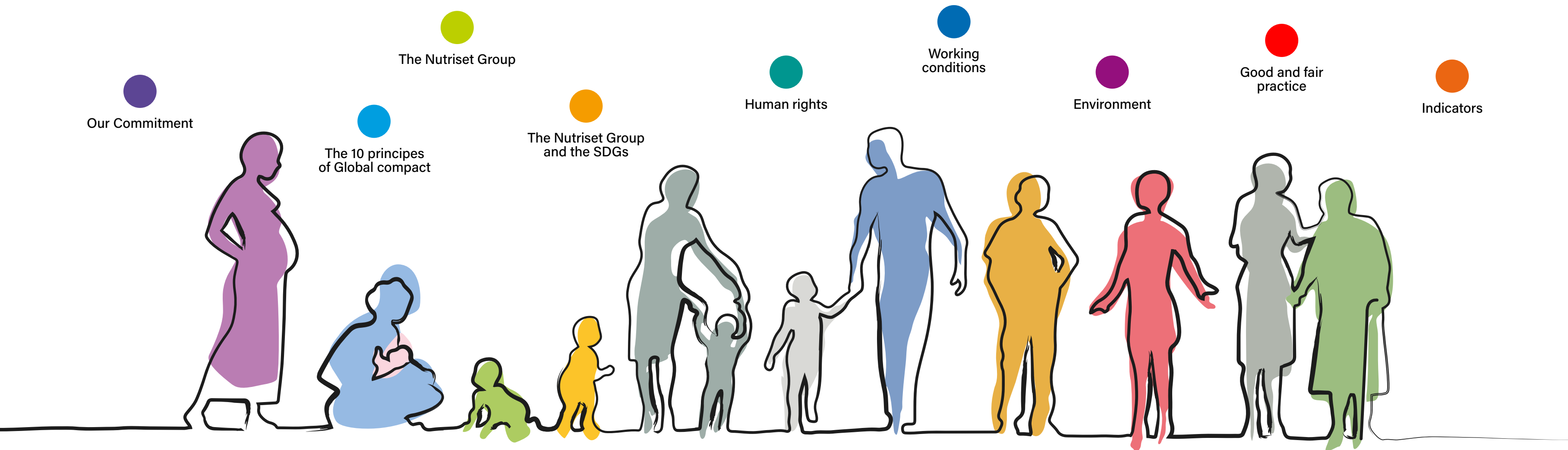


Nutriset Group

Communication on Progress

2020



my nutrition, my health

COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.





Adeline Lescanne-Gautier
Executive Director

Our Commitment

By joining the United Nations Global Compact initiative in 2020, and by confirming its commitment on the publication of this first Communication on Progress, the Nutriset Group intends not only to report on its activities but also to reaffirm its mandate.

The Nutriset Group is a family-owned company with strong roots in Normandy, performing a key international role in countries where the United Nations' social and humanitarian activities are concentrated. Recognized as a world leader, the Nutriset Group designs, produces and distributes innovative nutritional solutions for vulnerable population groups. The use of its products makes nutrition not only a lever for improving the well-being of the most vulnerable people, but also a key factor in the economic development of the countries where these products are manufactured and distributed locally. In 2020, ten million people benefited from them.

As one of the leading suppliers to the United Nations, notably via UNICEF and the World Food Programme, the Nutriset Group makes a direct contribution to the achievement of ten of the seventeen Sustainable Development Goals.

Finally, Nutriset was the first company in France to include in its articles of association, as early as 2015, an Extended Corporate Purpose that perpetuates its original mandate: "To provide effective proposals to nutrition/malnutrition issues".

Our commitment to the ten principles of the Global Compact provides us with a motivating framework through which we can strengthen and improve our social activities as well as our positive impact on our ecosystem.

We achieve this through three main areas, illustrated here with a few examples.

- **A service to society** guaranteed by our mandate: by developing nutritional solutions which meet the explicit needs of vulnerable people.
- **A responsibility to positively manage** our ecosystem by reducing our environmental footprint, guaranteeing the employment, integrity and well-being of our employees, undertaking a responsible purchasing policy, contributing to the development of health policies through public-private partnerships and supporting sustainable agribusiness in program countries.
- **A direct contribution to the common good**, by initiating procedures for the acquisition and sharing of knowledge in the field of social or applied sciences or by supporting philanthropic initiatives aimed at vulnerable groups.

The health crisis that we experienced in 2020, and which is still having an impact, can only encourage us to further strengthen our determination to pursue our efforts. That's why we are renewing our commitment to the Global Compact to contribute together to a better world.

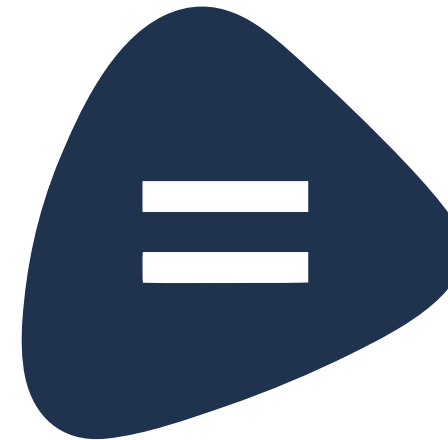
Reminder

of the ten principles of the Global Compact



Human Rights

- 1 Businesses should support and respect the protection of internationally proclaimed human rights and.
- 2 Make sure that they are not complicit in human rights abuses.



International labor standards

- 3 Businesses should uphold freedom of association and the right to collective bargaining and.
- 4 Should seek to eliminate all forms of forced or compulsory labor and.
- 5 Should contribute to the effective abolition of child labor and.
- 6 Should seek to eliminate all discrimination in respect of employment and occupation.



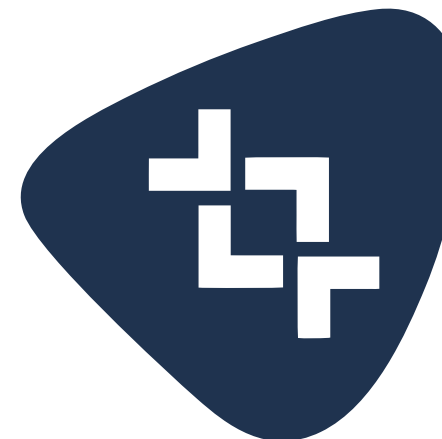
Environment

- Businesses are encouraged to apply a precautionary approach to environmental issues and.
- Undertake initiatives to promote greater environmental responsibility and.
- Promote the development and diffusion of environmentally friendly technologies.



Anti-Corruption

- Companies are expected to act against corruption in all its forms, including extortion and bribery.





Michel Lescanne
Founder and President
of the Nutriset Group

A founding mandate
"Feed the children"

In 1986, Michel Lescanne created Nutriset based on the observation that millions of children were dying each year from malnutrition in low-income countries, because the lack of appropriate treatments meant that there was no way of caring for them. Nutriset then designed, developed and produced the first therapeutic milk products that NGOs and UN agencies, such as UNICEF, were able to use successfully. Then, in 1996, to meet a newly identified need of vulnerable populations, Nutriset developed the first ready-to-use peanut paste-based nutritional food. This product represented **a real revolution in the treatment of malnutrition**, avoiding the need to hospitalize children suffering from severe acute malnutrition and allowing them to be treated at home by their parents. A real breakthrough in the countries affected by this scourge.

By investing massively in research and innovation, the company was then able to develop its product range: Plumpy'Nut, the first emergency therapeutic nutritional solution, is now available as a part of range of preventive products targeting specific needs. They are available in different formulas aimed at pregnant women, infants and those suffering illnesses. **More than 100 million people have benefited from Nutriset products in low-income countries since 2005.**





Local roots global expansion

Created thirty-five years ago, the Nutriset Group has always maintained its Norman roots. Its headquarters and main production site are still located in Malaunay, near Rouen, in the Seine-Maritime region. The medium-sized family-owned company, now headed by the founder's daughter, Adeline Lescanne-Gautier, has 241 employees in jobs ranging from production to research. Despite its strong international dimension, Nutriset still devotes special attention to its local, societal and environmental impact. This can be seen by its many local partnerships, notably with the town council of Malaunay, which is also heavily involved in eco-responsible development programs, as well as with local human rights associations.



Nutriset is also innovating in terms of governance. **As early as 2015, the company was the first in France to adopt an Extended Corporate Purpose.** Regardless of future changes in its governance, this permanently enshrines in its bylaws the core of its mandate: "To bring effective proposals to nutrition/malnutrition issues". This status guarantees the independence of the Norman SME but also mobilizes all its stakeholders, employees and partners, towards a worldwide objective that is crucial for the future: to continue to offer nutritional solutions to the most vulnerable population groups in all circumstances.



An international network closer to needs

Since 2005, Nutriset has wanted its activity to be a lever for development in countries where malnutrition is rife and has, therefore, chosen to support local companies that could manufacture its products. This network, called PlumpyField, now includes 12 producers in Africa, Haiti, India, France and the United States. Their activity allows humanitarian organizations, United Nations agencies and local governments to obtain supplies as close as possible to areas in need. At the same time, the network creates jobs and stimulates the host country's agricultural sectors to become suppliers of good quality raw materials. This original approach has now established the Nutriset Group and the PlumpyField network as world leaders in their field. **The members of the Nutriset Group, were among the leading French suppliers to the United Nations taking all economic sectors into account.**



The Group's experience in nutrition has also led it to invest heavily in food and agri-food research. In Africa, South-East Asia and Latin America, global warming, rampant urbanization and demographic growth are all factors that are already having a significant impact on eating habits and access to food. **The Nutriset Group is developing numerous international partnerships in a variety of fields:** physiological studies to better understand the impact of food on the human body, nutritional studies to understand, for example, childrens' growth, food studies to examine the value of agricultural raw materials, and anthropological studies to identify local tastes and habits in terms of food. The Nutriset Group is working, in particular, on integrating soy, millet, sorghum and chickpeas into its nutritional products. These are raw materials that are readily available in low-income countries but can be often undervalued.



An Extended Corporate Purpose

"Bringing effective proposals to nutrition/malnutrition issues". With the adoption of its Extended Corporate Purpose in 2015, Nutriset, a family-owned and independent company, aimed to create an original socio-economic model. Its founders and shareholders wanted to ensure the sustainability of the company's founding mandate by including it in the company's Corporate Purpose.

This Extended Corporate Purpose aligns the company's management to the values of its shareholders in a dynamic process of collective collaboration. Through the application of nine principles, the purpose influences and guides all strategies and facilitates the implementation of an innovative mode of governance involving all the company's stakeholders.

This approach is the responsibility of all those charged with bringing ECP to life on a daily basis within the company. It is a long-term process and requires innovation in terms of information management and organizational methods.

In the case of senior management, it allows them to make sure that their strategic objectives are in line with overarching corporate goals. Over the past few months, this consistency in corporate governance has become second nature at Nutriset. This is underpinned by the fact that compliance of business practice to statutory commitments is subject to annual scrutiny by an independent commission which reports to the shareholders.

The extended corporate purpose, in turn broken down into commitments, is not only a compass, but also a tool for innovation. For example, in practice, two commitments sometimes can conflict with one another presenting different options to consider. This dilemma, which can become apparent in practice, makes it possible to identify lines of arbitration or to propose new solutions. This demonstrates the company is actively innovating rather than remaining static.

Finally, the implementation of the ECP requires the involvement of employees. This process requires particular attention so that the commitments serve as permanent guidelines in their daily activities. Externally, the ECP remains an effective vector for affirming Nutriset's identity, while proclaiming its original model. With certain stakeholders, such as suppliers, it allows us to show proof of our sincerity in order to build long-term relationships based on goodwill.



Key information

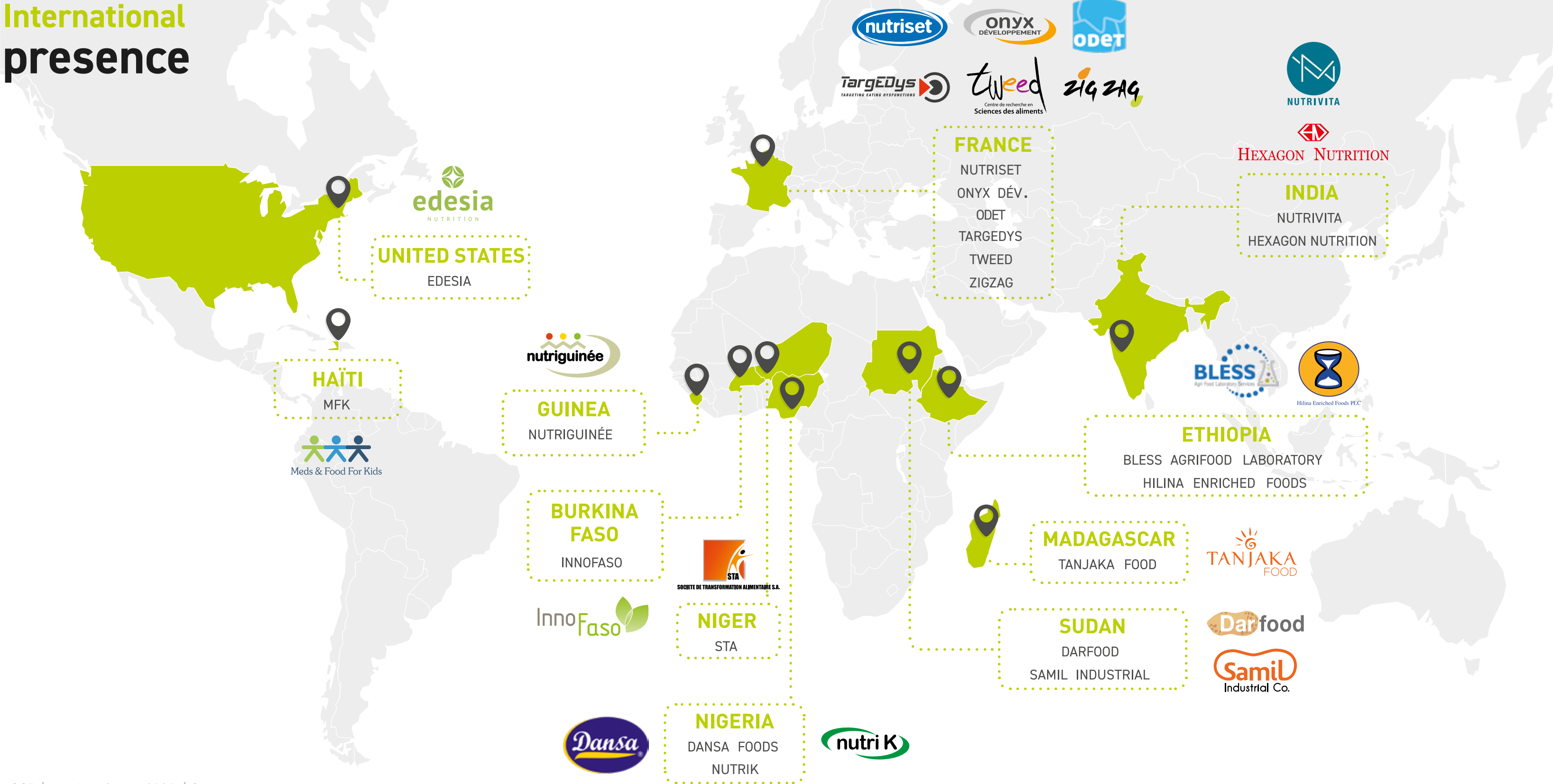
The Nutriset Group

The Nutriset Group consists of 12 entities in France, the United States, and in the program countries, all of which are dedicated to the conception, production and the distribution of nutritional solutions designed by Nutriset. The focal point of the Group, consists of Nutriset, established in 1986, which develops and produces the various products ranges and the holding company, Onyx Développement, which is responsible for supporting and facilitating investments and the different partners of the Group within the PlumpyField network.

This first edition of the Communication on Progress of the Global Compact focuses particularly on the performance indicators of Nutriset and Onyx Développement. It is intended, however, in the future, to include information on all the members of the Group.

- Family company created in 1986 in Normandy
- 241 employees at Group Headquarters (Nutriset and Onyx Développement).
- 491 in the PlumpyField network of franchised producers.
- 19 ownership stakes in associated companies.
- 12 nutritional solutions production in 11 countries (Burkina Faso, the United States, Ethiopia, France, Guinea, Haïti, India, Madagascar, Niger, Nigeria, Sudan).
- 2 food processing sites (Ethiopia, Sudan).
- 100 million beneficiaries since the creation of the PlumpyField network.
- 10 million beneficiaries in 2020.
- 60 international research partners.

International presence





2020 The Covid year

As in every French company in 2020, the health crisis linked to the Covid-19 pandemic has disrupted working patterns, raised questions about established practices and affected both the professional dimension of the group and the family and daily life of each individual employee.

For the Nutriset Group, there were many challenges. Owing to the strategic humanitarian dimension of its activities, Nutriset Group's products were urgently sought by the United Nations, which, from the beginning of the pandemic, reinforced its interventions in program countries. Apart from a two-week shutdown in March, the Malaunay (France) production site was able to manufacture products continuously to meet demand despite often having to overcome logistical difficulties. In addition to the measures taken in France, the Nutriset Group has been able to provide support to all its entities in Africa, South-East Asia and the Caribbean, who are themselves facing difficulties due to the crisis in their countries. As detailed on page 15, absolute priority has been given to the day-to-day support of all employees. This has been achieved by reorganizing activities (on site or by teleworking) via three successive business continuity plans, by adapting to government directives and by bolstering the Group's own social initiatives, in line with its corporate culture. The Group has not forgotten its local area either, supporting local social-support initiatives, whether run by associations or local authorities.





Towards a sustainable world **the vision of the younger** **generation of shareholders**

As a family business, the Nutriset Group's actions are now embodied, reflected and articulated across two generations. Here are the points of view of the two youngest members of its Board of Directors, the daughters of Isabelle and Michel Lescanne, the latter being the Group's founder and president.

Philippine Lescanne, 20 years old

Implementing initiatives to improve our social impact and environmental performance

This is a long-term challenge that must involve all our partners. That is to say, all the Group's companies, of course, and in particular the members of the PlumpyField network, located in the program countries, to be as close as possible to the needs of our beneficiaries, and in addition, our suppliers, our customers, and our various governmental or non-governmental contacts. However, we must also, as a private sector entity, find the right balance between sustainability and profitability, so as not to lose sight of our primary objective, which is to achieve nutritional autonomy for vulnerable population groups and fragile countries. To achieve this, we must, of course, remain faithful to our mandate, but we must also be imaginative, constantly innovating in the way we act in the field. By being aware of how to challenge ourselves.

Eugénie Lescanne, 22 years old

Feeding children and preserving the planet

Within the Nutriset Group, we have a very clear objective: to feed children by providing our partners with the best nutritional solutions. However, when faced with the degradation of our environment, what use would it be to feed vulnerable people well if they are on the front line of the fight against global warming? Everything has become global today. We must fight against malnutrition and, at the same time, create the conditions for a more sustainable world. The important thing is to do what we can, advancing year on year, as proposed by the Global Compact. It is up to us to make progress in improving our societal and environmental impact. It is important that we improve in the way we measure our progress, year on year. Moreover, at Group level and between the various entities of which it is composed, this progress will help to form a mutually supportive group dynamic for the benefit of all. Everyone will be a winner!

The Nutriset Group contributes directly to ten and indirectly to seven of the seventeen Sustainable Development Goals, by virtue of its activities in conjunction with its main customers, United Nations agencies, NGOs and governments of the program countries.

1 NO POVERTY



Our actions:

- To develop a range of products for the prevention of chronic malnutrition.
- Promote the motor and cognitive development of the most vulnerable people.

2 ZERO HUNGER



Our actions:

- Increase access to our existing products by optimizing their formulation and reducing their cost.
- Increase global knowledge about beneficiaries and consumers.
- To come up with new distribution systems.

3 GOOD HEALTH AND WELL-BEING



Our actions:

- Identify vulnerable population groups for whom existing nutritional solutions are inadequate and provide new ones (e.g., the elderly, people living with HIV, etc.).
- Maintain investment in studies and research that contribute to increasing knowledge about nutrition for vulnerable population groups.

4 QUALITY EDUCATION



Our actions:

- Provide products for school canteens.
- Promote continuous training within the Nutriset Group for all employees.
- Supporting the education of students in low-income countries.



5 GENDER EQUALITY



Our actions:

- Support gender equality within the Nutriset Group companies.
- Develop products that improve the nutritional status of girls, adolescents and women.
- Support the education of students in low-income countries.

6 CLEAN WATER AND SANITATION



Our actions:

- Develop products and services that serve WASH'Nutrition programs by:
 - Ensure greater nutritional impact.
 - Reduce the incidence of water-related diseases.
 - Positively influence program profitability.

8 DECENT WORK AND ECONOMIC GROWTH



Our actions:

- To enhance the value of local agricultural industries.
- Support the establishment of agro-food industries in low-income countries.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Our actions:

- Transfer research capability to low-income countries.
- Establish an industrial patent property policy for the economies of low-income countries.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Our actions:

- Meet the needs of new city dwellers.
- Streamline processes.
- Enhance the value of local raw materials.

17 PARTNERSHIPS FOR THE GOALS



Our actions:

- Participate in the promotion of good nutrition for pregnant and lactating women.
- Foster the development of multi-sector partnerships.



An action at the heart of its mandate

Nutriset was founded in 1986 to **contribute, across all its activities, to a fundamental human right: the right to be able to feed oneself correctly**, to enable children seriously affected by malnutrition to benefit from specific nutritional solutions in order to regain or acquire better health. Since then, the Group, in its entirety, has grown, whilst remaining committed to this objective and enshrining it as a mandate which became its Extended Social Purpose in 2015.

As a supplier, of United Nations agencies, non-governmental organizations and governments of program countries, **the Nutriset Group contributes directly, through its nutritional approach, to the consolidation of fundamental human rights:** the right to health, the rights guaranteeing child or female protection, the rights of displaced people or refugees, etc. Just to take one example, the Nutriset Group is fully committed to the application of the International Convention on the Rights of the Child: "Every child has the inherent right to life, survival and development (article 6), and should be able to enjoy the highest attainable standard of health (article 24)".

On a daily basis, the Nutriset Group is guided in all its actions by this **founding principle to make a concrete contribution to improving human rights**. For example, by scrupulously applying the United Nations Supplier Code of Conduct, as well as the charters of good conduct and conventions that guide the actions of its various agencies; and by always ensuring that its activities are carried out, at all stages and in all places, in compliance with these rights. In addition to the commitments linked to its activity, the Group is also developing philanthropic support for associations in its local region which assist socially vulnerable groups (the elderly, refugees, children and teenagers under protective custody, and students affected by the Covid crisis).



HUMAN RIGHTS



Organizing in the face of Covid

On March 12, 2020, the Nutriset Group's general management set up a crisis unit responsible for managing all the necessary measures to be taken in order to adapt to the health crisis and the decisions taken by the government. A Business Continuity Plan (BCP) was quickly distributed to all employees working at head office and the Malaunay production site, with the aim of rationalizing the company's activities around strategic functions and key positions to ensure the continuity of the business (production, logistics, finance, payroll, information systems, customer management). Throughout 2020, our main fields of action were the following:



1 Continuation of production activity on the Malaunay site (Seine-Maritime)

- Apart from a two-week stoppage during March, industrial activity was able to continue following the implementation of a business continuity plan, the adoption of adapted measures to protect health and safety, and with the commitment and solidarity shown by all the employees.

2 Maintenance of salaries and bonuses at 100%

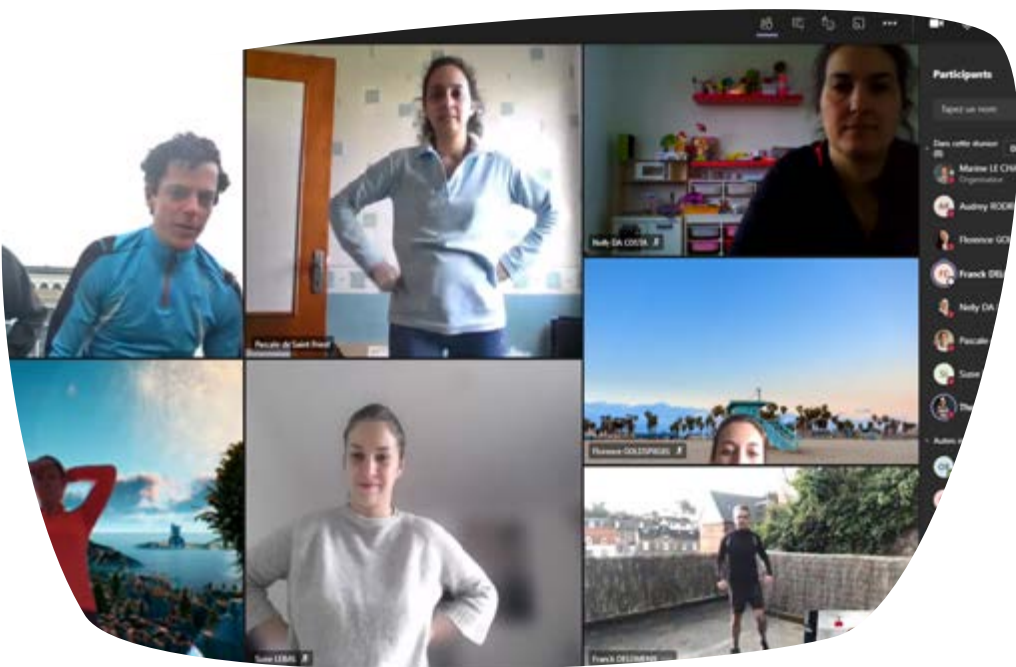
3 Social solidarity for associations

- **A budget of €100.000** has been set up to make donations to the most vulnerable people suffering from the effects of the health crisis. These include families with limited resources, students and migrants. Thus, the Group has supported Secours Populaire (with a financial donation), Réseau Solidarité Migrants (service vouchers), the Rouen Students' Federation and the council of Malaunay (food vouchers), where the Group's headquarters are located.
- **Donations of 5000 masks** and medical equipment to health personnel were also made during the initial lockdown.



Contribute to the well-being of all

Sport, culture and... agriculture



• **Coach.** Since 2016, employees have been able to take advantage of one hour long weekly classes given by a professional sports coach. Seventy per cent of the costs are subsidized by the company's CSE. These classes, which are normally enthusiastically followed by some 40 employees, continued during the health crisis, either outdoors or by videoconference for 25 keen employees. Additionally, employees have the use of an area of 90 m2 specially equipped and dedicated to sporting activities, thanks to an initiative of the Work and Social Committee of Onyx Développement.

• **"Apple break".** In 2019, we introduced the "apple break" in the fall. The Group provides all employees at both Malaunay sites with different varieties of organic apples, grown less than 10km away. A simple gesture that allows us to contribute to the good health of all and to the development of local and organic agriculture.



• **Choral society.** 2020 saw the birth of a choir within the Nutriset Group. Entirely financed by the company, a group of about twenty employees meet regularly to sing in unison. A real communal experience. A good way to foster team spirit and to have fun in times of confinement.





The **work-life** balance

Social welfare advice

Since 2018, a social welfare advisory service has been made available. Organized in the workplace and during working hours, confidential and completely free of charge, this service allows employees to receive advice, support, help with administrative procedures or even psychological support.

Legal assistance

The Works Council, at the instigation of the management, has set up a law center. The objective of these consultations is to inform any interested employees about their rights and obligations and to help them find a legal solution to their questions. Organized at the workplace and during working hours, confidential and completely free of charge, this service enables employees to resolve questions concerning family matters, contracts, etc.





Accompanying the growth of responsible businesses and creating sustainable value in program countries

Creating and supporting the emergence of a private sector in low-income countries is not only an economic challenge but social one too. This is the mission of Onyx Développement, the holding company of the Nutriset Group. Acting as a shareholder, investor or administrator, the company supports corporate development amongst the members of the PlumpyField network, and assists its partners with corporate structuring, skills acquisition, and management issues. It can also offer expert advice in product development and marketing. Onyx Développement also provides financial support to sustain the growth of its partners' activities. The implementation of sound governance is at the heart of its support.

Onyx Développement also facilitates the acquisition and dissemination of knowledge about the agri-food chain, by supporting or financing academic or applied research partnerships with schools, universities and research centers in France and around the world.

In synergy with other Nutriset Group companies, Onyx Développement also supports a number of innovative initiatives to envisage the food of the future in low-income countries in terms of health and social issues.





Eat&Play Box a child's right to play

The idea was born within the Nutriset Group in 2018. The malnourished children who benefited from our products needed to have the opportunity to play, like all children the world over. However, as is often the case, among the most impoverished, toys were not available. Moreover, these children had lost their sense of fun. To grow up well, a child needs adequate nutrition, care and attention, a sense of security and stimulation. Stimulation also helps them to be more responsive to treatment. Play is therefore essential for social, emotional, physical and cognitive development. **When a child is malnourished, play is therefore a crucial step in the successful management of his/her recovery.** However, in the field, toys and stimulation aids are in very short supply for care providers and children. Therefore the idea of the Eat&Play Box came about! Transform our product packaging boxes into pre-cut cardboard games to assemble! Once emptied of its contents, the cardboard box is transformed in a flash into a toy for children who benefit from humanitarian aid. This "childlike" metamorphosis has no impact other than giving pleasure to children: the cardboard retains all its technical properties (protection and resistance), its modification has no impact on the supply chain or on the selling price! In 2020, we sent 148,164 Eat&Play Boxes to the field, the equivalent of 222,246 toys for children! The feedback from humanitarian agencies, NGOs and health centers being very positive.





Support for local human rights associations

Action for inclusion

The Nutriset Group has been committed for many years, internationally and locally, to the inclusion of all in society. In Normandy, in 2020, many partnerships have been established or renewed.

- **Partnership with Les Nids Foundation, child protection.** Since 2018, the Nutriset Group has been committed to the Les Nids association. Recognized as being of public benefit, this association has been carrying out missions in favor of children in difficulty and supporting their families for over 80 years. The association follows nearly 5,000 children and adolescents each year in Haute-Normandie.

The most urgent need identified by the educators was the creation of a welcome booklet to inform the children about the situations in which they find themselves and what to expect during their time at Les Nids. A three-way partnership was developed between the Group, the association and the communications agency ZigZag, which is ethically committed to the cause, (a member of the Nutriset Group), to develop this new help-pack. After a year of auditing needs and developing key messages with the educational team, the Foundation's new welcome booklet was born in 2020.



- **Partnership with France Terre d'Asile**, a not for profit association whose aim is to act in favor of asylum seekers and those who have obtained refugee status. Since 2016, the Nutriset Group has been financing projects of the association's Normandy branch. The citizen sponsorship "Duos for tomorrow" puts refugees in contact with families or single people. The idea is to discover French and Norman culture, learn the codes and norms, become "informed" and create social links. By the end of 2020, this partnership had enabled 118 duos to be established, representing some 396 people in total. The success of this local operation has, since 2016, encouraged the national headquarters of France Terre d'Asile to adopt the program. Today, there are 681 citizen sponsorships established throughout France, representing more than 1,000 refugees!

In 2015-2016, the Nutriset group also supported the "Métier pour demain / Jobs of the future" scheme. After first learning the French language, this project provided access to study grants, visits and meetings in companies, observation internships and a "job" sponsorship. In Rouen, about 15 Sudanese and Afghan refugees benefited from this project for 18 months.

The partnership was renewed at the beginning of 2019 for a period of three years. In addition, presentation sessions on Nutriset's businesses and a visit to the site were offered to the association's advisors with the aim of welcoming trainees on a training course. From this, three refugees were able to take part in internships and temporary jobs in the HR, Quality and Production departments.



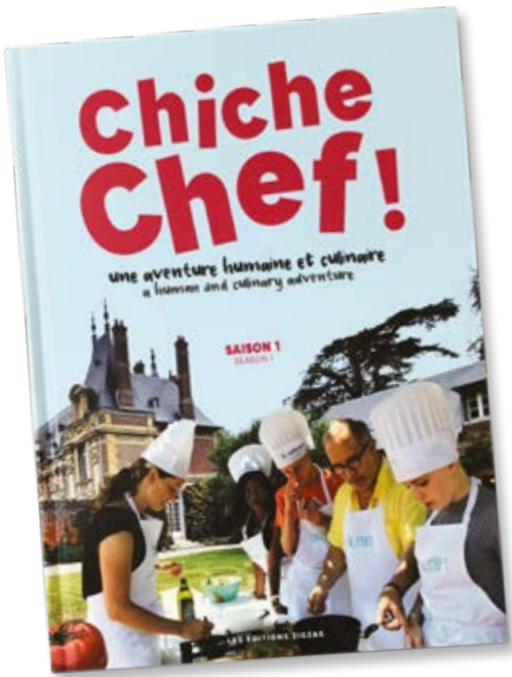
- **Partnership with NQT (Nos Quartiers ont du Talent/Our neighborhoods have talent).** It allows us to sponsor young graduates from the Rouen agglomeration who have difficulty finding a job due to a lack of social capital and/or self-confidence. Since the partnership resumed at the end of 2019, we now have 16 sponsors. In total, 26 young people have been supported by the NQT scheme and the sponsors i.e. Nutriset employees.
- **Partnership with the food bank.** Since 2018, two weekends a year, the Nutriset Group has made its trucks available to its employees wishing to participate in the collections for the Rouen Food Bank so that they can go round the super and hypermarkets to collect the donated foodstuffs. Around thirty employees regularly take part in these collections.
- **Partnership with Les Restos du Cœur (a food bank charity),** an association, recognized as being of public benefit, whose aim is to help and provide voluntary assistance to destitute people, particularly in the context of food via access to free meals, and by participating in their social and economic integration. From 2017 to 2019, the Nutriset Group made a donation of 60.000 euros over the three years to partially finance vacation stays for needy families, most of whom have never been on vacation. In the first two years, 114 families were able to go on vacation for a few days. The partnership has been extended for the year 2020.
- **Acquisition of a stake in the Restaurant le XXI,** in Rouen. The Nutriset group has been asked by the Trisomie 76 association to become a shareholder in the future "extraordinary restaurant" which is due to open in 2021. This restaurant, mainly managed by people with Down's syndrome, aims to provide autonomy and personal development through work. An equity investment of 10.000 euros was made in late 2019.





Promoting
nutritious, tasty food accessible to all:
the "Chiche Chef! "

The initial idea was to provide support for underprivileged children and refugees on our doorstep, by setting up a culturally diverse and welcoming event, as well as a practical and accessible workshop based around food and nutrition, spearheaded by the Nutriset Group. The Group has joined forces with the France Terre d'Asile association, the Fondation les Nids and the Friends of Miromesnil association, of which it is a benefactor, to create a unique event that is fun, educational and practical, based around "eating well". This is aimed at children from the Aide Sociale à l'Enfance and refugees supported by FTA/Seine-Maritime. Four one-day sessions, each led by a renowned local chef, enabled about fifty children and adults to learn about the basics of food and cooking together, using seasonal products. A book of recipes, recounting all the workshops, was published with the support of the Nutriset Group, at the end of 2020, and is on sale for the benefit of the partner associations.





A corporate culture that respects people

With 236 employees (average age: 38 years old, almost equal number of men and women), the Nutriset Group has always taken care to ensure that the social commitment of its founders is reflected in its day-to-day operations. Its corporate culture, represents a body of values that are at the very heart of its vision of human resources. The "Skills and Life at Work" department is responsible for supporting the company and is based on four main areas:

- Promoting the Group's culture.
- Attracting, developing and retaining talent under a new social pact.
- Developing management practices that one can identify with and which promote collective performance.
- Promoting health and quality of life in the workplace to ensure a professional environment conducive to personal fulfillment.

This policy naturally takes into account all the international conventions and recommendations of the United Nations: international labor standards drawn up by the International Labor Organization (ILO), particularly in the areas of freedom of association and collective bargaining, the prohibition of forced labor, child labor, discrimination, wages, working hours and other working conditions, health and safety and harassment.



INTERNATIONAL
LABOR STANDARDS





1 Pay policy

- **Parity.** The ratio of male/female workers in the Nutriset Group is almost equal being 114 men to 122 women at 31/12/2020.
- **Equality.** Based on information from 2020, women earn on average 79/100 of the salary of their male counterparts. Companies must put in place corrective action to redress the balance over a three year period if womens' salaries fall below the 75/100 threshold.



2 Training and skills

- **3% of the payroll budget is devoted to employee training.**
which operates in a totally international business environment and depends on a wide range of professional expertise, employee training has always been essential. Its commitment to training extends well beyond the legal minimum framework requirements. The total budget allocated to training each year is around 3% of the total payroll budget, compared to the 1% legal minimum requirement. Since 2008, the Group has offered all employees free access to weekly English and Spanish classes during working hours. In 2020, given the health crisis, the training provision was unable to meet the objectives recommended by management, i.e. at least 1 training period/1 employee/year. The budget devoted to training went from 2.90% of the payroll budget for 94% of the workforce trained with an average of 32 hours per employee per year in 2019, to 1.88% of the payroll budget involving 76% of the workforce with an average of 17 hours each. On the other hand, language courses were maintained throughout the year via video-conferencing.

3 Objective assessment

- **A bonus set by ourselves**
Under the auspices of skills development, each year we respond positively to all requests to resume formal studies. In 2020, for example, there was an employee who resumed studying in food science, and 2 employees following engineering courses, and one enrolled on a university degree course (continuation evelyne).
And a 3 month secondment to the WFP in Rome, a 6 month secondment to the DRC.



4 Commission to safeguard employment

Workplace accidents, illness, medical restrictions... at any time in one's working life, anyone can encounter health problems that affect their ability to work. In consideration of these problems, the Nutriset Group has set up a Job Safeguarding Commission. Composed of the occupational doctor, the director of Cap Emploi (Disability), the social worker, the HR and safety team and a member of the CSE, the Commission's mission is to

- Support employees who are away from work due to an accident at work, illness, or a medical aptitude restriction,
- To maintain a link with work, by all possible means during a long term absence,
- Study and approve reasonable and sustainable solutions for a successful return to work.

This multidisciplinary and collegial approach is based on a commitment to confidentiality, inherent to the position held or the mandate of staff representative. A charter sets out all these commitments.

In 2020-2021, three actions will be implemented:

- 1) To continue the Commission's meetings,
- 2) To inform about the issue of disability, whether visible or not, whether recognized or not, through awareness-raising activities,
- 3) To participate in an inter-company experimentation program on a national level, in order to test innovative measures to enable those who want to work during or after suffering from cancer or chronic illness to do so. On a voluntary basis, and piloted by an independent structure, we will rely on people interested in sharing their experience. This program, financed by the National Cancer Institute and Agefiph, will give us the opportunity, on behalf of the Nutriset Group, to make very concrete proposals to change legal provisions.

In 2019 and 2020, the commission met 12 times and 10 people were supported.



5 Health and Safety at Work

- **Health Policy.** The Nutriset Group has set up an egalitarian mutual insurance scheme (available to all employees whatever their status), extended free of charge to the whole family (with no limit to the number of beneficiaries: spouse/children), the costs of which are entirely covered by the employer. This measure, which is historic at Nutriset, represents a cost of nearly €1300 net per employee per year for the company.



- **Safety approach.** The Safety Approach, initiated inside the Group in 2017, was developed in a collaborative manner, particularly in the construction of the Vital Rules. This involved small working groups made up of both managers and employees, with the support of the directors. The training courses involved everybody exposed to risk: managers, employees and temporary staff. Around 30 managers were trained and coached specifically in conducting Safety Dialogues, the objective of which is to interact with employees, to adopt good practices or address safety concerns. Rolled out in 2018, the approach began to bear fruit in 2019 and 2020, with a fall in the frequency and severity of accidents incurring lost time among all employees (Group employees and temporary workers). A significant number of safety improvements have been made arising from staff proposals.



6 Discover the Group's action in the field

Since 2019, an initiative of the Board of Directors has enabled employees, who are professionally not directly involved in nutrition provision, to meet product beneficiaries in the field, to understand what a humanitarian program is and to contribute to the work of the teams of a local partner of the PlumpyField Network. Five employees were able to benefit from this program in 2019 and three at the beginning of 2020, on trips to Guinea. The pandemic has since temporarily suspended the program.



7 Right to disconnect

It has been established within the Group that the right to disconnect is applicable to all employees. The lack of a response cannot be considered as sanctionable, if it is not in working time. The employee is free to respond or not in this case.

8 Good Parenting Guide

In the Nutriset Group, we love babies and children! We are delighted to see our employees become parents. However, having a child is an event that impacts one's entire life, and particularly one's working life. This is why we have developed a Parenthood Guide to help our employees combine their professional life with the arrival of a child. Since its creation in 2018, it has been distributed to 26 employees.

(GUIDE)
de la parentalité

ALLIER
LA VIE PROFESSIONNELLE
ET L'ARRIVÉE D'UN ENFANT
parce que même au travail,
l'arrivée d'un enfant se prépare,
voici un éclairage sur les effets de
cet événement au regard de votre
vie au travail



SOMMAIRE

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The time for action

As in many companies, the Nutriset Group, in conjunction with its partners, has become aware of environmental issues. This perception has become more pronounced in recent years, because the core of our business, which involves **working for vulnerable population groups in low-income countries, brings us face to face on a daily basis with the rise in inequality, environmental degradation** and the conflicts which are triggered by global warming. In addition, our direct contacts and partners, in particular the United Nations agencies, international organizations, NGOs and the governments of the program countries, who are acutely aware of these issues, in turn, heighten our concerns about these questions. Furthermore, the Group's creation in 2005 of a network of producers in the world's most fragile countries has brought the gravity of these situations into ever sharper focus.

We are convinced that today's challenges are global. **If our core business remains the fight against malnutrition, this will be all the more effective in a world looked after by everyone.** Therefore, year after year, we bolster our actions in terms of support for environmental causes. We act from the local to the global: from micro-initiatives on our Normandy site to the implementation of ecological procedures affecting the impact of our products or the acquisition of raw materials on an international scale. We are challenging our different activities: by greening our factories, by rolling-out good practices on a daily basis, by raising the awareness of our teams, and by establishing local partnerships.

In this sense, 2020 has witnessed a step-change : with the drafting of our global environmental policy and our accession to the Global Compact. We have the conviction and the ambition: now is the time to for action.



ENVIRONMENT





1 Environmental Policy

In 2020, the Nutriset Group drew up a document summarizing its Environmental Policy. The founding principles and ambitions described at Group level are:

- **Reducing its environmental impact in France**, and in all countries where its products are manufactured and distributed.
- **Supporting principles of environmental innovation** in both high, upper-middle, lower-middle, and low-income countries, at both a local and international scale, in its own sector of activity and in those of its stakeholders.
- **Becoming an exemplary regional player** by going beyond the regulatory obligations set up by environmental authorities.
- **Sharing and mutualizing** environmental principles within the industrial franchise network and conducting joint projects whenever possible.





2 Nutriset France 2020 / 2021 environmental policy

- **Pollution prevention**

- Reducing our total paper consumption by 20%.
- Eliminating all disposable plastic cups and sort 100% of our recyclable waste (cans, bottles, plastics, cardboard/paper, etc.).
- Reducing our digital pollution by 30% through an employee awareness campaign.

- **Sustainable use of resources**

- To be part of an overall approach to energy sobriety and efficiency by reducing our total consumption by 20%.
- Reducing the thickness of our sachet by 16% and continuing research partnerships to achieve a 100% recyclable sachet.
- Integrating eco-design into new developments and projects of continuous improvement via training and/or multi-stakeholder partnerships.

- **Climate Change Mitigation and Adaptation**

- Gradually replacing our fleet of internal combustion vehicles by hybrid or electric vehicles and facilitating the use of the latter for all employees.
- Promoting environmentally friendly modes of transport among employees.
- Reducing greenhouse gas emissions linked to plant flows by offering tools for optimization, by sharing good practice, through commitments or labelling systems/certification.

- **Environmental protection, biodiversity and rehabilitation of natural habitats**

- Integrating environmental criteria into the audit ranking of new suppliers.
- Switching 50% of our palm oil to RSPO in the first year and 100% in the second year.
- Planting 500m² of additional flowering meadow and hedges on the Malaunay industrial site.



3 Waste management

- **Factory-based recycling.** Waste generated by the production site is primarily intended for reuse, and recycling and, if this is not possible, for energy recovery. In the various production and storage areas, changing rooms and offices, waste is sorted and compacted on site every day.

Specific presses are dedicated to the recycling of cardboard, big bags and stretch film. These bales of material are then collected by specialized companies. Non-recyclable waste is incinerated, and the energy produced is recovered. Hazardous waste, such as products resulting from internal laboratory analyses (solvents, acids, etc.), inks and solvents, cleaning and maintenance products are stored in a specific area of the laboratory and are dealt with by a specialized company.

- **Giving our over-sized pallets a second life:** Since 2004, at our Malaunay site, all the pallets from the reception of our raw materials and packaging are fully recovered by a specialist company. Each year, 35.000 pallets are rehabilitated and reused.
- **Office-based recycling.** Since 2016, the Group has used the services of the APCAR association (Atelier Papier Carton) for the collection of used paper and cardboard from offices. APCAR is a Normandy-based association promoting employment reintegration into the workplace. It specializes in recycling waste. It employs 54 people. Each year, we recycle about 800kg of paper or cardboard from our offices with the help of this association.
- **Operation "zero plastic cups".** In 2020, they were banned from the site. These polluting containers have been replaced by recycled cardboard cups in the production area and by mugs purchased from Emmaus.



4 More responsible packaging and waste reduction at source

- Mindful of the environmental impact of its products in the field, the Nutriset Group has been working since 2007 on various projects to improve its packaging. Our packaging boxes are made of cellulose, which is recyclable and biodegradable. The cardboard comes from recycled paper and the inks are non-chemical.

In 2020, important new improvements were achieved:

- The primary packaging (bag) was reduced by 16% owing to a modification in its plastic layer.
- The secondary packaging (the plastic bag lining the boxes) has been reduced in thickness by 10%.
- The information leaflet associated with each box has been eliminated in the case of two product references where the essential information required by our customers is displayed directly on the boxes.

In the long run, these improvements will represent a saving in waste of approximately 120 T sent to the field each year!

We are also piloting projects to improve the palletization of our products in order to reduce and optimize secondary packaging.





4 The launch of eco-design strategy

- A extensive eco-design project was launched within the Group in 2020. Aware of the progress to be made, a consultancy was called upon to help this become a core part of our operating processes. Unfortunately, the "Acculturation and working groups" workshops that were initially planned in 2020 have been moved to early 2021.

In addition, in-company solutions have been developed. These involve the identification and implementation of ecological measures to be integrated throughout the life cycle of a product, from the needs analysis to the end-of-life management.

5 Transport et mobility: an awareness-raising campaign

- In 2018 and 2019, the Nutriset Group joined forces with local organisations (the Legrand company, the Malaunay town council and the Rouen regional authority) to create an Inter-Company Travel Plan. This project involved more than 700 employees working in the area of Malaunay. A survey of travel patterns was launched and 55% of the employees responded.

Among the actions identified, The Nutriset Group played an active role during European Mobility Week in conducting awareness-raising operations with its employees. The year 2019 was devoted to encouraging car-sharing among its employees; and a training video dealing with eco-driving was seen by about 40 employees. In 2020, a photo contest was launched to encourage employees to explore new, gentler and more responsible ways of getting to work. More than 20 employees took part!

6 A logo and daily events to encourage participation

- "J'agis !" (Count me in) is a small logo that made its appearance in the Group in 2020. This highlights any initiative, stemming from individual or collective proposals, aiming to improve our environmental practices.

j'agis!





7 Greener buildings

- An energy audit was carried out in 2019 by an independent consulting firm. The scope of the study covered the energy consumption of all the buildings on the Malaunay site. The resulting recommendations called for a 20% reduction in electricity consumption by the end of 2021. Since 2015, the Malaunay site has been progressively replacing all its lighting with LED lamps. Today, 95% of the site is equipped with this type of lighting.

8 A helping hand for biodiversity

- Located in a semi-rural setting, the Nutriset Group's headquarters, occupying, as it does, two wooded parklands, provides its employees with plenty of scope to contribute to the improvement of their environment. An area of 5,000m² is set aside for the provision of vegetable allotments for green-fingered employees and their families. These gardens are maintained annually by The Papillons Blancs (White butterflies), an association for the employment integration of disabled people. 67 fruit trees (apple, cherry, plum) have been planted at the Onyx Développement site (52) and at the Nutriset site (15) so that employees and their families can share in nature's bounty. Since 2017, the Group has made two plots of land available to a local beekeeper in order to gradually install beehives. More than 10 beehives are now busy contributing to the biodiversity via pollination. In addition, 500m² of flowering meadow were planted around the industrial site in 2020. An additional 500m² is planned for 2021.



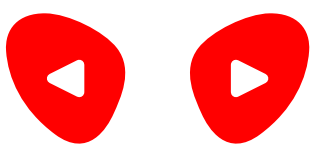
An ethical compass the United Nations Suppliers code

As an industrial partner of the United Nations since 1986, the Nutriset Group is a signatory to the Organization's Supplier Code of Conduct and applies its principles in terms of human rights, international labor standards and environmental protection. On a wider scale, the values enshrined in the United Nations Charter, namely respect for fundamental human rights, social justice and human dignity, as well as respect for the equal rights of men and women, are fundamental values to which the Nutriset Group subscribes. **The United Nations recommendations on combating corruption and conflicts of interest are strictly followed by those employees responsible for activities which may call for consideration of these issues.** The challenge for the Nutriset Group today is to make its employees aware of these issues through training, but also to ensure that all Group companies are aligned with this objective.



The Nutriset Group and PlumpyField network team in New York for the United Nations General Assembly.





1 Adherence to the United Nations Supplier Code of Conduct

With respect to fair practices, the Group upholds a code of ethics in line with recommendations 18 and 19 of the United Nations Supplier Code of Conduct:

18 Corruption:

The United Nations expects its suppliers to adhere to the highest moral and ethical standards, to comply with national laws and not to engage in any form of corruption, including, but not limited to, extortion, fraud or bribery.

19 Conflict of interests:

The United Nations expects its suppliers to disclose any situation that may appear to be a conflict of interest, and to bring to the attention of the United Nations any case where a United Nations staff member or professional under contract to the United Nations may have any interest in the business of the supplier in question or have any economic relationship with the supplier.





2 Drafting and distribution of our ethical and commercial charters

For use by the international network of distributors

The Nutriset Group has set up an international product distribution network in order to better serve the needs of institutional, humanitarian or social bodies in the context of public procurement or via the private market. The Group has drawn up an ethical charter for distributors, which provides a framework for their selection and the monitoring of operations.

Any organisation aspiring to become a member of the Nutriset distribution network must supply all necessary documentation so that the Group may, clearly and fairly, assess its capacity to carry out any particular distribution task (financial, technical and professional capacity, ethical practices).

The Distributor declares that it has no criminal convictions and does not participate in:

- Activities in the field of armaments.
- Activities related to illegal child labor.
- Illegal and/or immoral activities (criminal activities, corruption, pornography, fraud, etc.).
- Manufacturing, selling and distributing activities which encourage alcohol or tobacco abuse or promote gambling.

Furthermore, the distributor undertakes (amongst other things) to refrain from any speculation on prices by applying the fairest, most equitable prices compatible with the programs set up by humanitarian and social bodies.

3 Sustainable palm oil is preferred

Palm oil is used in the composition of our products. Conscious of the environmental and social impact of intensive palm oil cultivation, particularly in Asia, the Nutriset Group has been working for several years on using alternative formulas, aiming for the reduction or the elimination of palm oil from our recipes. The results so far have not been sufficiently conclusive in terms of price, agro-industrial properties, availability or environmental impact.

Our commitment to our mandate, focused exclusively on vulnerable people in low-income countries, who are the first to suffer from the effects of climate change and loss of biodiversity, the formalization of our Responsibilities for our ecosystem, and our adherence to the Global Compact have naturally led us to fully meet our obligations. It is for these reasons that we have chosen to continue to use palm oil, provided that it is sustainable, without passing on any additional cost to the selling price of our products.



Since October 2020, the Group has become a member of the Roundtable on Sustainable Palm Oil (RSPO), the organization that certifies the use of sustainable palm oil, carrying the number 4-1317-20-000-00.

Starting in the second half of 2020, the Nutriset Group began sourcing RSPO palm oil. Our aim was to achieve 50% of volumes in 2020 and 100% in 2021. We have exceeded our 2020 target as we have substituted 60% of our volumes with segregated sustainable oil. RSPO certification is expected in 2021.



Human Resources

NUTRISET FRANCE	2017	2018	2019	2020
Total workforce at 31/12/N	201	207	204	204
Workforce (equivalent to average annual full time employees)	183.67	190.82	192.91	194.62
Percentage: permanent full-time employees	90.55 %	93.72 %	96.57 %	97.54 %
Percentage: temporary work (FTE-full time equivalent average annual temporary employees)	82.62	45.03	33.09	32.73
Overall total workforce (Overall FTE)	266.29	235.85	226	227.35
Number of apprentices and workers on professionalization contracts	4	3	2	2
Return to formal full-time study	2	2	2	1
Percentage of disabled workers employed	2.16 %	2.20 %	2.03 %	2.03 %
Absentee rate		4,95 %	4,37 %	4,33 %
Staff turnover			5,16 %	0,69 %
Equality index MF			83/100	79/100
Percentage M/F	H103/F98	H106/F101	H105/F99	H101/F103
Percentage of women having had a salary increase			75.50 %	3.81 %
Percentage of men having had a salary increase			73.20 %	5.94 %
Pay rise for women returning from maternity leave			100 %	10 %
Representation of women in the top 10 salaries			3	3

NUTRISET FRANCE	2017	2018	2019	2020
EMPLOYEE REPRESENTATION				CSE
Number of works council meetings	14	12	10	
Numbers of safety committee meetings	4	4	4	10
Numbers of worker representative meetings			12	
TRAINING				
Share of the total workforce costs spent on professional training (minimum legal obligation 1%)	4.1 %	3.35 %	2.90 %	1.88 %
% of employees trained per year	74 %	86 %	94 %	76 %
Average number of hours per person per year	27 h	28 h	32 h	17 h
SAFETY (including temporary workers)				
Frequency of accidents incurring lost time		38.1	19.6	29.4
Number of accidents incurring lost time		15	7	9
Ranking of seriousness of accidents at work		0,9	1,4	0,5
Number of days lost		350	514	148
BABI security			41	45



Environmental Indicators

Kg of paper /
carboard recycled in offices



NUTRISET FRANCE

	2017	2018	2019	2020
WASTE INDICATORS				
Volume of waste generated per 1 MT of Finished Products	47 kg	35 kg	28 kg	33 kg
Total volume total of non-dangerous waste (in tonnes)	2 875	1 339	1 020	1 517
Percentage of waste incinerated to recover energy	36 %	45 %	54 %	54 %
Percentage of waste recycled (plastic and carboard)	10 %	11 %	10 %	16 %
Percentage of waste transformable into methane	20 %	23 %	11 %	24 %
Percentage of waste transformable into animal feed	34 %	21 %	25 %	6 %



Human Resources

ONYX DÉVELOPPEMENT	2017	2018	2019	2020
Total workforce at 31/12/N	40	34	34	32
Workforce (equivalent to average annual full time employees)	35.34	26.82	25.63	23.61
Percentage: permanent full-time employees	37	32	31	32
Overall total workforce (Overall FTE)	35.34	26.82	25.63	23.61
Number of apprentices and workers on professionalization contracts	1	0	0	0
Absentee rate	0.73	0.83	0.55	1.57
Staff turnover	0.18	0.10	0.17	0.15
Percentage M/F	18F/22H	18F/16H	18F/16H	19F/13H
Representation of women in the top 10 salaries	6	6	4	5



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