream leased assets, downstream leased assets, franchises, investments.)					1,234,290 tCO _{2e}
Emissions of ozone depleting gas Tonnes of CO ₂ equivalent for R22, R134A, R404A, R422A	2,446 tCO _{2e}	475 tCO _{2e}	3,484 tCO _{2e}	2,600 tCO _{2e}	2,009 tCO _{2e}

* Emissions related to energy consumption at headquarters and tertiary sites were estimated and recognized under scopes 1 and 2 as presented in the overall assessment of GHG emissions in Section 2.4.3.

Note on the CSR reporting methodology

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 two Bonduelle sites: Estrées-Mons, Reinsured (France), excluding the Vaulx-Vraucourt (France) site in 2015 following technical modifications.

For 2016, the allocation of free quotas equates to 19,352 tCO₂e. Certified and transferred emissions totaled 16,207 tCO₂e. The use of biomass steam in 2015 at the Estrées-Mons (France) site made it possible to halve the group's greenhouse gas emissions that are subject to the Emission trading scheme (ETS). 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 on the carbon allowance market in 2016.

C. Transportation (excl. Brazil, Canada and the USA)

Indicators	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
CO₂ emissions (tonnes of CO₂)					
Upstream agricultural activities	15,657 tCO ₂	15,698 tCO ₂	18,085 tCO ₂	18,620 tCO ₂	22,485 tCO ₂
Inter-site	16,716 tCO ₂	14,645 tCO ₂	13,510 tCO ₂	14,499 tCO ₂	14,498 tCO ₂
Distribution	72,941 tCO ₂	76,568 tCO ₂	73,854 tCO ₂	69,994 tCO ₂	67,111 tCO ₂
TOTAL (EXCLUDING BU BALL, I.E. BRAZIL, CANADA AND THE UNITED STATES)	105,314 TCO₂	106,911 TCO₂	105,449 TCO₂	103,113 TCO₂	104,094 TCO₂
Ratio of kg CO₂ emitted per tonne transported					
Upstream agricultural activities	18 kg CO ₂ /T	19 kg CO ₂ /T	19 kg CO ₂ /T	21 kg CO ₂ /T	26 kg CO ₂ /T
Inter-site	20 kg CO ₂ /T	19 kg CO ₂ /T	17 kg CO ₂ /T	19 kg CO ₂ /T	19 kg CO ₂ /T
Distribution	75 kg CO ₂ /T	74 kg CO ₂ /T	71 kg CO ₂ /T	70 kg CO ₂ /T	68 kg CO ₂ /T

D. Quality

Indicators	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Safety testing - GRI Standard 416-1					
Number of tests conducted on fresh, prepared and frozen product categories			19,000	20,537	19,985
Number of tests conducted on the canned products category			44,600	43,788	43,900
Certified facilities					
Number of ISO 9001 certified facilities	17	16	13	12	11
Number of ISO 22000 certified facilities	1	2	3	3	3
Number of IFS certified facilities	23	22	20	20	19
Number of FSSC 22000 certified facilities	4	5	4	4	4
Number of BRC certified facilities	17	15	15	16	15
Number of SQF certified facilities	4	3	3	3	3
Number of facilities certified "organic"	9	11	17	17	14
Number of days of system or product audits carried out by certification bodies, authorities or customers					291
Number of hours raising employees' awareness of food quality, food safety, or food defense, etc.					16,409





Note on the CSR reporting methodology

Indicators	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Customer services	1 Customer Services Department operates in each country				
Purchases of processed fruit and vegetables					
Number of suppliers (excluding partner vegetable producers) who have signed the Simplified agronomic charter	78	92	106	105	96
Percentage of suppliers (excluding partner vegetable producers) who have signed the Simplified agronomic charter	32%	32%	35%	42%	38%
Number of tests conducted on phytosanitary waste and trace metal elements (TME)	277	439	411	465	564
Percentage of compliant results obtained from tests on phytosanitary waste and trace metal elements (TME)	96%	94%	97%	95%	98%
Number of suppliers audited - (Excluding Canada and the United States)	44	59	47	41	32
Percentage of suppliers audited - (Excluding Canada and the United States)	18%	21%	15%	16%	19%
Number of suppliers assessed - (Excluding Canada and the United States)	126	93	171	199	141
Percentage of suppliers assessed - (Excluding Canada and the United States)	51%	32%	56%	79%	82%
Number of suppliers audited - Canada and the United States*					15
Percentage of suppliers audited - Canada and the United States*					18%
Number of suppliers assessed - Canada and the United States*					79
Percentage of suppliers assessed - Canada and the United States*					96%

* Different calculation method from the rest of the Bonduelle Group.

E. Human resources

GRI Standard 102-8

Indicator	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Number of permanent employees at June 30 of the reporting year	6,736	6,983	6,974	7,100	7,330
Number of full-time equivalent permanent, non-permanent and seasonal employees and employees on other contracts over the reporting period	9,758	9,569	9,755	9,961	10,220



Note on the CSR reporting methodology

Total employees by type of employment contract and geographical area (full-time equivalents in 2016-2017)

	France	Europe excl. France	Non-Europe	Total
Permanent	3,225	1,499	2,394	7,119
Non-Permanent	231	192	71	494
Seasonal	598	481	704	1,784
Other	434	201	188	824
TOTAL	4,489	2,374	3,357	10,220

Total workforce by gender, status, age and geographical area (permanent employees as at June 30, 2017)

<i>GRI Standard 405-1</i>	France	Europe excl. France	Non-Europe	Total
Women	1,339	655	941	2,935
Men	1,935	925	1,535	4,395
Managers	750	324	265	1,339
Non-Managers	2,524	1,256	2,211	5,991
Permanent employees aged under 26	117	47	274	438
Permanent employees aged 26-35	675	322	549	1,546
Permanent employees aged 36-45	973	539	621	2,133
Permanent employees aged 46-49	397	196	216	809
Permanent employees aged 50-55	568	238	347	1,153
Permanent employees aged over 55	544	238	469	1,251

Indicator	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Seniority (permanent staff)					
0 to 3 years	1,530	1,910	1,892	1,988	2,099
4 to 9 years	1,571	1,476	1,519	1,545	1,616
+ 9 years	3,635	3,597	3,563	3,567	3,615
Average Seniority	13.29	12.81	12.82	13	12.27
New hires, in number of contracts - GRI Standard 401-1					
Permanent	589	784	641	549	654
Non-Permanent	1,095	1,187	942	683	896
Seasonal	4,986	6,473	4,791	4,515	5,103
Workers with a disability (full-time equivalents (FTE)) - GRI Standard 401-1	232 FTE	268 FTE	264 FTE	281 FTE	281 FTE
Total group turnover - GRI Standard 401-1 <i>(Scope: departures at the request of the employee, due to death, retirement or agreed departure).</i>	11.64%	12.84%	13.23%	14.82%	16.27%



**Departures by status in 2016-2017**

	France	Europe excl. France	Non-Europe	Total
Managers				
Due to layoff	4	4	2	10
Due to a death, retirement or agreed departure	32	9	6	47
Due to the employee (resignation, end of probationary period)	27	16	13	56
Due to transfer	18	1	3	22
Non-Managers				
Due to layoff	71	33	153	257
Due to a death, retirement or agreed departure	114	127	56	297
Due to the employee (resignation, end of probationary period)	205	188	870	1,263
Due to transfer	14	1	11	26

Turnover by gender* in 2016-2017

	France	Europe excl. France	Non-Europe	Total
Turnover - Women	8.2%	14.8%	29.1%	16.25%
Turnover - Men	8.6%	13.9%	27.5%	16.29%
Departures - Women	155	151	374	680
Departures - Men	223	189	571	983

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

Turnover by age* in 2016-2017

	France	Europe excl. France	Non-Europe	Total
Turnover of employees aged under 26	1.4%	4.4%	9.9%	4.93%
Turnover of employees aged 26-35	2.2%	3.7%	7.0%	4.14%
Turnover of employees aged 36-45	1.1%	2.2%	4.4%	2.42%
Turnover of employees aged 46-49	0.4%	0.8%	1.4%	0.83%
Turnover of employees aged 50-55	0.4%	1.4%	2.2%	1.22%
Turnover of employees aged 55+	2.9%	1.7%	3.3%	2.74%
Departures of employees aged under 26	64	105	334	503
Departures of employees aged 26-35	99	89	235	423
Departures of employees aged 36-45	48	52	147	247
Departures of employees aged 46-49	19	20	46	85
Departures of employees aged 50-55	19	33	73	125
Departures of employees aged 55+	129	41	110	280

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

Note on the CSR reporting methodology

Indicator	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Training as a percentage of payroll	1.57%	1.6%	1.44%	1.44%	1.4%
Total number of training hours:	123,795	168,293	172,776	177,979	174,102
Average training duration per individual - <i>GRI Standard 404-1</i>	23 hours	27 hours	28 hours	29 hours	31 hours
Breakdown of training hours by gender - <i>GRI Standard 404-1</i>	39.08% women 60.92% men	29.48% women 70.52% men	36.15% women 63.85% men	32.82% women 67.18% men	35.62% women 64.38% men
Breakdown of training hours by status - <i>GRI Standard 404-1</i>					18.66% Managers 81.34% non-Managers
Frequency of work-related accidents	11.75	9.22	7.43	4.03	6.19
Work-related accident severity rate	0.61	0.42	0.42	0.23	0.29
Severity rate of occupational diseases for France	1.39	1	0.96	1.08	0.96

Breakdown of work-related accidents, frequency rate, severity rate and occupational diseases in 2016-2017 - *GRI Standard 403-2*

	France	Europe excl. France	Non-Europe	Total
Women - Frequency rate	10.36	1.86	2.68	5.71
Men - Frequency rate	10.53	5.33	3.14	6.49
Frequency rate	10.46	3.88	2.98	6.19
Women - Number of work-related accidents with lost time	29	3	6	38
Men - Number of work-related accidents with lost time	43	12	13	68
Number of work-related accidents with lost time	72	15	19	106
Women - Severity rate	0.38	0.09	0.08	0.21
Men - Severity rate	0.49	0.54	0.08	0.34
Severity rate	0.45	0.35	0.08	0.29
Women - Number of lost days due to work-related accidents	1,074	140	173	1,387
Men - Number of lost days due to work-related accidents	2,006	1,226	322	3,554
Lost days due to work-related accidents	3,080	1,366	495	4,941

	France	Europe excl. France	Non-Europe	Total
Women - Occupational disease severity rate	2.15	N/A	N/A	2.15
Men - Occupational disease severity rate	0.15	N/A	N/A	0.15
Occupational disease severity rate	0.96	N/A	N/A	0.96
Women - Number of lost days for work- related accidents and occupational disease	6,010	N/A	N/A	6,010
Men - Number of lost days for work- related accidents and occupational disease	599	N/A	N/A	599
Number of lost days for work-related accidents and occupational disease	6,609	N/A	N/A	6,609

N/A: Data not available.





Note on the CSR reporting methodology

Indicator	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Staff affected by industrial restructuring plans who have received outplacement support	454	0	4	62	0
Number of hours worked	15,914,984	16,058,864	16,556,775	16,889,400	17,125,082
Absenteeism rate	4.46%	3.42%	3.53%	3.72%	4.06%
Amount of compensation (permanent, non-permanent and seasonal employees)	€241,900,106	€246,789,278	€252,912,461	€259,398,219	€266,972,624
Percentage of employees receiving regular performance and career development reviews - <i>GRI Standard 404-3</i>	80.45%	78.05%	78.16%	79.42%	80.61%
Breakdown by gender of employees receiving regular performance and career development reviews - <i>GRI Standard 404-3</i>	87.13% women 78.70% men	77.71% women 78.28% men	79.44% women 77.28% men	80.94% women 78.45% men	81.88% women 79.76% men
Breakdown by status of employees receiving regular performance and career development reviews - <i>GRI Standard 404-3</i>					92.52% Managers 78.62% non-Managers

Breakdown of absenteeism rate and hours worked in 2016-2017

	France	Europe excl. France	Non-Europe	Total
Women - Absenteeism rate	5.6%	4.9%	4.5%	5.06%
Men - Absenteeism rate	3.5%	3.3%	3.4%	3.39%
Absenteeism rate	4.3%	4.0%	3.8%	4.06%
Women - Hours worked	2,798,447	1,617,176	2,236,500	6,652,123
Men - Hours worked	4,083,588	2,251,365	4,138,007	10,472,960
Hours worked	6,882,035	3,868,541	6,374,506	17,125,082



2.8 Appendices

2.8.1 Ethics Committee – GRI Standard 103-2

An Ethics Committee was officially created 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. Today Philippe Vasseur is Special Commissioner for the revitalization and reindustrialization of the Hauts-de-France region. He is also a member of the Bonduelle SAS Board of Directors.

Jean-Bernard Bonduelle

Member of the Bonduelle SAS Board of Directors as well as 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, National Joint Trade Association of Fruit and Vegetable Processors – France) and Vice Chairman of the European Association of Fruit and Vegetable Processing Industries (Profel).

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

Member of the Supervisory Board of Bonduelle SCA, 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.

2.8.2 Bonduelle Group ethics charter – GRI Standard 102-16, 103-2

The Bonduelle Group ethics charter embodies the values it has held dear for many years and wishes to promote: people-minded, 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.

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, 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.

1 - 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.

PEOPLE FIRST

Bonduelle complies with the regulations of a number of 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.

2 - 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 "well-living". 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 "well-living" 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 Benoît 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.

3 - 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 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 who are employed within the group and two from outside, who are not employees (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 30 173, 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.



2.8.3 Materiality matrix – GRI Standard 102-46

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 societal 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. In the first instance, a materiality matrix was created for the entire Bonduelle Group. Its methodology is used in all the countries where Bonduelle operates. In 2015-2016, the matrix was completed in Canada and started in Italy. Russia devised its materiality matrix in 2016-2017.

The lessons learned from various dialogs with stakeholders in 2016-2017 supported the results of the matrix (see 2.2.1).

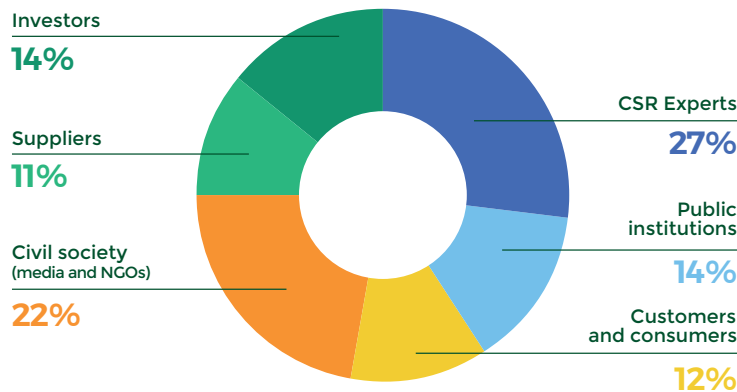
Identifying Bonduelle’s CSR challenges

A complete list of Bonduelle’s CSR challenges 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 challenges 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 challenges and targets tables outlined in 2.3.1, 2.4.1, 2.5.1 and 2.6.1.

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 Executive Committee and the CSR Steering Committee answered the online questionnaire.

Prioritizing challenges

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

The final score for each challenge 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 in Section 3.5);
- inclusion of the results of 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 balanced food choices at work.

For each challenge, the Bonduelle CSR Steering Committee analyzes the results for each year *via* materiality matrices produced in the countries where Bonduelle operates.

Materiality matrix – GRI Standard 102-47, 103-1, 102-42, 102-14

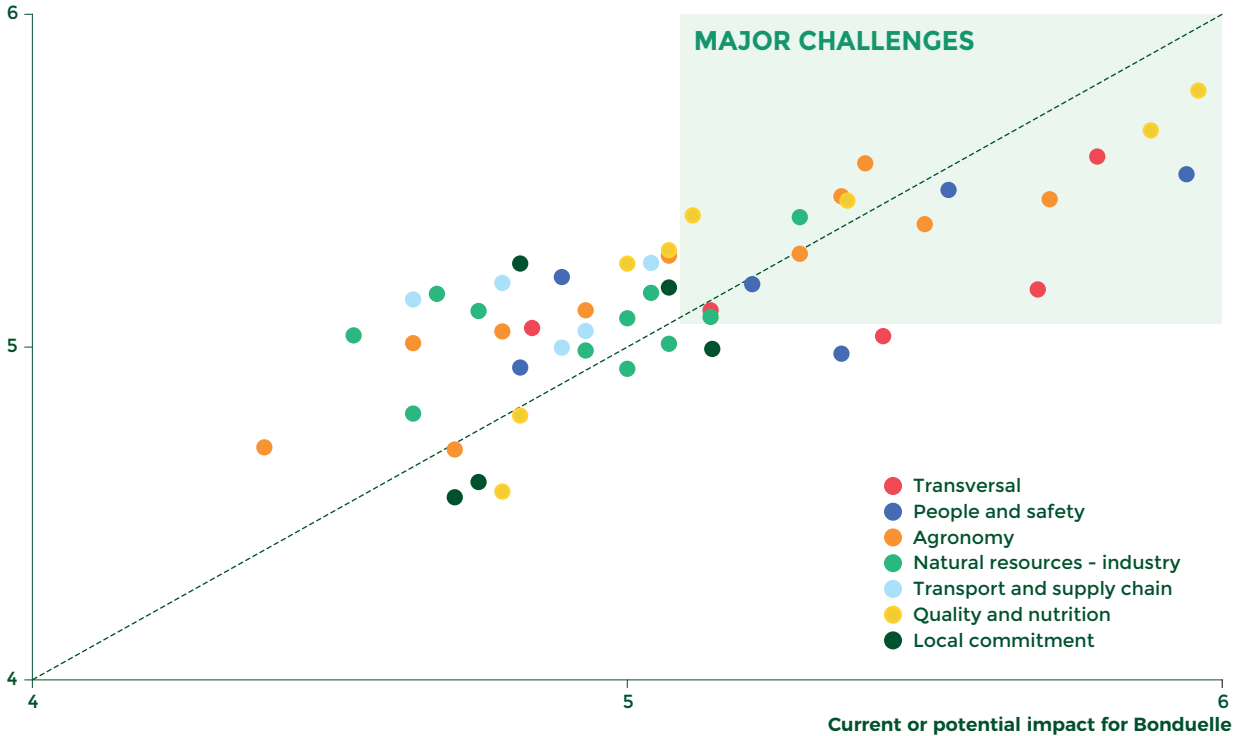
The materiality analysis identified, from among Bonduelle's 51 CSR challenges, 17 major challenges shared by the group and its stakeholders. They include the commitments of the Company's CSR strategy and will help to enrich it. They are also in line with the sustainable development goals presented in 2.1.1. Material challenges apply to the entire Bonduelle Group, which collaborates with its eco-system to address these challenges, and particularly with its farmer partners:

- product quality and safety (outlined in Sections 2.5.3 and 2.5.4);
- food traceability (outlined in Section 2.5.3);
- health and safety in the workplace (outlined in Section 2.6.3);
- business ethics practices (outlined in Section 2.1.4);
- food safety (outlined in Sections 2.6.1 and 2.3.1);
- compliance with the international labor commitment (outlined in Section 2.6.8, 2.6.4 and 2.6.5);
- relations with producers (outlined in Sections 2.3 and 2.2);
- soil preservation (outlined in Section 2.3);
- water conservation (outlined in Section 2.4.5);
- packaging quality and safety (outlined in Sections 2.4.8 and 2.5.3);
- water pollution (outlined in Section 2.4.5);
- use of agricultural inputs (outlined in Section 2.3);
- legal compliance (outlined in Section 2.1.4);
- compliance of teams with the group's CSR commitments (outlined in Sections 2.1.2 and 2.6.9);
- integration of CSR challenges in relations with customers (outlined in Sections 2.2 and 2.8.3);
- nutritional composition of products (outlined in Section 2.5.4);
- energy savings (outlined in Sections 2.4.4 and 2.4.3).



Materiality matrix

Importance for external stakeholders



2.8.4 Professional bodies – GRI standard 102-13

- **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 Mushroom 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).
- **FIAC:** Fédération française des industries d'aliments conservés (French Preserved Food Industry Federation).
- **ILEC:** Institut de liaisons et d'études des industries de consommation (Institute for Consumption Industry Liaison and Research – France).
- **ORSE:** Observatoire de la Responsabilité sociétale des entreprises (Corporate Social Responsibility Observatory – France).
- **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 Product 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 the Canning Industries – France).

Cross-reference tables



Content Index
Groupe Bonduelle



8.4.4 Cross-reference table between the Company's Corporate Social Responsibility chapter and the Global Reporting Initiative (GRI) Standards Content Index and Article 225 of the Grenelle II Act - GRI Standard 102-55

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
GRI 102: General Disclosures 2016	102-1: Name of the organization		7.5 General information regarding the Company - Legal name		239	
	102-2: Activities, brands, products, and services		1.7 Our activities 1.6 Group organization structure 1.5 Bonduelle worldwide		20 18 16	
	102-3: Location of headquarters		7.5 General information regarding the Company - Registered office		239	
	102-4: Location of operations		1.6 Group organization structure 1.5 Bonduelle worldwide		18 16	
	102-5: Ownership and legal form		7.5 General information regarding the Company - Legal form 7.2 Shareholder structure		239 234	
	102-6: Markets served		1.7 Our activities 1.5 Bonduelle worldwide		20 16	
	102-7: Scale of the organization		1.1 2016-2017 key figures 1.6 Group organization structure 2.7.7 Results of all indicators 2.7.7 Results of all indicators - B. Natural Resources		4 18 89 91	
	102-8: Information on employees and other workers	Total workforce and breakdown of employees by gender, age and region	2.7.7 Results of all indicators - E. Human resources	2.7.6 Assurance report	95	
	102-9: Supply chain		2.3.1 Challenges and targets 2.4.1 Challenges, objectives and assessment 2.5.1 Challenges and targets		36 45 59	
	102-10: Significant changes to the organization and its supply chain		2.1.1 CSR: a corporate vision for a more responsible world		24	
	102-11: Precautionary Principle or approach	Resources dedicated to preventing risks	3.5 Internal control and risk management procedures		124	
	102-12: External initiatives		2.2.2 Bonduelle stakeholders and forms of dialog 2.1.4 Ethical business practices - Transparency requirements		32 30	
	102-13: Membership of associations		2.2.2 Bonduelle stakeholders and forms of dialog 2.8.4 Professional bodies		31 107	
	Strategy					
102-14: Statement from senior decision-maker	<ul style="list-style-type: none"> Company's arrangements to take environmental issues into account Training and information for employees on environmental protection 		2.1.2 A pioneering approach 2.8.3 Materiality matrix - Materiality matrix		26 106	
Ethics						
102-16: Values, principles, standards, and norms of behavior			2.8.2 Bonduelle Group ethics charter		100	





Cross-reference tables

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
GRI 102: General Disclosures 2016	Governance					
	102-18: Governance structure		3.1 Administrative, management and supervisory bodies		110	
	Stakeholder engagement					
	102-40: List of stakeholder groups	Conditions for dialog with stakeholders	2.2.2 Bonduelle stakeholders and forms of dialog		32	
	102-41: Collective bargaining agreements	<ul style="list-style-type: none"> Compliance with the provisions of the fundamental conventions of the ILO (Nos. 87 and 98) Overview of collective Agreements 	2.6.5 Social dialog		76	
	102-42: Identifying and selecting stakeholders	Conditions for dialog with stakeholders	2.8.3 Materiality matrix - Materiality matrix		106	
			2.2.1 Regular involvement		31	
			2.2.2 Bonduelle stakeholders and forms of dialog		32	
	102-43: Approach to stakeholder engagement	<ul style="list-style-type: none"> Conditions for dialog with stakeholders Support, partnership and sponsorship actions with stakeholders 	2.2.2 Bonduelle stakeholders and forms of dialog		32	
			2.2.1 Regular involvement		31	
	102-44: Key topics and concerns raised	Conditions for dialog with Stakeholders	2.2.2 Bonduelle stakeholders and forms of dialog		32	
			2.2.1 Regular involvement		31	
	Scope of the report					
	102-45: Entities included in the consolidated financial statements		1.6 Group organization structure		18	
			5.5 Notes to the annual consolidated financial statements - Note 10.4 List of group companies		193	
			2.7.3 Scope		83	
	102-46: Defining report content and topic Boundaries		2.8.3 Materiality matrix		105	
	102-47: List of material topics		2.8.3 Materiality matrix - Materiality matrix		106	
	102-48: Restatements of information		2.7.7 Results of all indicators		89	
			2.7.1 Context and objective		82	
			2.7.2 Procedures		82	
			2.7.4 Indicators		84	
	102-49: Changes in reporting		2.7.3 Scope - Change in scope during the fiscal year		83	
	102-50: Reporting period		2.7.1 Context and objectives		82	
			2.7.5 2017 Reporting schedule		86	
	102-51: Date of most recent report		2.7.5 2017 Reporting schedule		86	
	102-52: Reporting cycle		2.7.5 2017 Reporting schedule		86	
102-53: Contact point for questions regarding the report		2.7.5 2017 Reporting schedule		86		
102-54: Claims of reporting in accordance with the GRI Standards		2.1.4 Ethical business practices - Transparency requirements		30		
		2.7.1 Context and objectives		82		
102-55: GRI Content Index		8.4 Cross-reference table - Cross-reference table between the Bonduelle Group Corporate Social Responsibility report, the Global Reporting Initiative (GRI) Standards Content Index and Article 225 of the Grenelle II Act		258		
102-56: External assurance		2.7.6 Assurance report		87		

Cross-reference tables

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions	
	Specific information:	Economic category, indirect economic impacts aspect	Correspondence with Bonduelle's material issues: Relation with producers				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106 27 83		
	103.2: The management approach and its components		2.3.4 Agro-ecological transformation by Bonduelle with its partners 2.2.1 Regular involvement 2.3.1 Challenges, objectives and assessment		42 31 36		
	103-3: Evaluation of the management approach		2.1.3 CSR governance		27		
GRI 203: Indirect Economic Impacts 2016	203-2: Significant indirect economic impacts	Territorial, economic and social impact of the Company's activity in terms of employment and regional development	2.3.2 The Bonduelle Group's vegetable sourcing model 2.6.4 Compensation and benefits policy 2.6.5 Social dialog 2.6.9 Participation in the life of local communities and mobilization of employees		39 76 76 80		
	Specific information:	Societal category, anti-corruption aspect	Correspondence with Bonduelle's material issues: Business ethics practices				
	GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106 27 83	
		103.2: The management approach and its components		2.1.4 Ethical business practices		29	
103-3: Evaluation of the management approach			2.1.3 CSR governance		27		
GRI 205: Anti-corruption 2016	205-2: Communication and training about anti-corruption policies and procedures	Initiatives undertaken to prevent all forms of corruption	2.1.4 Ethical business practices - anti-corruption program		29		
	Specific information:	Environmental category: raw materials aspect	Correspondence with Bonduelle's material challenges: Packaging quality and safety				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106 27 83		
	103.2: The management approach and its components	Training and information for employees on environmental protection	2.5.2 Group policy and methods used 2.4.1 Challenges, objectives and assessment 2.4.8 Responsible product and packaging design and the fight against food waste		60 45 54		
	103-3: Evaluation of the management approach		2.1.3 CSR governance		27		
GRI 301: Materials 2016	301-2: Recycled input materials used	<ul style="list-style-type: none"> Raw material consumption and measures taken to improve efficiency in their use 	2.7.7 Results of all indicators - B. Natural Resources	2.7.6 Assurance report	93		



Cross-reference tables

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
	Specific information:	Environmental category: energy aspect	Correspondence with Bonduelle's material challenges: Energy conservation			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Adaptation to the consequences of climate change Energy consumption, measures taken to improve energy efficiency and use of renewable energy sources 	2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106	27 83
	103.2: The management approach and its components	<ul style="list-style-type: none"> Adaptation to the consequences of climate change Energy consumption, measures taken to improve energy efficiency and use of renewable energy sources 	2.4.2 Group policy and methods used 2.4.1 Challenges, objectives and assessment 2.4.4 Zero energy loss for the industrial activity		47 45	49
	103-3: Evaluation of the management approach	<ul style="list-style-type: none"> Adaptation to the consequences of climate change Energy consumption, measures taken to improve energy efficiency and use of renewable energy sources 	2.1.3 CSR governance		27	
GRI 302: Energy 2016	302-1: Energy consumption within the organization	<ul style="list-style-type: none"> Energy consumption, measures taken to improve energy efficiency and use of renewable energy sources Environmental evaluation or certification processes 	2.7.7 Results of all indicators - B. Natural Resources	2.7.6 Assurance report	91	
	302-4: Reduction of energy consumption		2.4.4 Zero energy loss for the industrial activity		49	
	Specific information:	Environmental category, water aspect	Correspondence with Bonduelle's material challenges: Water conservation			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Water consumption and water supply according to local constraints	2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106	27 83
	103.2: The management approach and its components	Water consumption and water supply according to local constraints	2.4.2 Group policy and methods used 2.4.1 Challenges, objectives and assessment 2.4.5 Preservation of water resources through sustainable and integrated management of the water cycle	2.7.6 Assurance report	47 45	50
	103-3: Evaluation of the management approach	Water consumption and water supply according to local constraints	2.1.3 CSR governance		27	
GRI 303: Water 2016	303-1: Water withdrawal by source	Water consumption and water supply according to local constraints	2.7.7 Results of all indicators - B. Natural Resources	2.7.6 Assurance report	91	

Cross-reference tables

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
	Specific information:	Environmental category: emissions aspect				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Adaptation to the consequences of climate change Water consumption and water supply according to local constraints 	2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106 27 83	
	103.2: The management approach and its components	<ul style="list-style-type: none"> Adaptation to the consequences of climate change Water consumption and water supply according to local constraints 	2.4.2 Group policy and methods used 2.4.1 Challenges, objectives and assessment 2.4.3 The group's carbon footprint group and energy transition		47 45 47	
	103-3: Evaluation of the management approach	<ul style="list-style-type: none"> Adaptation to the consequences of climate change Water consumption and water supply according to local constraints 	2.1.3 CSR governance		27	
GRI 305: Emissions 2016	305-1: Direct (Scope 1) greenhouse gas emissions	Significant items relating to greenhouse gas emissions, in particular linked to the use of goods and services produced	2.7.7 Results of all indicators - B. Natural Resources	2.7.6 Assurance report	93	
	305-2: Energy indirect (Scope 2) greenhouse gas emissions	Significant items relating to greenhouse gas emissions, in particular linked to the use of goods and services produced	2.7.7 Results of all indicators - B. Natural Resources	2.7.6 Assurance report	93	
	Specific information:	Environmental category: effluents and waste aspect	Correspondence with Bonduelle's material challenges: Water pollution; Use of agricultural inputs			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope 2.7.4 Indicators		106 27 83 86	
	103.2: The management approach and its components		2.4.2 Group policy and methods used 2.4.1 Challenges, objectives and assessment 2.4.5 Preservation of water resources through sustainable and integrated management of the water cycle 2.4.6 Waste management: zero loss and circular economy		47 45 50 52	
	103-3: Evaluation of the management approach		2.1.3 CSR governance		27	
GRI 306: Effluents and waste 2016	306-1: Water discharge by quality and destination	Measures for the prevention, reduction or remediation of discharges into air, water or soil that severely impact the environment	2.7.7 Results of all indicators - B. Natural Resources	2.7.6 Assurance report	92	
	306-2: Waste by type and disposal method	Measures to prevent, recycle and reuse, other forms of recovery and elimination of waste	2.7.7 Results of all indicators - B. Natural Resources	2.7.6 Assurance report	91, 92	
	Specific information:		Correspondence with Bonduelle's material challenges: Legal compliance			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106 27 83	
	103.2: The management approach and its components		2.8.1 Ethics Committee 2.8.2 Bonduelle Group ethics charter		100 100	
	103-3: Evaluation of the management approach		2.1.3 CSR governance		27	
GRI 307: Environmental Compliance 2016	307-1: Non-compliance with laws and regulations in the social and economic area		2.1.4 Ethical business practices		29	



Cross-reference tables

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
	Specific information:	Environmental category: supplier evaluation aspect	Correspondence with Bonduelle's material challenges: Relations with producers			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106 27 83	
	103.2: The management approach and its components		2.3.1 Challenges, objectives and assessment		36	
	103-3: Evaluation of the management approach		2.1.3 CSR governance		27	
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria		2.4.10 Responsible purchasing 2.7.7 Results of all indicators		57, 58 89	
	Specific information	Social category, employment aspect				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Work time organization	2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106 27 83	
	103.2: The management approach and its components	<ul style="list-style-type: none"> Work time organization Organization of social dialog 	2.6.2 Human resources policies and means implemented 2.6.5 Social dialog		70 76	
	103-3: Evaluation of the management approach		2.1.3 CSR governance		27	
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	Hires and dismissals	2.7.7 Results of all indicators - E. Human resources	2.7.6 Assurance report	96	
	Specific information:	Social category, health and safety in the workplace aspect	Correspondence with Bonduelle's material challenges: Health and safety in the workplace			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106 27 83	
	103.2: The management approach and its components		2.6.2 Human resources policies and means implemented		70	
		Workplace health conditions	2.6.3 Safety and working conditions		74	
	103-3: Evaluation of the management approach		2.1.3 CSR governance		27	
GRI 403: Occupational Health and Safety 2016	403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<ul style="list-style-type: none"> Frequency rate and severity of workplace accidents and occupational illnesses Absenteeism 	2.7.7 Results of all indicators - E. Human resources	2.7.6 Assurance report	98	
	403-4: Health and safety topics covered in formal agreements with trade unions	<ul style="list-style-type: none"> Summary of agreements signed with labor unions or employee representatives on workplace health and safety Safety in the workplace 	2.6.5 Social dialog 2.6.3 Safety and working conditions		76 74	

Cross-reference tables

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
	Specific information:	Social category, education and training aspect				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106 27 83	
	103.2: The management approach and its components		2.6.2 Human resources policies and means implemented 2.6.5 Training and developing potential		70 76	
	103-3: Evaluation of the management approach		2.1.3 CSR governance		27	
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	Total number of training hours	2.7.7 Results of all indicators - E. Human resources	2.7.6 Assurance report	98	
	404-3: Percentage of employees receiving regular performance and career development reviews	Training policies implemented	2.7.7 Results of all indicators - E. Human resources 2.6.6 Development and training for women and men		99 78	
	Specific information:	Social category, diversity and equal opportunities aspect				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106 27 83	
	103.2: The management approach and its components	Anti-discrimination policy	2.6.2 Human resources policies and means implemented 2.6.7 Diversity		70 79	
	103-3: Evaluation of the management approach		2.1.3 CSR governance		27	
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees	<ul style="list-style-type: none"> Measures taken to promote gender equality Measures taken to promote the employment and integration of disabled persons 	2.7.7 Results of all indicators - E. Human resources 3.1.2 Bonduelle SCA 2.6.7 Diversity		96 111 79	
	Specific information:	Human rights category, freedom of association aspect	Correspondence with Bonduelle's material challenges: Compliance with international labor commitments			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106 27 83	
	103.2: The management approach and its components		2.6.2 Human resources policies and means implemented 2.6.8 Human rights 2.1.4 Ethical business practices		70 79 29	
	103-3: Evaluation of the management approach		2.1.3 CSR governance		27	
GRI 407: Freedom of Association and Collective Bargaining	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> Promotion and compliance with the provisions of the fundamental conventions of the International Labour 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 challenges into the purchasing policy 	2.6.8 Human rights 2.6.5 Social dialog 2.4.10 Responsible purchasing/ Engagement, evaluation and support of suppliers in other categories		79 76 58	



Cross-reference tables

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
	Specific information:	Human rights category, child labor aspect	Correspondence with Bonduelle's material challenges: Compliance with international labor commitments			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106	
	103.2: The management approach and its components	<ul style="list-style-type: none"> Promotion of and compliance with the stipulations of the fundamental conventions of the International Labour Organization pertaining to the elimination of discrimination in respect of employment and occupation Anti-discrimination policy 	2.6.2 Human resources policies and means implemented		70	
			2.6.8 Human rights 2.1.4 Ethical business practices		79 29	
103-3: Evaluation of the management approach			2.1.3 CSR governance		27	
GRI 408: Child Labor 2016	408-1: Operations and suppliers at significant risk for incidents of child labor	<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 Incorporation of environmental and social challenges into the purchasing policy 	2.6.8 Human rights		79	
			2.4.10 Responsible purchasing		57	
	Specific information:	Human rights category, forced labor aspect				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106	
	103.2: The management approach and its components		2.6.2 Human resources policies and means implemented		70	
			2.6.8 Human rights 2.1.4 Ethical business practices		79 29	
103-3: Evaluation of the management approach			2.1.3 CSR governance		27	
GRI 409: Forced or Compulsory Labor	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> Promotion and compliance with the provisions of the fundamental conventions of the International Labour 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 challenges into the purchasing policy 	2.6.8 Human rights		79	
			2.4.10 Responsible purchasing		57	

Cross-reference tables

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
	Specific information:	Human rights category, investment aspect	Correspondence with Bonduelle's material challenges: Compliance with international labor commitments			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106 27 83	
	103.2: The management approach and its components		2.6.2 Human resources policies and means implemented 2.6.8 Human rights 2.4.10 Responsible purchasing		70 79 57	
	103-3: Evaluation of the management approach		2.1.3 CSR governance		27	
GRI 412: Human Rights Assessment 2016	412-3: Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Initiatives to promote human rights	2.4.10 Responsible purchasing/ Engagement, evaluation and support of suppliers in other categories 2.6.8 Human rights		58 79	
	Specific information:	Societal category, local communities aspect				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach 2.7.3 Scope		106 27 83	
	103.2: The management approach and its components		2.6.2 Human resources policies and means implemented 2.6.9 Participation in the life of local communities and mobilization of employees - 2.5.7 The Louis Bonduelle Foundation		70 80 65	
	103-3: Evaluation of the management approach		2.1.3 CSR governance		27	
GRI 413: Local communities 2016	413-1: Operations with local community engagement, impact assessments, and development programs	Territorial, economic and social impact of the Company's activity on neighboring and local populations	2.5.7 Louis Bonduelle Foundation - projects supported in 2016-2017 2.6.9 Participation in the life of local communities and mobilization of employees		66 80	
	Specific information:	Products category, consumer health and safety aspect	Correspondence with Bonduelle's material challenges: Product quality and safety; Nutritional composition of products;			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach		106 26	
	103.2: The management approach and its components		2.7.3 Scope 2.5.2 Group policy and methods used		83 60	
	103-3: Evaluation of the management approach		2.1.3 CSR governance		27	
GRI 416: Customer Health and Safety 2016	416-1: Assessment of the health and safety impacts of product and service categories	Fair practices: Measures taken to ensure consumer health and safety	2.5.3 Quality and traceability 2.5.4 Nutritional quality 2.7.7 Results of all indicators - D Quality		61 64 94	



Cross-reference tables

GRI Standards	Disclosure	Art. 225 Grenelle II	Cross reference between the GRI Standards Content Index and the registration document	External verification	Page no.	Omissions
	Specific information:	Product category, product and service labeling aspect	Correspondence with Bonduelle's material challenges: Product quality and safety; Nutritional composition of products			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach		106	
	103.2: The management approach and its components		2.7.3 Scope 2.5.2 Group policy and methods used		83	
	103-3: Evaluation of the management approach		2.1.3 CSR governance		60	
GRI 417: Marketing and Labeling 2016	417-1: Requirements for product and service information and labeling	Fair practices: Measures taken to ensure consumer health and safety	2.5.2 Group policy and methods used 2.5.3 Quality and traceability 2.5.4 Nutritional quality		60	
	Specific information:		Correspondence with Bonduelle's material challenges: Legal compliance			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary		2.8.3 Materiality matrix - Materiality matrix 2.1.2 A pioneering approach		106	
	103.2: The management approach and its components		2.7.3 Scope 2.5.2 Group policy and methods used		83	
	103-3: Evaluation of the management approach		2.1.3 CSR governance		60	
GRI 419: Socioeconomic Compliance 2016	419-1: Non-compliance with laws and regulations in the social and economic area		2.1.4 Ethical business practices		29	



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