



OUR 5 CSR COMMITMENTS



1 Sourcing in line with our values



2 A production site that limits its environmental impact



3 Employees involved in the company



4 A collective CSR approach including all employees



5 Healthy and natural products for consumers and the planet



COMMITMENT N°1

Sourcing in line with our values



- Sustainable sourcing
 - ✓ Write our **Responsible Sourcing policy** which defines our requirements
 - ✓ Write our **Responsible Sourcing charter** and have our top 10 suppliers adhere to it as a priority and all of our suppliers by 2023
 - ✓ Favor sourcing as close as possible to our site and **from France** as much as possible

- Dairy cooperatives

Régilait is a subsidiary of France's two top dairy cooperatives, **SODIAAL and LAITA**. We are going to continue to support this cooperative model based on solidarity, common values and the collective strength.

- More environmentally friendly packagings

Our goals by 2023 :

- ✓ assess the **environmental impact** of our existing packagings
- ✓ find the **best suitable solutions** according to our products' characteristics for reducing this impact (e.g. work on recyclability)
- ✓ Train our teams in **eco-design**



COMMITMENT N°2

A production site
that limits its
environmental
impact



- **Fight against waste**
 - ✓ Better monitor **Unvalued Materials** to be able to reduce them
 - ✓ Develop an organization for **food donation**
 - ✓ **Limit waste** on the site (internal recycling of packagings, adjust the quantities ordered to real needs, awareness of teams, etc.)
- **Energy consumption**
 - ✓ Work on the modernization, efficiency and maintenance of equipments
 - ✓ Develop solutions to **limit energy losses** as much as possible
 - ✓ Install **photovoltaic panels** on the roof of the future logistics warehouse
- **Waste management**
 - ✓ Get involved in **waste reduction**
 - ✓ Facilitate sorting actions in order to sort and **recover 95%** of our waste by 2023



COMMITMENT N°3

Employees involved in the company



- **Safety, a collective value**
 - ✓ Maintain our safety system to achieve **0 accidents** and **0 occupational diseases**
 - ✓ From 2021, boost **training actions** (Behavioral Safety Visit, Occupational Health & Safety training, etc.)
 - ✓ **Raise awareness among our employees on public health topics** such as the risks of smoking, the benefits of sport and a balanced diet

- **Well-being at work**

Develop actions to strengthen social support for employees and facilitate **work-life balance** (e.g. presence on the site of a social worker, intervention of a sports coach, training on ergonomics at the work, etc.)

- **Human capital**

Because collective success depends on individual skills, Régilait's objectives by 2022 are to formalize its **recruitment process**, enrich the **integration process**, and support internal **skill upgrades**.



COMMITMENT N°4

A collective CSR approach including all employees



- An approach driven by employees

The **employees' point of view is essential** in such an approach. It was taken into account when defining our priority issues, and will be taken into account throughout our approach.

- Small acts showing our commitment

- ✓ Continue to **promote small daily gestures and tips**. Some have already been adopted (ex: reusable water bottle, used battery collector)
- ✓ **A rubbish collection day** by volunteer employees is scheduled for this summer.

- Intern CSR communication

Focus on CSR communication in 2021!

Régilait wishes to boost CSR within its departments by developing **communication actions** (emails, posters, workshops, etc.) throughout the year on **subjects linked to Sustainable Development**.



COMMITMENT N°5

Healthy and natural products for consumers and the planet



- **Quality & food safety: the top priority**
 - ✓ Several projects will come by 2023 to continue to guarantee our products' food safety : **new laboratory, new airlock** in the factory
 - ✓ Continue to **control our products' quality** (tasting, supplier audits, etc.)

- **Nutritional policy**

In 2021, develop a nutritional policy in order to offer to our consumers **the most natural and healthy products possible** (short list of ingredients, less additives, less sugar and fat, etc.)

- **Eco-design**

In 2021, **train our teams in eco-design** to take the environmental aspect into account from the start and throughout each product development project

- **Transparency**

- ✓ Voluntarily label **Nutriscore** on Régilait brand products gradually
- ✓ Inform the consumer about the **origin** of our raw materials

