

Nutriset Group

Fight against malnutrition

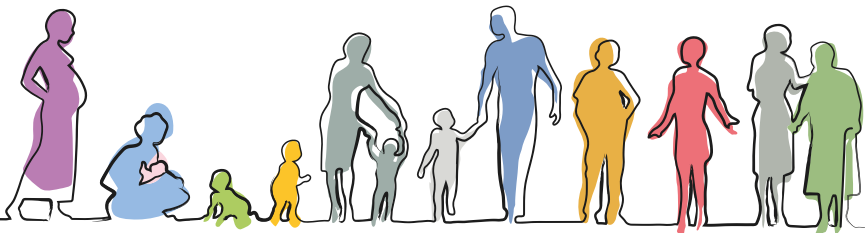


Communication on Progress



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.



2021



Adeline Lescanne-Gautier
Managing Director,
Nutriset Group

Renewal of our engagement

This year Nutriset Group is eager to renew its commitment to the Global Compact. In the light of the prolonged pandemic we have just gone through, the worsening tangible effects of environmental degradation, the glaring inequalities that are emerging across the world added to the alarming geopolitical context affecting every continent, Nutriset Group is, ever more, determined to act in support of sustainable development and universal human rights. Our fate is not predestined. We will be able to overcome the challenges in front of us by making commitments and taking action, especially within the context of the Sustainable Development Goals.

Whilst Nutriset Group is a family-owned company with strong roots in Normandy, its activities are mainly international. Internationally recognized across the world, **it designs, produces and distributes innovative nutritional solutions for vulnerable population groups.** For more than thirty-five years, the use of its products by social, health and emergency systems has made nutrition a lever for improving the well-being of the most vulnerable people. Furthermore, nutrition is also a key factor in the economic development of the countries where these products are manufactured and distributed locally. From 2005, Nutriset Group's network of local producers, the PlumpyField network, which is present in eleven program countries, has been able to provide Nutriset products to over 100 million people. Nutriset France, Nutriset Développement, our development and operational support

structure, and the Group's holding company, Onyx Développement, are therefore very pleased to present to you, in this 2022 report, the consolidated efforts they have made in recent months in terms of commitment to the principles of the Global Compact.

By the very nature of its business, **Nutriset Group contributes directly to the achievement of the Sustainable Development Goals,** as set out in the pages of this new report. Furthermore, it upholds the principles of the Global Compact. Indeed, as one of the leading suppliers to the United Nations, notably through UNICEF and the World Food Programme, Nutriset has been mindful of its societal responsibilities, on a daily basis, since its creation in 1986.

Despite the fact that the pandemic made 2021 a difficult year, in terms of organisation, Nutriset continued its efforts to further improve its performance with regard to the ten principles of the Global Compact. Nutriset Group followed up its actions in respect of human rights, international labor standards, the environment and the fight against corruption, by extending its initiatives and launching new ones in these fields.

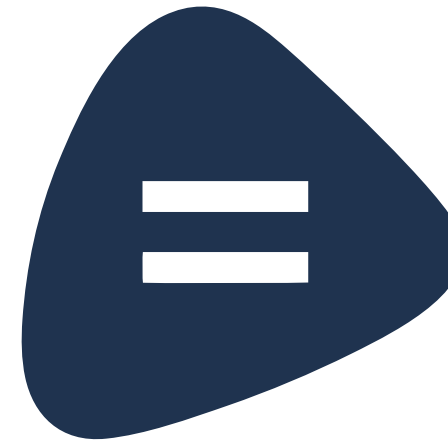
We invite you to learn about them in the following pages.

**"fight against
malnutrition"**

The 10 principles of the Global Compact and the Sustainable Development Goals

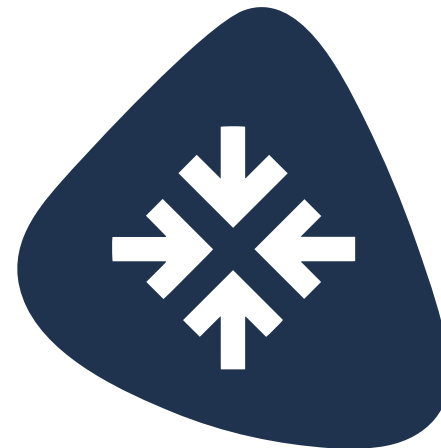
Human Rights

- 1 Businesses should support and respect the protection of internationally proclaimed human rights,
- 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,
- 4 Should seek to eliminate all forms of forced or compulsory labor,
- 5 Should contribute to the effective abolition of child labor,
- 6 Should seek to eliminate all discrimination in respect of employment and occupation.



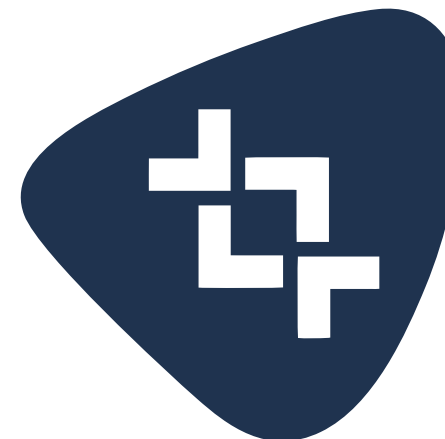
Environment

- Businesses are encouraged to apply ⁷ a precautionary approach to environmental issues,
- Undertake initiatives to promote greater environmental responsibility, ⁸
- Promote the development and diffusion of environmentally friendly technologies. ⁹



Anti-Corruption

- Companies are expected to act against corruption ¹⁰ in all its forms, including extortion and bribery.





Our mandate, our mission

Fight against malnutrition

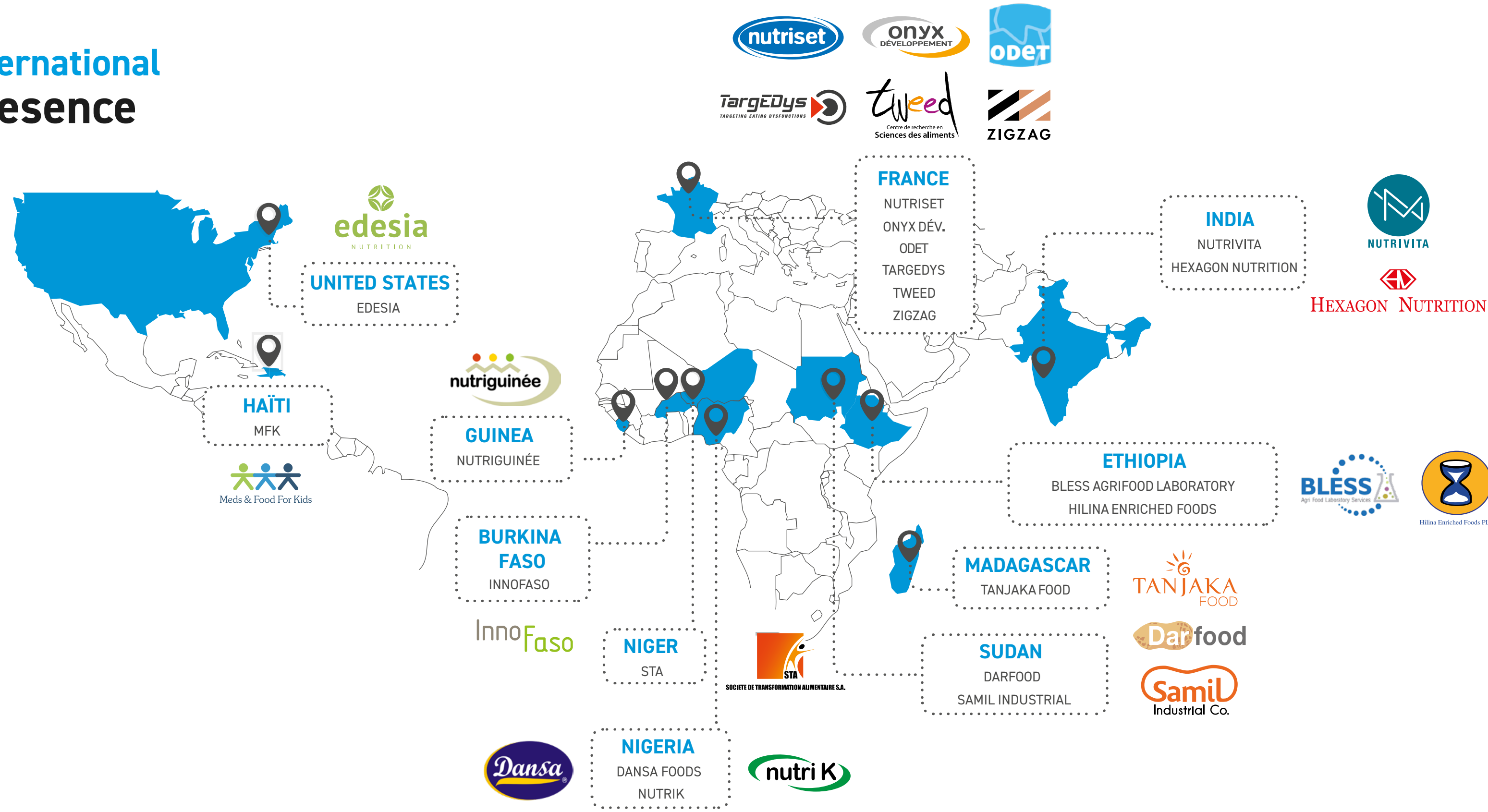
Nutriset Group unites 18 organizations around a common mandate : fight against malnutrition. It is present in France, Africa, South-East Asia, Haiti, and the United States. Its actions are based on the principles :

- **Designing nutritional solutions,**
- **Producing as close as possible to the needs** of vulnerable population groups,
- **Developing sustainable agro-industrial sectors** in countries affected by malnutrition.

This activity is part of a mandate that has been consolidated since its creation, and which is based on three complementary strategies for societal impact.

- **A service to society** underpinned 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 knowledge acquisition and sharing in the field of social or applied sciences or by supporting philanthropic initiatives aimed at vulnerable groups.

International presence



An international network closer to needs

Since 2005, Nutriset Group 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 Nutriset Group and the PlumpyField network as world leaders in their field. **The members of 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. **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. 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.

Key information

Nutriset Group

Nutriset Group consists of 3 entities in France, and a network of franchised producers or subsidiaries located in low-income countries, the PlumpyField network.

Oynx Développement, the Group's holding company, applies its strategy to oversee that the Group's mandate is applied in practice. It plays an active role in the economic development of the Group's structures by ensuring that resources are rendered available in ways which are compatible with Nutriset Group's overall and specific objectives.

Within the company called Nutriset SAS, a subsidiary of Onyx Développement, there are two separate entities :

- **Nutriset Développement**, which supports all the Group's structures in implementing and monitoring the global strategy. Nutriset Développement provides operational support to the various Group structures to produce and make available existing nutritional solutions and explores new opportunities for the Group to best meet its mandate.
- **Nutriset France**, the manufacturing branch of Nutriset SAS, which deploys and implements the Group's nutritional strategy in the operational field, through the production, optimization and distribution of products in its catalogue. The activity of Nutriset France is centred on industrial, commercial, logistical, and scaling-up activities for innovative products developed by the Group. Nutriset France is now a member of the PlumpyField network.

This second Communication on Progress for the Global Compact mainly takes into account indicators concerning the two companies of the French headquarters, Nutriset SAS and Onyx Développement. In the future, our ambition is to include the activities of all the Group's entities based in the program countries.

2021 Key information

Nutriset Group

- 104 employees at the Group's Headquarters
(including 59 at Nutriset Développement and 55 at Onyx Développement)
- 880 employees in the PlumpyField network of producers
(including 131 at Nutriset France)
- 40 international research partners
- 19 ownership stakes in associated companies

- 111 million beneficiaries since the creation of the PlumpyField network
- 9,7 million beneficiaries in 2021
- 12 production sites of nutritional solutions in 11 countries
(Burkina Faso, the United States, Ethiopia, France, Guinea, Haïti, India, Madagascar, Niger, Nigeria, Sudan)
- 2 food processing sites
(Ethiopia, Sudan)



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 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.

Nutriset Group is a signatory to the United Nations Supplier Code of Conduct which promotes the following human rights principles:

10 Human Rights

The UN expects its suppliers to support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in human rights abuses.

11 Harassment, Harsh or Inhumane Treatment

The UN expects its suppliers to create and maintain an environment that treats all employees with dignity and respect. The UN, further, expects that its suppliers, their parents, subsidiaries and affiliated entities as well as any subcontractors, will neither use nor engage in, nor allow their employees nor other persons engaged by them to use nor engage in, any: threats of violence, verbal or psychological harassment or abuse, and/or sexual exploitation and abuse. Sexual exploitation and abuse violate universally recognized international legal norms and standards and have always been unacceptable

behaviour and prohibited conduct for the UN. Prior to entering into agreements with the UN, suppliers are informed of the standards of conduct with respect to the prohibition of sexual exploitation and abuse, expected by the UN. (...) The UN expects its suppliers to take all appropriate measures to prohibit their employees or other persons engaged by the suppliers, from engaging in sexual exploitation and abuse. (...)

12 Mines

The UN expects its suppliers not to engage in the sale or manufacture of anti-personnel mines or components utilized in the manufacture of anti-personnel mines.

Nutriset Group strives, every day, to meet, and hold others to, these commitments.





By virtue of specialised activity, Nutriset Group contributes to the respect of a fundamental human right: **that of being able to feed oneself properly, by enabling vulnerable people - children, pregnant and breastfeeding women, the sick, the elderly - seriously affected by malnutrition to benefit from specific nutritional solutions to regain or acquire better health.**

As a supplier to United Nations agencies, non-governmental organizations and governments of program countries, Nutriset Group contributes directly, through its nutritional approach, to the consolidation of fundamental human rights: the right to health, rights guaranteeing child or female protection, rights of displaced people or refugees, etc.

In its day-to-day operations, Nutriset Group, in performing all its actions, follows this founding principle to make meaningful contributions 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, the Group is also developing philanthropic support for associations in its local region which assist socially vulnerable groups.

Supporting and promoting respect for human rights through our activities and mandate

Growing old with dignity also means having the right to good quality food

The United Nations Principles for Older Persons were adopted by the United Nations General Assembly (resolution 46/91) on December 16, 1991. Governments were then encouraged to integrate these principles into their national programs. The first principle concerns independence: *"Older persons should have adequate access to food, water, shelter, clothing and health care through income, family and community support, and self-help."*

In France, undernutrition affects 2 million elderly people. This silent disease, often unknown to the general public, particularly affects the elderly. With an ageing population, this is a major public health issue. These nutritional deficiencies threaten the health, autonomy and life expectancy of our old people.

In our country, it is estimated that undernutrition affects 15 to 38% of elderly people in institutions, 30 to 70% of elderly people in hospitals, and 4 to 10% of elderly people at home, depending on the diagnostic criteria used. This situation has become even more worrying with the health crisis we have been going through.

Confronted with these alarming figures, **Nutriset Group**, has **designed and developed Appéti'mix™: a high-protein, high-calorie enriched culinary paste with vitamins and minerals**, specifically adapted to the elderly and intended for the institutional catering sector.



Rest and recreation is also a right for children...

According to Article 6 of the International Convention on the Rights of the Child, adopted by the United Nations in 1989, *"every child has the inherent right to life, survival and development."* For this right to be fully respected, parents must raise their children with affection, providing good nutrition and access to care and play. This last aspect is essential in the first stages of life.

All children have the right to play. It is essential to their development. Even more so for children affected by malnutrition. Playing stimulates their cognitive, psychosocial and emotional development, reduces nutritional after effects and improves response to treatment for malnutrition.

This is why Nutriset Group has developed the **Eat&Play Box**, a cardboard box that can be transformed into toys for children under the care of humanitarian actors and community health workers.

Marketed since 2020, nearly 730,000 Eat&Play Boxes have been sent to the field, **representing over one million toys for children!**

New toys associated with new nutritional references should see the light of day in 2022.



Actions in favor of human rights within our organization

The well-being for all

Listening and support

- Since 2018, a **social welfare advisory service** has been provided. Organized in-company and available during working hours, this service is confidential and completely free of charge, and allows employees to receive advice, support, and help with administrative procedures. This has been complemented by the **provision of a psychological support** service since 2021. A "parenting and breastfeeding support" service should be available in 2022.
- With an average employee age of 40, Nutriset Group shares the joy of seeing its employees become parents, so the idea of creating a **Parenting Guide** to support new parents was a natural one. In 2021, we had 21 births across the Group!

Sport and... fun !

- 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 cost is subsidized by the company's Works Council.
- Employees also have free access to a **90m² specially equipped sport and recreation room**.
- A **Choral Society** was set up in 2020, giving around twenty employees the opportunity to meet once a week with the guidance of a singing teacher. This initiative is entirely financed by Onyx Développement's Works Council.
- Mass Participation in **Action against Hunger's digital challenge #ConnectedagainstHunger** took place from June 7 to July 2, 2021. A mix between a sports challenge and a role-playing game, 127 employees took on the role of humanitarians specializing in climate change issues, carrying out daily sports challenges by walking, running, cycling or yoga. The 16 teams walked 11066 kms, cycled 5859 kms and ran 4203 kms, raising 20,000 Euros!
- On the occasion of the Company's anniversary on November 26, 2021, all the employees took part in an **Escape Game** in the historical center of the city of Rouen. This required a convival blend of deduction, strategic thinking and speed of action.



Respect for privacy

The right to disconnect

The right to disconnect applies to everyone. Thus, managers and team leaders are asked not to contact their teams outside normal working hours and, in general, employees are asked not to pursue their professional activities outside normal working hours. In such cases, any absence of a response from the employee cannot be sanctioned, if a request is not made during working hours.

New working from home agreement

In November 2021, in consultation with employee representatives, a new agreement was reached about working from home allowing employees to work at home for up to 3 days per week. This agreement responds to a growing demand from employees to improve the work-life balance, to reduce fatigue generated by professional missions abroad, to improve concentration and efficiency, especially on substantive files, and to contribute to the protection of the environment by reducing travel. A charter has been drawn up and distributed to all employees.

GDPR

A GDPR charter has been in force since 2018. Employee personal data is dealt with in accordance with the personal data protection principles set out by the GDPR (General Data Protection Regulations) namely the legality, fairness and transparency of processing, the limitations for which the data can be used, the minimisation of data, and time limits on the storage of data.

Actions promoting human rights via support to associations

Partnership with France Terre d'Asile, a not-for-profit association, which aims to support asylum seekers and those people who are classed as refugees. Since 2016, Nutriset Group has been financing projects of the association's Normandy branch.

- The citizen sponsorship **"Duos de demain"** (Duos of tomorrow) puts refugees in contact with families or single people. The idea is to discover French and Norman culture, adopt the codes and norms, and establish social links. By the end of 2020, this partnership had enabled 139 duos to be established, representing some 435 people in total across the region. Inspired by this Norman program, this initiative has been rolled out nationally and today there are 845 citizen sponsorships involving over 1300 refugees.
- **The "Métier pour demain"** (Jobs for the future) scheme provides access to study grants, visits and meetings in companies, observation internships and a "job" sponsorship. In Rouen, about 25 refugees have benefited from this project.
- **A common action was launched with "Entreprendre pour Apprendre"** (Learning by doing) association in cooperation with a dozen of international protection beneficiaries. The objective was to put the beneficiaries of the association in a job interview simulation with recruiters from growing sectors of the economy in order to give them "real-time" experience of a job interview with recruitment professionals, to provide feedback, and to boost their self-confidence.
- **Training provision for "Parcours Santé Réfugiés"** (Refugee Health Program): The "Parcours Santé Réfugiés" aims to facilitate access to health care for beneficiaries of international protection housed within France Terre d'Asile structures in Ile-de-France. France Terre d'Asile has identified 4 priorities: mental health, sexual health, addiction, and nutrition. Nutriset Group has designed an e-learning training course about nutritional education and balanced diets. It is designed for professionals working with the beneficiaries of France Terre d'Asile. Particular attention was paid to nutritional benchmarks, child and adult nutrition, and mother-child nutrition (maternity). All of the relevant staff were trained in 2021.

Partnership with Foundation Les Nids, child protection. Recognized as an association of benefit to the public, this association, Foundation Les Nids has been undertaking missions to help children in difficulty and supporting their families for over 80 years. The association cares for nearly 5,000 children and adolescents each year in Haute-Normandie (Upper Normandy).

Nutriset Group has been working with the Foundation since 2018, especially in supporting the creation of welcome booklets which play a vital role in helping to welcome children into care and their integration into their new environment.

Operation "Urgence Premiers Pas" (Emergency first Steps)

Families in extremely precarious situations experience great difficulty in obtaining products essential for the care of their young children, especially diapers and tins of powdered milk. Non-substitutable, specific, and expensive, these products are often missing from classic food aid. Such shortages are keenly felt in caring for children, and can lead to health problems and growth retardation which can have lifelong consequences.

Break Poverty Foundation, the donation in-kind agency, with the support of the Secretary of State for Children and Families, has launched the "Urgence Premiers Pas" operation. Twenty-five companies in the child nutrition and care sector, including Nutriset Group, have joined by giving in-kind or financial donations. As a result, more than 53,000 kits of essential goods (infant-formula milk, diapers and hygiene products) were distributed in three months to families in need.

"Chiche Chef!" continued in 2021 despite the Covid-related health restrictions with two sessions held, one at the beginning of the summer and the second in autumn, on the occasion of World Food Day.

In total, 20 children under the care of the "Fondation Les Nids" and 20 refugees looked after by France Terre d'Asile, Seine-Maritime were able to meet and share in an exceptional day at the Château de Miromesnil. On the menu were workshops focusing on good food, and communal cooking sessions under the watchful eye of Chef Gabin Bouguet of the restaurant Le Donjon in Etretat.



Employees enthusiastically joining in local activities, as ever, in particular collections for the **Food Bank of Rouen** and supporting the integration of young people with **"Nos Quartiers ont du Talent"** (Our neighborhoods have talent).



Nutriset Group is committed to upholding the regulations currently in force in France, in terms of social protection, working conditions and recruitment. Nutriset Group follows and applies the principles of the United Nations Supplier Code of Conduct governing working conditions on a daily basis.

4 Freedom of Association and Collective Bargaining

The UN expects its suppliers to recognize the freely-exercised right of workers, without distinction, to organize, further and defend their interests and to bargain collectively, as well as to protect those workers from any action or other form of discrimination related to the exercise of their right to organize, to carry out trade union activities and to bargain collectively.

5 Forced or Compulsory Labour

The UN expects its suppliers to prohibit forced or compulsory labour in all its forms.

6 Child Labour

The UN expects its suppliers not to employ: a) children below 14 years of age or, if higher than that age, the minimum age of employment permitted by the law of the country or countries where the performance, in whole or in part, of a contract takes place, or the leaving age of compulsory schooling in that country or countries, whichever is higher; and b) persons under the age of 18 for work that, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of such persons.

7 Discrimination

The UN expects its suppliers to ensure equality of opportunity and treatment in respect of employment and occupation without discrimination on grounds of race, colour, sex, religion, political opinion, national extraction or social origin and such other ground as may be recognized under the national law of the country or countries where the performance, in whole or in part, of a contract takes place. The UN expects its suppliers to take all appropriate measures to ensure that neither themselves nor their parents, subsidiaries, affiliate entities or their subcontractors are engaged in any gender-based or other discriminatory employment practices, including those relating to recruitment, promotion, training, remuneration and benefits.

8 Wages, Working Hours and other Working Conditions

The UN expects its suppliers to ensure the payment of wages in legal tender, at regular intervals no longer than one month, in full and directly to the workers concerned. Suppliers should keep an appropriate record of such payments. Deductions from wages are permitted only under conditions and to the extent prescribed by the applicable law, regulations or collective agreement, and suppliers should inform the workers concerned of such deductions at the time of each payment. The wages, hours of work and other conditions of work provided by suppliers should be not less favourable than the best conditions prevailing locally (i.e., as contained in: a) collective agreements covering a substantial proportion of employers and workers; b) arbitration awards; or c) applicable laws or regulations), for work of the same character performed in the trade or industry concerned in the area where work is carried out.

9 Health and Safety

The UN expects its suppliers to ensure, so far as is reasonably practicable, that: a) the workplaces, machinery, equipment and processes under their control are safe and without risk to health; b) the chemical, physical and biological substances and agents under their control are without risk to health when the appropriate measures of protection are taken; and c) where necessary, adequate protective clothing and protective equipment are provided to prevent, so far as is reasonably practicable, risk of accidents or of adverse effects to health.



Health and safety for all

Health Policy

Nutriset Group has set up an egalitarian mutual insurance scheme, extended free of charge to the whole family (with no limit on 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 Euros net per employee per year for the company.

Health and Safety at Work

Launched in 2018, the safety approach continues to be successful, bringing further clear improvements in lowering the rate of accidents.

- The **lost time accident frequency rate** for all Nutriset employees and temporary workers declined by 38 % and the **severity rate** by 16 % between 2020 and 2021. These good results can be linked to the doubling of the number of safety dialogues carried out in 2021 (90 vs 43 in 2020).
- The aim of the **safety dialogues** is to highlight good practices and / or correct deviations by analyzing the reasons for the observed behavior. It is during these safety dialogues that safety instructions are repeated, if necessary. In addition, they allow the participants to become aware of the risks taken. These safety dialogues are organized in two stages: a collective training session (18 people / 2 hours) and an individual coaching session, lasting 2 hours, to ensure that the process is fully understood and taken on board.

- In addition to organizational measures, numerous investments were made in 2021 to improve the ergonomics of workstations and reduce the risks associated with vehicle movements, handling, working at heights or with machines. For example, this has resulted in the installation of a new gripper for palletizing boxes, and a reorganization of the pilot hall to reduce manual handling operations.

Overall, in the last 4 years, we have seen the frequency rate of work-related accidents incurring lost time fall by 52 %, the number of accidents incurring lost time fall by 60 %, the severity rate fall by 55.5 % and, as a result, the number of days lost from work has fallen by 61 %. The safety initiative is continuing to ensure our employees ever greater safety.



The Health, Safety and Working Conditions Commission

This commission is a committee of the Works Council that contributes to the promotion of health, safety and the improvement of working conditions for employees. It has taken over the missions of the former CHSCT. It is made up of 11 members of the Works Council who have been trained for this more specific role.

Since the summer of 2020, 5 safety audits have already been carried out in collaboration with occupational health officer (doctor), HR and management. The objective being to identify and prevent risks and to ensure that actions are taken to guarantee the safety of all.

The Work Council

- Since the creation in 2020 of the Works Council, a sexual harassment officer has been selected and trained. All employees have been informed of his appointment and his missions.
- In 2021, the Works Council met 11 times, including 5 extraordinary meetings about the temporary closure of the factory, profit-sharing for 2021, issues relating to the transformation of the Group, the organization of working from home, the organization of the factory at the end of 2021 and during the first quarter of 2022.



Fight against discrimination

Equality index

Under the law of September 5, 2018, and the resulting implementation decree of January 8, 2019, aimed at reducing the gender pay gap in the company, Nutriset is publishing its gender equality index for the year 2021. **Nutriset scored 93/100.**

This index is based on 4 indicators and gave rise to the following points:

- **Indicator 1**
Pay gap between men and women: 38/40
- **Indicator 2**
Difference in the share of individual increases between women and men: 35/35
- **Indicator 3**
Pay increase on returning from maternity leave: 15/15
- **Indicator 4**
Number of employees of the underrepresented gender in the 10 highest earners: 5/10

Job Security Commission

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, Nutriset Group has set up a Job Security Commission. Composed of the occupational health officer (doctor), the director of Cap Emploi (Disability), the social worker, the HR and Safety team and a member of the Works Council, the Commission's missions are to:

- **Support employees** who are away from work due to an accident at work, illness, or a medical aptitude restriction,
- **Maintain a link** with work, by all possible means during a long term absence,
- **Assess 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 3 years of existence, 15 commissions have met; 12 employees assisted in 2021 and two people brought an end to this support.

Organisation and quality of life at work

"[mavie@nutriset](#)" (my life at Nutriset) is an innovative and collaborative project which aims to bring about a way of working that :

- **is in line with our corporate culture** (*commitment no. 6 of Nutriset's Extended Corporate Purpose*), which includes:
 - respect for others, sharing,
 - the desire to make a positive difference,
 - a culture of risk-taking and taking-on challenges,
 - curiosity about the unknown: pushing, expanding, exploring knowledge and skills over and beyond those already existing in the company,
 - questioning the status-quo as a means of continuous improvement.
- **Fulfilling the need to attract new talent and retain employees** by facilitating their ability to work well in order to live well, by achieving the optimum balance between private and professional life,
- **Achieving the social and cultural ambitions,**
- **Responding to professional requirements to reorganize work** in order to maximize the quality of life at work.

Owing to the public health situation, the project was undertaken in 2020 and 2021.

Historically, Nutriset's employee relations policy was motivated by a desire to establish an all-inclusive social framework. This resulted in the implementation of collective social "measures" applicable to all employees, regardless of the status and group to which the employee belonged, whether he or she was part of the production department, a sedentary "administrative" department or had a high degree of geographical mobility.

At several levels in the company's ecosystem, requests were made or practices evolved demonstrating the need for greater flexibility in the context of working hours, working methods and optimization of time management.

A working committee of volunteer employees was set up at the request of management and the Quality of Life at Work department. The make-up of this committee represented proportionately the three business groups: the production department, sedentary administration positions and those frequently involved in international business.

Six themes emerged from the basis of a common premise : **"Putting the human being and the individual at the centre of collective action"**. These themes were : to manage the peaks in production better ; to feel included and valued in order to work properly; to boost our creativity by using and refurbishing all available workspaces; to reconcile personal aspirations with the demands of the group in order to achieve the right balance between personal and professional life; and to change our behavior in order to establish a balance between the four times and to live the Group's mandate.

Throughout the year, the groups met to identify areas for improvement and to propose concrete actions. In all, 24 sets of measures were presented to management in the course of one day, especially set-aside for this purpose. **Management unanimously accepted all the proposals, which will be progressively tested**, again by volunteer employees, from January 1, 2022.



Nutriset Group is a signatory to the United Nations Supplier Code of Conduct which promotes the following principles for the environment :

13 Environmental Protection

The United Nations expects suppliers to have an effective environmental policy and to comply with laws and regulations in force governing environmental protection. Wherever possible, suppliers should encourage precautionary action when dealing with environmental issues, adopt initiatives to encourage greater environmental responsibility, and support the widespread use of environmentally friendly technologies which are based around more sustainable life cycle practices.

14 Chemicals and Hazardous Materials

Chemicals and other materials that pose a hazard if released into the natural environment must be identified and managed to ensure safety at all stages of handling, transportation, storage, recycling or reuse and disposal.

15 Wastewater and Solid Waste

Wastewater and solid waste from commercial operations, industrial processes and supplier sanitation facilities must be monitored, controlled and treated appropriately before discharge or disposal.

16 Atmospheric Emissions

Atmospheric emissions of volatile organic compounds, aerosols, corrosive materials, particulates, ozone-depleting substances, and combustible residues from supplier operations shall be analyzed, monitored, controlled, and treated appropriately prior to discharge or disposal.

17 Minimize waste generation, maximize recycling

Waste of all types, including wastewater and energy waste, should be minimized or eliminated at source, through changes in production and maintenance processes and facility management practices, substitution of materials, conservation measures, and the recycling and reuse of materials.

In addition to these principles, each year Nutriset Group defines its objectives for improving its environmental performance.



1 Report on the 2020 / 2021 environmental policy of Nutriset France

Prevention of pollution

- **Reduce our total consumption of paper by 20 %**

In 2020, we can detect an overall reduction in paper consumption of -16 % directly linked to the Covid crisis and successive lockdowns. In 2021, we observe a further reduction of -22 % which can be largely attributed to the implementation of a "print retention" system which requires all employees to go to the copier to start printing. We are working with our partner supplier, Toshiba, to implement a more comprehensive and robust system that will be put in place in 2022.

- **Eliminate the use of all disposable plastic cups and sort 100 % of our recyclable waste (cans, bottles, plastics, cardboard / paper, etc.)**

While plastic cups have been completely eliminated since 2020 from our site and all paper/cardboard recycled by a company employing people reintegrating into the world of work, we are still encountering some difficulties in recycling domestic waste, mainly in the break room.

- **Reduce our digital pollution by 30 % through an employee awareness campaign**

A responsible digital approach has been launched. Our IT Director has taken the Responsible Digital training course provided by the Rouen Metropolitan Council as part of its COP21 and by ADEME. The implementation of a responsible digital policy, followed by an action plan, should see the light of day in 2022.

Climate change reduction and adaptation

- **Progressively replace our fleet of conventional vehicles with hybrid or electric ones and facilitate their use for all employees**

The Group's fleet of 25 company vehicles has been replaced by plug-in hybrids to reduce CO2 emissions.

- **Promote more environmentally-friendly modes of transportation to employees**

Each year, we provide awareness campaigns to our employees.

- **Reduce GHG emissions linked to factory operations by adopting measures promoting optimisation, mutualisation, employee commitment, and a quality certification**

An ECO-FLUX diagnosis is currently being carried out. In addition, the completion of our carbon footprint report highlights opportunities for improvement for the factory and transportation.

Sustainable use of resources

- **Apply a all-encompassing approach to responsible energy use and efficiency by reducing our total consumption by 20 %**

- A 6.7 % reduction in electricity consumption per ton produced was observed in 2021, but it is not attributable to specific actions; it corresponds more to the replacement of fixed electricity charges in favor of payment per unit consumed.

- An energy audit has been carried out: improvements will be put in place in 2022.

- **Reduce the thickness of our sachet packaging by 16 % and continue research partnerships towards a 100 % recyclable sachet packaging solution**

The thickness of the sachet has been reduced, resulting in a reduction of 7.5 % of CO2 emissions associated with the sachet.

- **Integrate eco-design into new developments and continuous improvement projects through training and /or multi-stakeholder partnerships**

About twenty employees (mainly from the Research & Development and New Products departments) received training on Eco-design during two half-days with an external consultant. Suitable projects were identified to be approached from an eco-design angle.

Protection of the environment, biodiversity and rehabilitation of natural habitats

- **Integrate environmental criteria in the audits of new suppliers**
Not yet achieved, identified as a priority for 2022.
- **Switch 50% of our palm oil to RSP0 the first year and 100% the second year**
The target was exceeded in 2020 with a supply figure of 58 %, but was not maintained in 2021, with only 17.8 %. This decline was caused by erratic activity during the pandemic and a market under pressure due to supply difficulties and a very significant price increase (more information in Part 4 of this report).
- **Plant 500m² of additional flower meadow and hedges on the industrial site**
Objective achieved.





2 Reuseability of wooden pallets, an eco-friendly project

Since 2004, we have been recycling all oversized pallets from our raw material deliveries. A specialized company recovers the pallets, refurbishes them if necessary and resells them. This represents approximately 35,000 pallets per year.

In July 2021, we wanted to reduce the recycling loop of our pallets so that we could reuse them ourselves and, thus, shorten the circuit. We work with our raw material suppliers in an iterative manner to increase the quality of the pallets so that they meet our customer quality standards. Thus, the pallets that strictly meet the quality standards are reused for the shipment of our finished products as soon as they leave the production unit.

Reusing wooden pallets represents a saving of about 90 T CO₂ per year.

3 Carbon footprint 2021 report

We have had an external firm carry out a carbon assessment of our 2021 emissions. Like the carbon footprint report carried out in 2011, we have retained **scope 1, 2 and 3** for our analysis. We were not able to study the "use" item, because the impact of the use of our products is managed by our client partners on humanitarian and social programs for the treatment of malnutrition.

Similarly, the "end-of-life" item could not be taken into account in the calculations due to lack of precise information from our customers on how our waste was treated in the field.

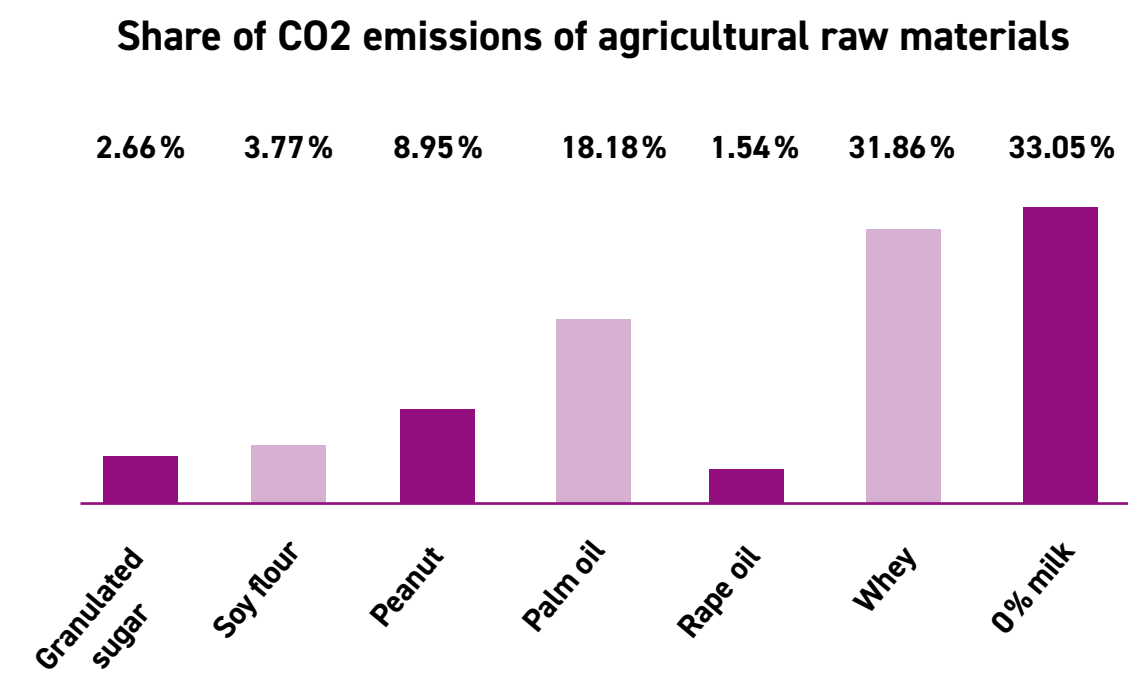
It should be noted that the recycling of wooden pallets and all recyclable waste linked to the industrial process enabled us to save 646 T CO2 over the year.

Results

The results are not surprising and the 2021 ratios are more or less the same as in 2011. Thus, the **most polluting** item in our carbon footprint is that of **Inputs** (purchases of supplies and services), followed by the item **Transportation of goods** and then **Future packaging**. The other items have a truly marginal impact.

Items	Values
Purchase of supplies and services	94.26 %
Transportation of goods	3.93 %
Future packaging	1.39 %
Fixed Assets	0.18 %
Electricity consumption	0.08 %
Employee business travel	0.07 %
Solid waste and wastewater	0.07 %
Visitors' trips	0.01 %
Refrigeration	0 %
End of life	0 %

Agricultural raw materials account for 99 % of the emissions of the "Purchases of supplies and services" item and, not surprisingly, milk by-products still have the greatest impact within this item.



A working group has been established to draw up an action plan with short, medium and long term objectives, with varied scope for action in the sectors of transport, packaging and industrial processes.

What progress since 2011?

- Concerning **Inputs**, we can observe a **15.7% decrease in CO2 emissions** per ton produced (all finished products combined). This reduction is explained by the difference in the product mix; our range has expanded considerably in ten years, offering products with less dairy by-products.
- With regard to **Future packaging**, the work carried out over the last ten years has borne fruit. We see a **52% reduction in the carbon impact** of this item. This result can be explained by the work on, and successive improvements, around the pallet (plastic film, corner protector, spacer, cardboard, plastic bag), primary packaging and the elimination of tins with aluminum lids.
- Lastly, the **Transportation** item saw a **64.6% decrease in CO2 emissions**. This reduction of more than half is due to a 72 % drop in outgoing air freight. In fact, in ten years, visibility on the needs to be catered for has increased considerably, allowing the implementation of forward planning mechanisms between donors, UN agencies and NGOs. **Thus, with greater forward planning, humanitarian actors can favor sea freight over air freight.**
- As for **road transport**, there has been a **reduction of more than half (-55%)**, essentially due to the optimization of our storage capacity; we have moved from having 4 warehouses (raw materials and finished products) to a single warehouse located in the port of Le Havre, which is the port of arrival for many raw materials and the port of shipment for all our finished products.



Adherence to the United Nations Supplier Code of Conduct

As an industrial partner of the United Nations since 1986, Nutriset Group applies its principles in terms of human rights, international labor standards and environmental protection.

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:

The challenge facing Nutriset Group today is to raise employee awareness of these topics via training, and to ensure that every member of the Group adheres to this objective.

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.

Creation of a working group dedicated to actions to fight corruption

In 2021, Nutriset Group established a working group dedicated to the fight against corruption. Its mission is to define its terms of reference, to carry out an evaluation of our achievements and shortcomings in terms of anti-corruption and duty of care, and to propose an action plan with a timeframe for implementation.

This analysis was based on the Sapin II Law. Enacted on June 1, 2017, the law on transparency, the fight against corruption and the modernization of economic life, imposes new obligations on companies with more than 500 employees and revenues of more than 100M Euros.

As a result, the following actions have been given priority for 2022 and 2023:

- **Draw-up** a charter or code of conduct,
- **Map** the risks (corruptive and general),
- **Set up a warning system** to flag up risks and train employees,
- **Formalize and optimize** the internal control procedures already in place,
- **Train relevant people**: awareness raising for all staff identified as being «at-risk» and more advanced training for specific members of staff,
- **Implement procedures for evaluating** clients / suppliers / partners in terms of business integrity, but also human rights, environment, etc.

Risk mapping

A Risk Management approach was launched in 2021. The aim is to identify the major risks for the Group by viewing issues through 360 degrees.

Nutriset Group has defined the notion of risk in the context of this mission as: **"Any event or situation that may have consequences of a human, financial, legal or regulatory nature, for our reputation and image, on our ability to honor our mandate, on the service and continuity of our operational and organizational activities that may impact all or part of the Nutriset Group's ability to achieve its strategic objectives, regardless of the nature of the causes and the origin of the risk (internal or external)".**

The scope of this study included the activities of Nutriset France and of Oynx Développement.

Once the overall scope of the project has been determined, along with working methods, the interview guide, and the selection of participants, the risk mapping will be led by the Group's directors from the beginning of 2022.

Charter governing the international distribution network

For use by the international network of distributors, 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 Nutriset Group 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.

Promoting responsible purchasing

Controlling the supply of palm oil

As is the case with many food manufacturers, Nutriset Group uses palm oil because it maintains the stability of its products, provides the required nutritional values and meets its strict quality specifications. The lower cost of palm oil in comparison to its alternatives also helps to ensure a more affordable product and therefore allows humanitarian actors to care for more children.

Moreover, according to the IUCN report, palm oils produce 35% of all vegetable oil produced in the world, on less than 10% of the land allocated to all oil crops. According to many environmental organizations, stopping palm oil production could be worse for the environment because seven to eight times more land would have to be exploited to produce equivalent quantities.

Being fully aware of, and concerned by, the challenges posed by the supply of palm oil, **Nutriset Group has, since October**

2020, been a member of the Roundtable on Sustainable Palm Oil (RSPO), the organization that certifies the use of sustainable palm oil, under the number **4-1317-20-000-00**.

We made a commitment in 2020 to increase our supply of RSPO SG palm oil to 50 % and to 100 % in 2021.

The 2020 target was exceeded with 58 % of our supplies coming from RSPO SG palm oil. However, this declined to 17.8 % in 2021 owing to erratic activity during the pandemic and a market under pressure due to supply difficulties and a very significant price increase. In the light of this disappointing performance, a dedicated unit was set up in early 2022 within Nutriset Group to implement a purchasing protocol aimed at setting responsible and achievable targets for a more sustainable supply of vegetable oil.

Factsheet - What is the RSPO?

The RSPO is a non-profit association created in 2004 under the aegis of the WWF. It brings together stakeholders from seven sectors of the palm oil industry: palm oil producers, food companies or distributors, consumer goods manufacturers, retailers, banks and investors, environmental and conservation NGOs, and development or social NGOs. Its goal is to develop and implement global standards for "sustainable" palm oil.

Often decried as being too lax, for not providing protecting from deforestation or not protecting vulnerable people, the RSPO has, since 2018, strengthened its principles and criteria, and is becoming more and more effective and respected. Thus:

- The protection of forests is being expanded, extending beyond primary forests. From now on, RSPO member planters may no longer develop oil palm plantations in High Carbon Stock (HCS) areas.

- Protection of all peatlands,
- Increased protection of endangered animal species and better spatial planning to allow animal movement between plantations via corridors,
- The banning of paraquat (herbicide),
- The reinforcement of workers' rights: prohibition of child labor in the plantations, equal pay for men and women, recognition of the status of the wives of small planters...

Today, RSPO certification appears to be one of the most robust certifications and serves as a model for other agricultural sectors also linked to deforestation (cocoa, soy, coffee, rubber, etc.)

Purchasing policy - outlook

We have conducted a analysis of the purchasing performance within Nutriset Group. Recommendations have been made, including the formalization of the purchasing policy, which has been identified as a priority.

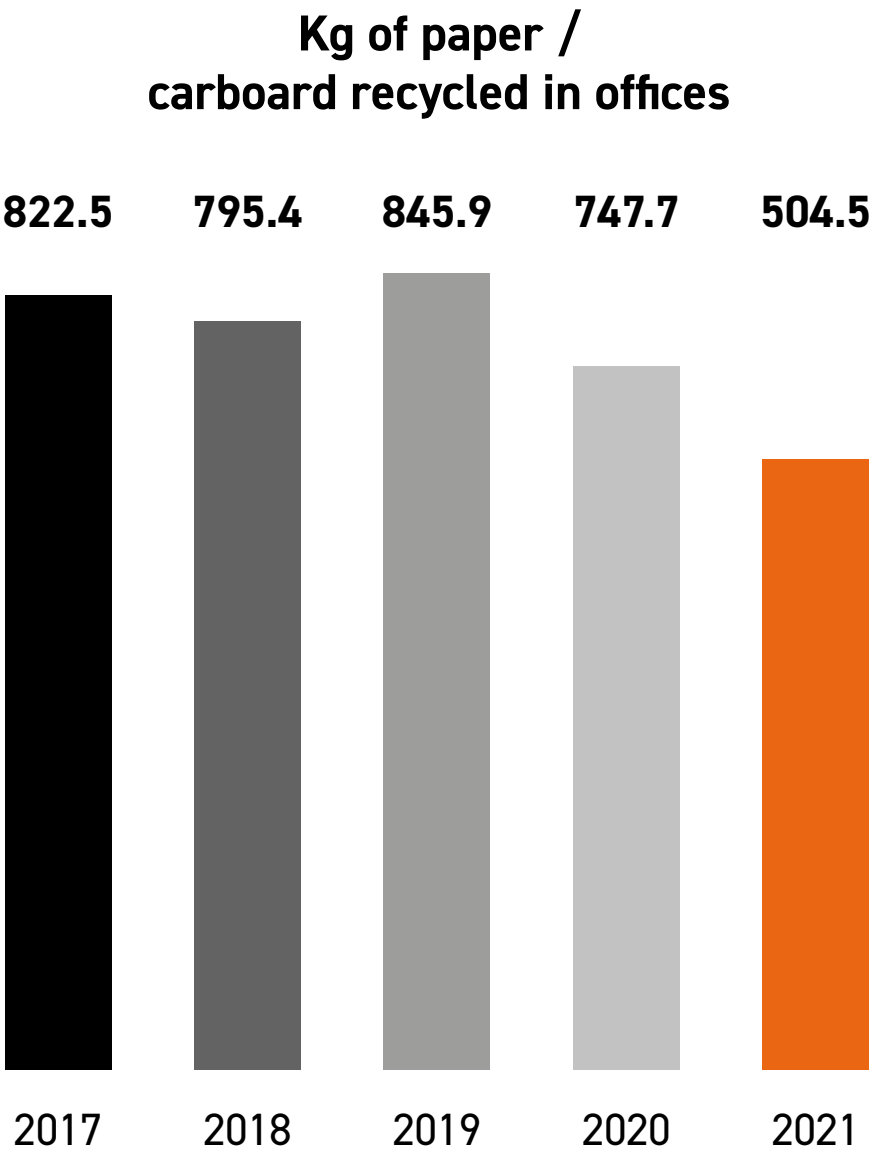
The policy will focus on the main commodities and on the implementation of CSR monitoring indicators in supplier audits.

Human Resources

	2018	2019	2020	2021
Workforce at year end	207	204	204	211
Workforce (average annual full-time equivalent)	190.82	192.91	194.62	206.29
Percentage of full-time employees	93.72 %	96.57 %	97.54 %	5.6 %
Proportion of temporary workers (average annual temporary FTE)	45.03	33.09	32.73	43.94
Total overall workforce (FTE total)	235.85	226	227.35	256.21
Number of apprentices and work-study employees	3	2	2	4
Returnees to full time education	2	2	1	4
Percentage of disabled workers	2.20 %	2.03 %	2.03 %	2.84 %
Gender equality index F/M	x	83/100	79/100	93/100
Gender divide F/M	F101/M106	F99/M105	F103/H101	F108/H103
Employee Representation			CSE	
Number of meeting of the Work Council	12	10	10	9
Number of meeting of the Health and Safety Committee	4	4		
Number of meeting of Staff Representatives	x	12		

	2018	2019	2020	2021	
Training Provision					
Percentage of the total payroll costs set aside for professional training (legal obligation 1 %)	3.35 %	2.90 %	1.88 %	3.60 %	
Annual percentage of employees receiving training	86 %	94 %	76 %	58 %	
Average number of training hours per person per year	28 h	32 h	17 h	29 h	
					Results since the implementation of the scheme
Employee safety (including temporary workers)					
Frequency rate of accidents incurring lost time	38.1	19.6	29.4	18.2	-52 %
Number of accidents at work incurring lost time	15	7	9	6	-60 %
Rate of serious accidents at work	0.9	1.4	0.5	0.4	-55.50 %
Number of days lost	350	514	148	134	-61 %
Number of Safety Good Practice Good Ideas scheme	x	41	45	74	80 %Num
Number of Safety consultations	x	x	43	90	52 %

Environmental



	2017	2018	2019	2020	2021
Waste indicators					
Volume of waste generated per 1 MT of finished product	47 kg	35 kg	28 kg	33 kg	29 kg
Total volume total of non-dangerous waste (in tonnes)	2 875	1 339	1 020	1 517	1 625
Percentage of waste incinerated to recover energy	36 %	45 %	54 %	54 %	68 %
Percentage of waste recycled (plastic and carboard)	10 %	11 %	10 %	16 %	12 %
Percentage of waste transformable into methane	20 %	23 %	11 %	24 %	0 %
Percentage of waste transformable into animal feed	34 %	21 %	25 %	6 %	5 %

Human Resources

	2017	2018	2019	2020	2021
Workforce at year end	40	34	34	32	34
Workforce (average annual full-time equivalent)	35.34	26.82	25.63	23.61	28.71
Percentage of full-time employees	37	32	31	32	33
Total overall workforce (FTE total)	35.34	26.82	25.63	23.61	28.71
Number of apprentices and work-study employees	1	0	0	0	1
Gender divide F/M	18F/22M	18F/16M	18F/16M	19F/13M	20F/14M
Representation of women in the 10 highest earners	6	6	4	5	5

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Layout & Web Development: Christophe Moreau, agence ZigZag

Author: Christian Troubé

Translation: John Downes

Coordination: Stéphanie Couture

Contact: Stéphanie Couture

Corporate Social Responsibility Manager and Global Compact France coordination, Nutriset Group | scouture@groupenutriset.fr

