



CSR Report 2023

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# Key figures 2023

1942

the year Boiron Frères was founded

220

employees

120+

Million euros sales, 80% from export

18,000+

tonnes of puree sold every year

131

product items

60

flavors

## We're committed to a sustainable world



"For over 80 years, Les vergers Boiron has been working to build a fruit-based gastronomy. In recent years, the world has undergone many upheavals, which have affected us on a daily basis. Aware of our impact and the role we have to play, it is essential to accelerate our strategy in order to reduce our impact and build an ambitious roadmap for the future. We are therefore proud to present the first edition of Les vergers Boiron "Corporate Social Responsibility" (CSR) report.

At Les vergers Boiron, we are motivated by a drive to put words into action. With this in mind, we've developed a solid CSR program, bringing together all our stakeholders around our four fundamental pillars. This program, reflective of our family values and sustainable ambitions, passionately unites all our staff.



Although we know there's still a long way to go, we're determined to act together, now and for future generations. Creating links, protecting the living world and striving for a sustainable, fruit-based gastronomy.

Let's cultivate fruit excellence."

**Grégory Watine**  
Managing Director

# Let's cultivate fruit excellence



## Our identity

### HERITAGE

- French **family** company for **3 generations**
- **Eponymous** brand
- **More than 80 years of passion for fruit excellence**
- **Undisputed leader in the fruit puree market**
- Strong **international presence**
- **Exemplary** company
- **Values:** respect, progress and team spirit

### OUR JOB

Creating **premium fruit solutions, consistent in quality and as close to fresh fruit as possible**, to inspire fruit artisans all over the world.

### OUR CULTURE

- A company that **encourages the creation of connections, that maintain and foster conviviality** (good food, sharing, the joy of eating together)
- **High quality products**
- An **accessible company, full of humility**
- **Human values:** simplicity, conviviality, proximity, commitment, spirit of entrepreneurship
- **Ingenuity** at the service of fruit artisans
- Deeply **caring** about the ecosystems we source from
- **Conscious awareness of future challenges we face and actively taking responsibility to address them**

### ROOTS

**Fruit expertise**, from the orchard to the plate, a constant search for quality and ingenuity

Products that are **good, healthy and beautiful**, at every stage

### THE DIFFERENCE

**A wide range** of over 60 flavors of high-quality fruit purees

**A collaborative, long-term approach** built on genuine human partnerships

**Fruitology®** to inspire the profession: creation of a multi-sensory **science** to boost creativity within the sector

**The art of assembling**

**Sourcing** : The best fruit, wherever it is grown

### OUR PARTNERS

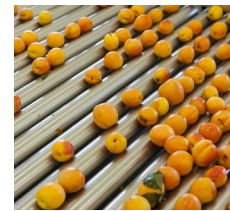
- **Distributors**
- **Users:** pastry chefs (pastry shops and hotels), restaurateurs, bartenders, semi-manufacturing companies
- **Influencers:** journalists, opinion formers
- **Schools and young talents**
- **Ambassadors:** international fruit artisans / resident chefs
- **Suppliers:** growers, cooperatives, manufacturing companies

## Our know-how



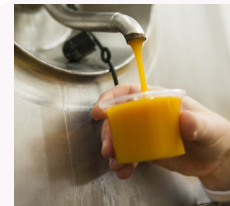
### 1. SELECTING

- We select the best fruit varieties at perfect maturity from the best terroirs worldwide.
- We control the quality of the fruit
- We respect the local, environmental and human ecosystems



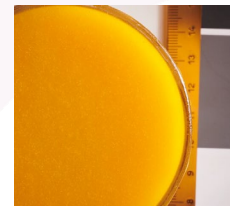
### 2. ASSEMBLING

- The Art of assembling: assembling the batches and fruit varieties from different harvests and origins, to guarantee consistent quality and reveal the full flavor.



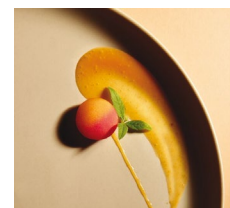
### 3. TRANSFORMING

- Pasteurization with utmost respect for the organoleptic qualities of the fruit and the intensity of the flavors.
- Preservation guaranteed by our cutting-edge freezing and aseptic technologies.
- Food safety is a pre-requisite (FSCC 22000 certification)



### 4. SERVING

- Provide premium fruit solutions for chefs all over the world, through a highly organized, well managed distribution network



### 5. INSPIRING

- A desire to give pleasure
- A humble pride in being part of the flavor sector and transmitting our know-how
- We love good products, people and nature, which is what unites us.

# Our business model



Resources and assets

## Planet

Climate, water, soil in all the surface areas used for growing fruit

Ecosystem services delivered by biodiversity

Water and energy used in our manufacturing processes

Carbon footprint of our activity

## People

220 employees including:

- 1 global ambassador chef
- 7 full time pastry chefs
- 4 technical consultants and partner chefs

## Know-how

1. Selecting
2. Assembling
3. Transforming
4. Serving
5. Inspiring

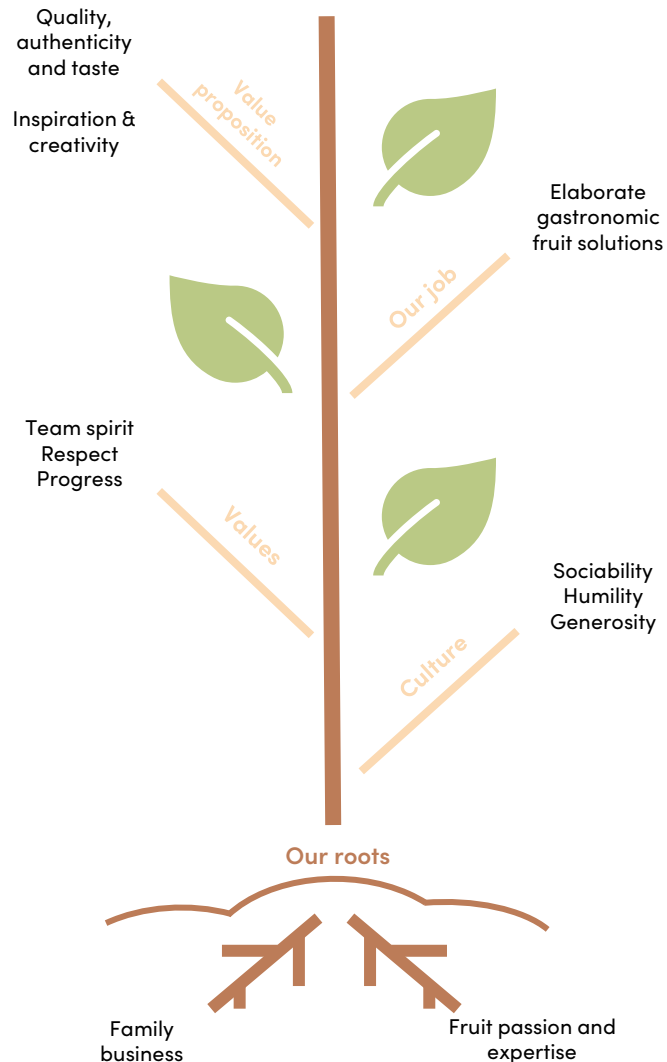
## Tools

- 1 production site in the Drôme
- 1 US subsidiary
- 1 UK subsidiary
- 1 sales office in Hong Kong

## Financial capital

100% family shareholders

“We strive for fruit and gastronomy that connect and care for the Living.”



**Planet**  
Climate strategy rolled out using ACT methodology from the ADEME (the French Agency for Ecological Transition)

Energy and water saving plans  
- 27% water in 2023 vs 2021  
- 22% gas in 2023 vs 2021  
90% recovered waste

## People Staff

Confidence and pride: 83% of employees are proud to work at Boiron Frères (source: GPTW results 2023)  
Educating new employees on CSR initiatives  
A fulfilling, secure working environment  
Professional development dans skills training

## Growers

Longevity: 80% of our suppliers have partnered with us for over 10 years  
Healthy, balanced relationships  
Support for agroecological practices

## Customers

A wide variety of flavors dans products serving the needs of our end-users around the world (60 flavors, 131 product )  
Accessible solutions in nearly 80 countries

## Profit:

Revenue 2023: €120M

Value created and shared

# Les vergers Boiron, a “Société à mission”

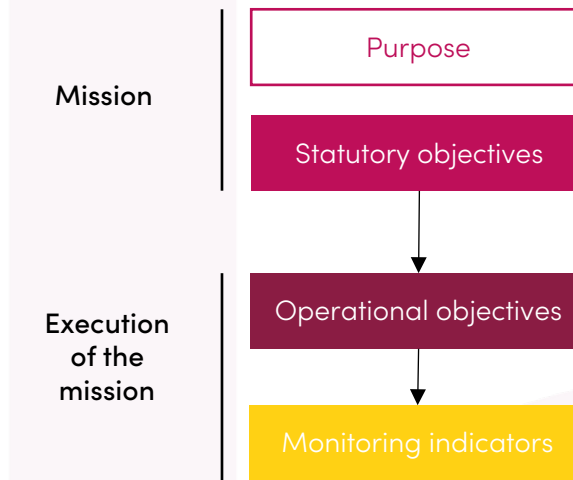


Since December 15, 2023, Boiron Frères is officially a “Société à mission”.

**What is a “Société à mission”?** A “Société à mission”, as defined by the PACTE Law of May 2019, is a corporation model designed to transform companies to meet the social and environmental challenges of the 21st century. This model allows companies to define their own purpose, integrating the objectives related to the social and environmental challenges they want to target as part of their activity.

The official listing of the company’s mission in the Articles of Association is designed to unite managers, employees and shareholders in integrating the social and environmental objectives within the business model. The mission consists of a purpose, defining the company’s identity, its usefulness to society and the future it aspires to create, the related social and environmental objectives and the governance that regulates the mission.

## Operational breakdown of the Mission:



The statutory objectives represent the essential levers for achieving our purpose and must address the social /environmental challenges specific to the company.

## Evaluation of the mission: dual control

### Mission Committee

The Mission Committee is created and tasked with monitoring the execution of the mission. It consists of internal and external interested parties (suppliers, researchers, manufacturing companies, customers, partners, etc.). The committee meets 2 to 3 times a year.

The interested parties or stakeholders are all parties whose interests are affected by the company’s activities.

### Independent Third Party Organization (TPO)

The TPO evaluates the execution of the social and environmental objectives 18 months after the change to the Articles of Association (1st check) then every 24 months. Their opinion is published on the company’s website.

If the above provisions are not complied with or if the TPO concludes that the objectives have not been met, the company’s “Société à mission” status may be revoked.

## Did you know?

On August 9, 2023, **1,238 companies** employing **660,000 employees** were granted the status of “Société à mission”.



# Our purpose



We strive for fruit and gastronomy that connect and care for the Living



"Our aim is to strive for fruit and gastronomy that connect and care for the Living. This is the purpose that guides us every day. It shows the pride we take in doing our job well, both as fruit artisans, and for our partners and the planet."

**Alain Boiron**  
CEO



## We strive

Expresses the idea of the road to be travelled, the contribution, the work involved, the commitment, as well as the concept of the artisan craft.



## Fruit

Positioning based on fruit as a source of inspiration.



## Gastronomy

Describes our world and our heritage, including our positioning and the source of our inspiration.



## Connect

Conveys the idea of conviviality, connections, cooperating, forming ties throughout the sector.



## Care

Aligned with our value of Respect, serving, discharging our duties towards the living world, and acting responsibly.



## The Living

All humans and non-humans, life in its broadest sense, Nature, the Biosphere.

# Our CSR approach



“In 2021, inspired by the “Convention des Entreprises pour le Climat” (Climate Agreement for Businesses) in which we took part, we decided to build a CSR strategy targeting our primary social and environmental challenges.

This program, named “Care for the future”, forms the basis of our 2030 Vision. It provides an operational reality for our mission objectives and commits us to a path of constant progress.

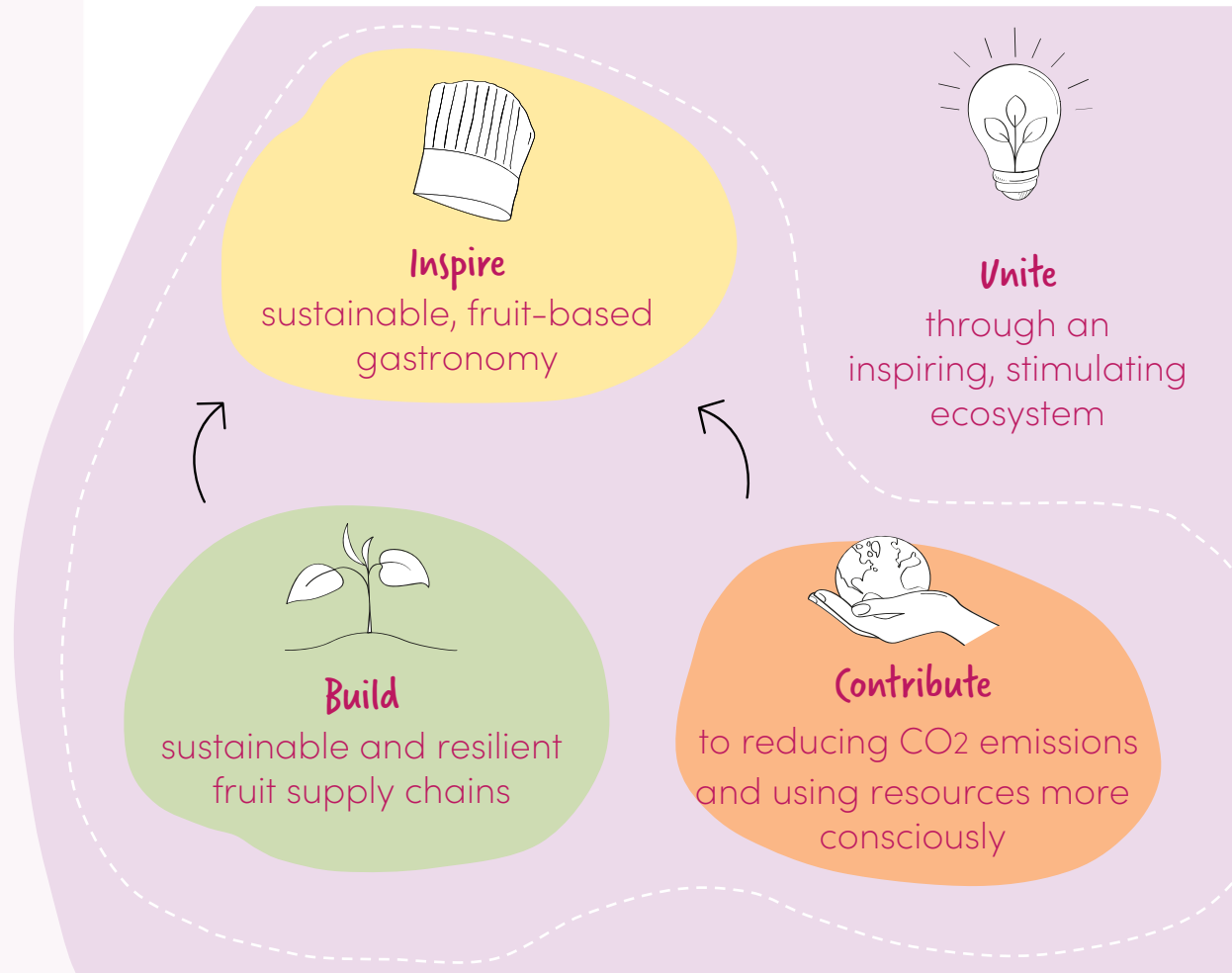
The program is structured around four pillars and in this report, we offer a journey into each of these, discovering their contours, challenges, actions and ambitions, hearing along the way from our employees who are involved in the approach.”

**Christine Sarzier**

Director, Fruit supply chain and Sustainable commitments



By building sustainable fruit supply chains and limiting our environmental footprint, we support responsible, fruit-based gastronomy. This approach is at the heart of a stimulating ecosystem that involves and inspires all our stakeholders.







## Pillar 1

# Build

sustainable and resilient  
fruit supply chains

Our commitment:

“Co-construct sustainable and fair fruit  
supply chains that take care of people  
and nature.”

## Workstreams



Source as locally as possible



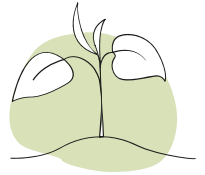
Maintain and develop sound & long-term relationships with our partners



Address the social and environmental challenges of each fruit supply chain



Promote more sustainable agricultural practices



# Build

## sustainable and resilient fruit supply chains



Our CSR strategy

"The strength of Les vergers Boiron naturally lies in our unique know-how, but it is also drawn from the richness of the land and the sustainability of the supply chains, as well as the men and women who grow the fruit and make our products the best they can be.

The sustainability of our business depends on that of our suppliers. We are aware of the challenges - climatic, ethical social - faced by the agricultural sector. It's our duty to act responsibly in the face of these challenges and do everything we can to ensure the sustainability and resilience of the supply chains."

**Christine Sarzier**  
Director, Fruit supply chain  
and Sustainable commitments





## Source as locally as possible

Cultivating fruit excellence means seeking out the very best fruits where they are grown. We currently work with 50 fruits sourced in 30 different countries.

However, we always seek to source as locally as possible, and we prefer sourcing fruits from France, with clear positions in certain fruit groups, such as orchard fruits. We are also working on relocation projects for other fruits that can potentially be grown in France.



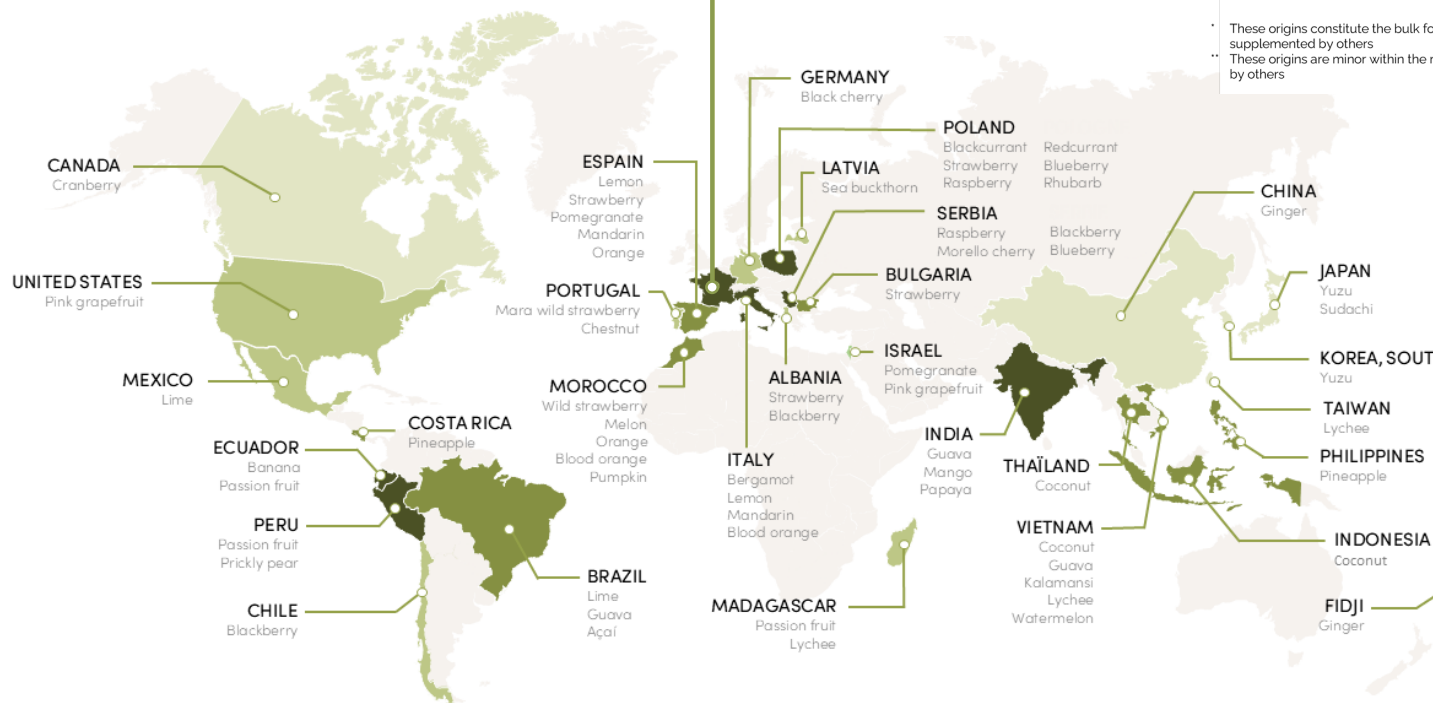
# The origins of our fruits

Internationally

**50** different fruits sourced in **30** countries

Caption

● > 1000 t   ● 200 t – 1000 t   ● 25 t – 200 t   ● < 25 t



In France



**16** different fruits

sourced in France, representing

**10%** of the volume purchased in 2023



## Did you know?

5 places of origin account for 62% of our purchases

Do you know where they are?  
India, Serbia, France, Poland, Ecuador

# Maintain and develop sound & long-term relationships with our partners



Les vergers Boiron has always sought to maintain long-lasting relationships with its suppliers, embodying the value of “respect” in our relationships, and making it a reality in our contracts, which are based on best practices and long-term commitments.

# Balanced, respectful relationships

Establishing balanced, respectful relationships with our suppliers is crucial to developing long-lasting, mutually beneficial links. These partnerships go well beyond simple business transactions; they embody our commitment to ethical, sustainable and socially responsible practices.

## Supplier Relations Charter

In 2023, we drew up a Supplier Relations Charter that sets out **the fundamental values and principles that guide us every day in the interaction with our suppliers.**

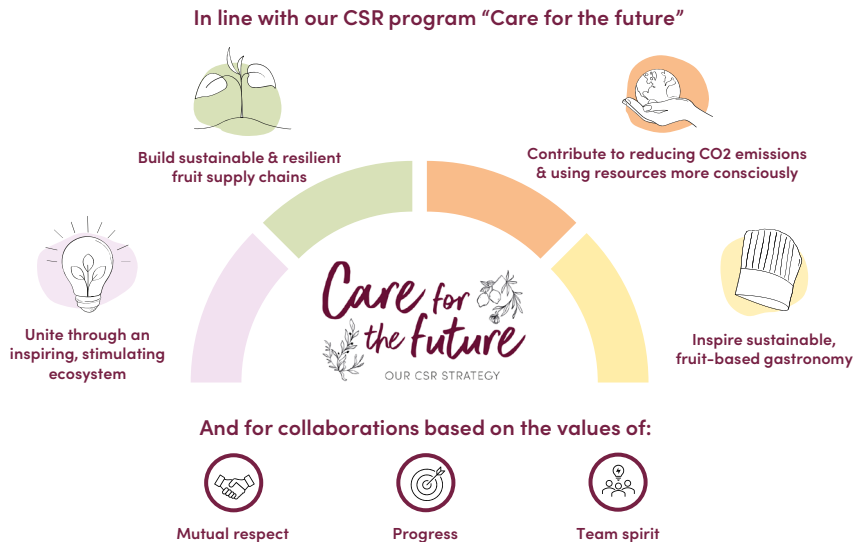
This charter is designed to be as balanced as possible, considering the reciprocal commitments of both parties, with the intention of building transparent relationships based on trust.

### Did you know?

**80%** The percentage of our suppliers who have been working with us for more than 10 years.

We're proud to have attracted partners who have been supporting our company's development over several decades.

## LES VERGERS boiron® Fundamentals of the Supplier Relations Charter



# Long-term partnerships

Our long-term partnerships with suppliers are strategic collaborations based on sustainable, mutually beneficial relationships. These partnerships are designed to establish confidence, transparency and close cooperation, secure opportunities for growers and ensure reliable supplies over the long-term, in quantity and quality.

## The white peach supply chain

Since 2014, we have supported the cultivation of white peach orchards of the "Bellerime" variety through financial and technical assistance. We commit to support the farmers for the entire lifetime of the orchard ! Eleven hectares have now been planted in different regions, thereby distributing the risk in terms of climate change.

One of our key partners in this project is Anthony Oboussier in Alixan, who receives a guaranteed price, which finances this entire crop , the installation of anti-hail netting and an irrigation system.

"It's a perfect win-win situation: I've increased my production surface area and I have the certainty of selling part of my harvest at a guaranteed price. This cooperation is also part of a sustainable, transparent approach: improved traceability and short, local supply chain."



**Anthony Oboussier**  
White peach grower



## The blackcurrant, redcurrant and blackberry supply chains

For many years, we have been working to maintain red fruit supply chains in France. 2023 saw a major turning point as we renewed multi-year contracts for three of our key crops: blackcurrant, redcurrant and blackberry. This renewal represents both a guarantee of our dedication to maintain the high quality of our products and a promise of stability to our partners and customers.

## The pear supply chain

We have formed strong, trusted relationships with pear growers in the Moras sector in Valloire, in the North of the Drôme, leading to the signature of multi-year contracts. The cultivation of the "Williams" pear is the speciality in this region, relying on ancestral know-how that is passed down from one generation to the next. The combination of this know-how and the characteristics of the terroir is what gives pears grown in the Valloire region their unique taste, for which they were awarded the "Site Remarquable du Goût" label in 2011.

The price determined for these multi-year contracts is in line with our philosophy of transparency and fairness. The prices take account of production costs, market fluctuations and environmental issues. The system guarantees that all those in the value chain, from growers to end customers, receive a fair price.

This approach, a combination of renewal and innovation, is evidence of our commitment both to the excellence of our products and to responsible, sustainable agriculture. By anticipating and adapting to changes in the market, while respecting the environment, we guarantee a sustainable business and customer satisfaction.

A person wearing a blue hoodie and jeans is walking away from the camera through a field of green strawberry plants. They are carrying a box of 'Supreme' strawberries on their back. The box is yellow and red with the word 'SUPREME' printed on it. In the background, other workers in red and black clothing are visible, working in the field. The sky is overcast and grey.

# Address the social and environmental challenges of each fruit supply chain

We need to go even further and open people's eyes to the social and environmental challenges of the fruit supply chains we work with. For this reason, we have put in place a risk analysis of the various environmental and social challenges for the fruit / origin pairing so that we can work with our suppliers on managing these risks. We source 50 fruits in 30 different countries, so there are plenty of different scenarios and specific challenges to address!





# Procurement that is conscious of the ethical, social and environmental issues

Ensuring respect for human rights in our value chain, encouraging virtuous environmental practices, making sure we do not contribute to deforestation, are all key points in this risk analysis, which might lead us to stop working with a supply chain if these risks are too great to be managed by our suppliers.



1. Describe the supply chain and the various players (supply chain mapping)



2. Map the environmental, social and societal risks for each fruit / origin pairing



3. Share and enrich the diagnostic with our suppliers



4. Evaluate our partners' real risks: assessing how the risks are managed by our suppliers.



5. Build an improvement plan together

## The Sustainable Supply Chain Diagnostic

The Sustainable Supply Chain Diagnostic evaluates and ranks the risks and vulnerabilities of each supply chain according to its geographical origin.

We therefore assess 24 impact categories, grouped into 3 main categories:



The conclusions of the diagnostic are used as a basis for discussions with our suppliers so that we can understand how they are dealing with the major risks and what mitigating actions can be put in place.

### Did you know?

In Brazil, the açai harvest poses a serious problem in terms of child labor. Children climb up to 20 metres in height, without any protection, to pick the fruit.

To combat these dangerous practices, we only purchase açai that is certified Fair For Life. This label promotes a supply chain that is economically viable and ethical, encouraging better practices, in economic, social and environmental terms.



# Promote more sustainable agricultural practices



The sustainability of agricultural models is a major challenge, both in terms of their impact on the environment (biodiversity, healthy soils, water resources, etc.) and due to their vulnerability in the face of climate change.

We have therefore launched an ambitious plan to support the transition of agricultural practices towards agroecological practices that restore the ecosystem's full capacity for self-regulation. By using the natural functions of ecosystems, and making them less dependent on external inputs, this agriculture practices delivers many environmental and social rewards, with positive financial results for the farmers.

# Acting for change

## Agroecology – how to put life back into our agricultural systems

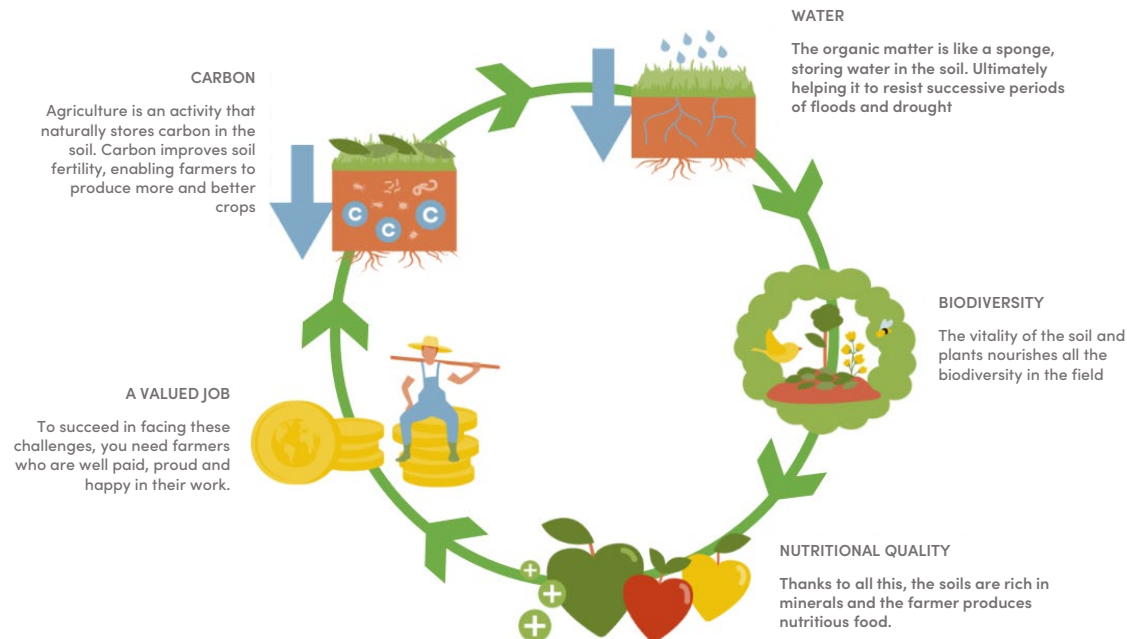
The aim of agroecology is to promote viable food systems that respect people and the environment.

It promotes agricultural systems that value diversity, natural processes (nitrogen, carbon and water cycles), the biological balance between organisms that are pests or beneficial to crops, etc., and it relies on the functionalities offered by ecosystems to reduce the pressure on the environment (e.g. reduce greenhouse gas emissions, limit artificial fertilizers and phytosanitary products) and on natural resources (water, energy, minerals).

Les vergers Boiron is committed to the transition towards sustainable agricultural models. From this perspective, we have begun to work with our fresh fruit suppliers in France and have expanded our commitment to international supply chains, particularly in Serbia and India.



### The soil is a living ecosystem!



Source: <https://agroecologie.org/toolbox>

"It's a long-term job, requiring learning, exploratory and experimental phases, before considering the possibility of scaling up, something that is made difficult by the fragmentation of agricultural production in many sectors.

We need to be humble and take measured action, listening to our suppliers and relying on local expertise as much as possible. We should not be dogmatic as, once again, each grower and each plot has a different reality that requires different levers to be activated."



**Guillemette Boiron**  
Agricultural Buyer,  
France Supply Chain

# Our actions in the French supply chain

Aware of the challenges facing the arboricultural sector, which is weakened by climate risks, the difficulty of generational renewal and the damage to ecosystems, we decided to join the association *Pour une agriculture du Vivant*, to contribute to the transition of agricultural practices. This collective represents a solution to the challenge of agroecological transition alongside our fruit growers.



*Pour une agriculture du Vivant* is a movement that brings together all the stakeholders in the agro-food chain to accelerate the agroecological transition and put life back into the heart of agricultural production methods.

In particular, the association has developed a tool that measures the agroecological progress of growers: the regeneration index.

An accumulation of agronomic indicators, it evaluates the major pillars of agroecological practices: coverage and working the soil, carbon storage, fertilization, phytosanitary management, biodiversity and agroforestry.

To find out more: [Pour une Agriculture du Vivant](https://www.pouruneagriculturedivivant.org/)

Belonging to this network has given us the opportunity to participate, with other players in the sector, in collective discussions on rolling out agroecology in the supply chains, and also to put into action our desire to support our French growers in these areas.

We began with 5 growers in 3 French supply chains - white peach, pear and blackcurrant - for whom we produced an agroecological diagnostic based on the regeneration index.

Two partner cooperatives are also planning to join the approach, by training their technicians in the "Living technician" program from *Pour une Agriculture du Vivant*.

We want to give our supplier growers, and any other interested grower, the opportunity to be involved in a collective dynamic of exchanging experience on these technical matters. We therefore organized a one-day event in Les Baronnies in March 2023 and we are planning two days in Ardèche and Burgundy, in March and April 2024, which was also open to growers we don't currently work with.



"I'm convinced that the challenges of agricultural transition can only be met collectively, in the supply chain, so that they can be properly assessed and the risks can be shared. So I think it's essential that we play an active, widespread role in rebuilding resilient, self-sufficient and attractive arboricultural systems, to ensure that the living world and those who cultivate it flourish. It's about sustainability for us and for all our local areas. The earth's fertility is so inherent to the living world, it's impossible to separate it."



**Guillemette Boiron**  
Agricultural Buyer,  
France Supply Chain



# Our international actions

“The quest for product excellence is now dependent on the guarantee of healthy ecosystems”

Biosphères



The specific structure of our procurement means we deal with remote supply chains, which are less easy to understand. We therefore began to study the mango supply chain in India and the raspberry supply chain in Serbia.

In these two supply chains, we received support from Biosphères, a company that specializes in rolling out regenerative agricultural practices.





## The challenges of the raspberry supply chain in Serbia

“The exploratory phase carried out in Serbia enabled us to identify short term levers for improvement such as:

- Introduction of plant cover and flower strips;
- Reduction of mechanical tools in the fields;
- Adjustment of fertilization to the actual needs of the plant.

These levers will be worked in an experimentation phase to validate the hypotheses before scaling up and distribution.



-  Raspberry production in Serbia
-  Center for raspberry processing in Serbia

“The tradition of raspberry growing in Serbia is much more than a simple agricultural activity; it’s a living symbol of the deep attachment of the Serbs to their land, their history and their heritage. The farms are generally modest in size, managed by families and with diversified production.

By committing to this support program with Biosphères alongside one of our long-term partners, we are opening up new areas for discussion, strengthening the potential for long-term, shared resilience. Supplier motivation is key to implementation of such projects, which are planned over several years!”



**Lucie Chardonnet**  
Head of Fruit  
Sourcing

# Our international actions

## The challenges of the mango supply chain in India

Mango production in India is faced with a number of challenges, including:

- Scarcity of water resources
- Heightened awareness of climatic events, which are increasingly frequent and intense
- Pressure from multiple pests and fungal diseases
- Absence of mechanization

However, we are always pleasantly surprised by the commitment of our partners in challenging the model in place and becoming involved in experimenting with new practices, as they are aware of the long-term benefits.

Several strengths were therefore identified during the exploratory phase:

- Strong knowledge and involvement of the agronomical technicians
- Open-minded growers
- Mixed crop-livestock farms
- Good control of fungal disease



- Production zone for the Kesar mango variety
- Production zone for the Alphonso mango variety

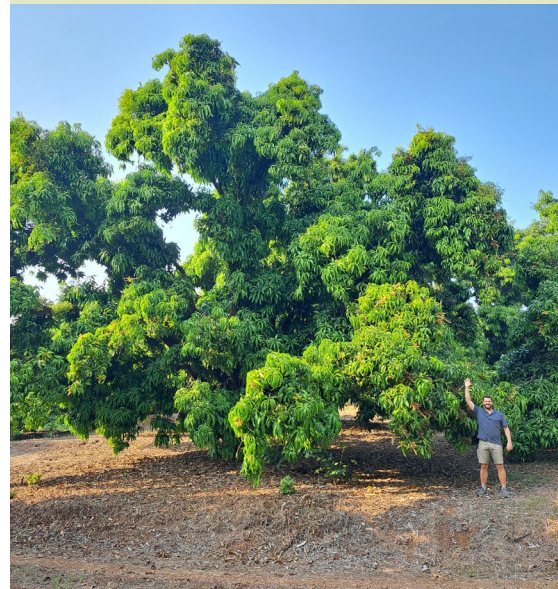
### Did you know?

Making fertilizer from a fermented mixture of cow urine and cow dung is a traditional practice widespread in India!

### Did you know?

Despite their cultural and environmental importance, many hundred-year-old mango trees are threatened by deforestation, urbanization and climate change.

Protecting these trees therefore requires careful attention from the authorities and the local communities.

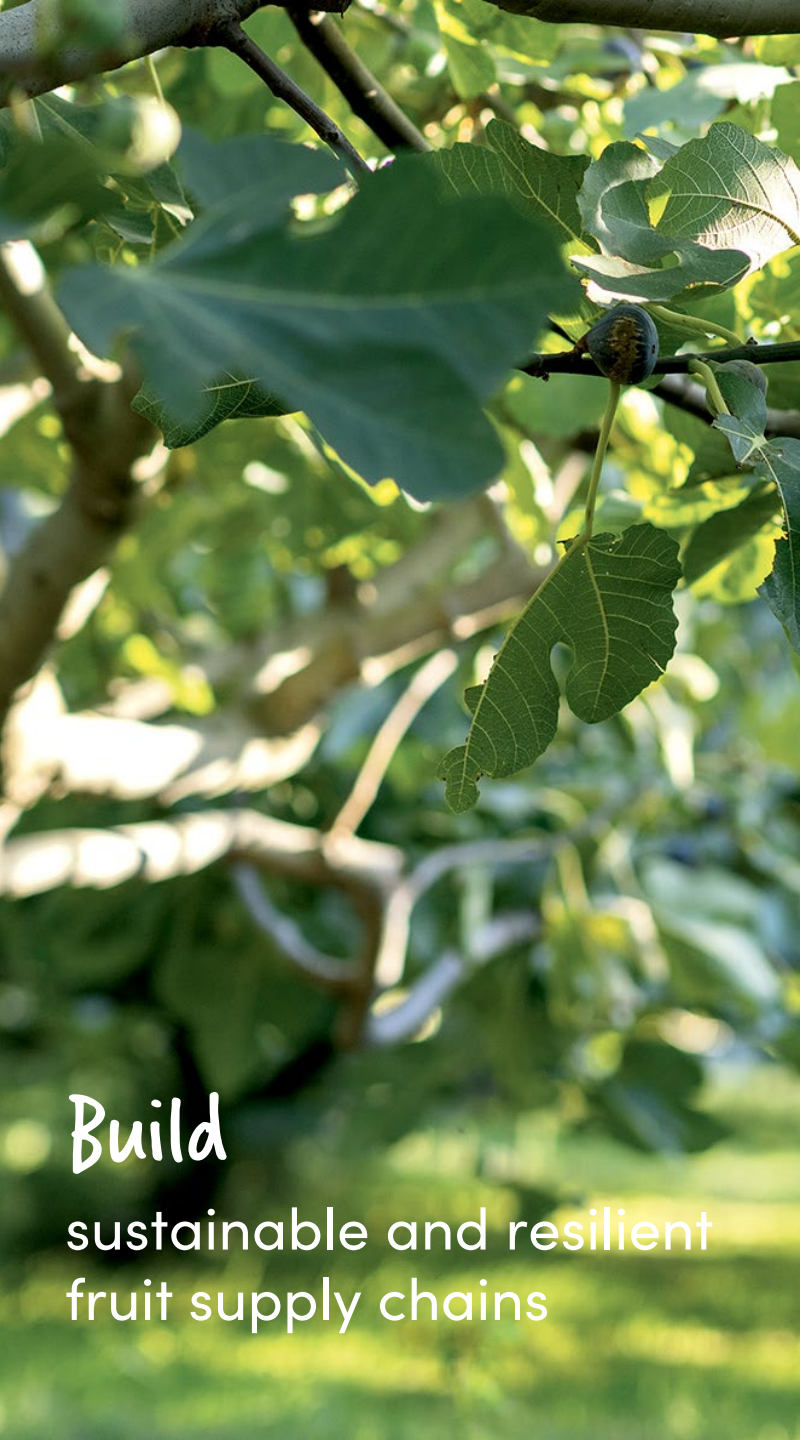


"In India, all the crop systems sit alongside each other: from the most intensive ones, invented after the war to feed the country, and the most extensive ones.

I'll never forget the first time I saw these monumental trees over 50 or even 80 years old, plunging their roots into the bedrock. Talking about agroecology with the farmers above all means understanding the specifics of each production system and the fragile balances, more or less artificial in nature, that have been established over the years. It also means renewing traditional practices, promoting the diversification of crops, the life of the soil and the use of natural origin treatments. Finally, it means discussing alternative methods, tested on other crops, in other countries, in regenerative agriculture. A long, gradual process of modelling begins, with the growers, to design, test and roll out production systems that will make money and will be resilient to climate change."



**Pierre Costet**  
Agricultural Buyer,  
International Supply  
Chain



# Build

sustainable and resilient  
fruit supply chains

## Our ambitions

Our areas of focus	2023	Ambitions
Source as locally as possible	10% of volumes purchased from France	15% of volumes purchased from France by 2030
	6,000 km (average 2022 of upstream mileage)	-20% of upstream mileage by 2030 (or 4,800 km)
Address the social and environmental challenges of each fruit supply chain	Implementation the Sustainable Supply Chain Diagnostic	100% of risks addressed in an action plan by 2030
Promote more sustainable agricultural practices	Launch support projects for French supply chains, mango supply chain in India and raspberry supply chain in Serbia	25% of our fruit purchases from sustainable agriculture* by 2030, 75% in 2035 and 100% in 2040
	36% of our products without pesticide residue (per number of flavors)	80% of our products to be without pesticide residue by 2030 and 100% by 2040 (per number of flavors)

\*in accordance with recognized standards



## Pillar 2

# Contribute

to reducing CO<sub>2</sub> emissions and using resources more consciously

Our commitment:

“Act for climate, environment, and biodiversity throughout our entire value chain”



## Workstreams



Reduce our carbon footprint

Improve our energy footprint



Recycle/recover our waste

Reduce the use of plastic



Protect natural resources

Preserve biodiversity throughout our value chain



# Contribute

to reducing CO2 emissions and using resources more consciously



Our CSR strategy

"Climate change events and energy crises are increasing in frequency and impacting the sustainability of our business. We therefore need to increase awareness of the fact that our resources such as water, energy and raw materials are not infinite and our activities could have negative impacts on the environment.

I'm particularly proud of the collective intelligence that our teams have employed to reinvent our water usage, reduce our energy consumption, recycle our waste, decarbonize our value chains and place biodiversity at the heart of our investments.

Boiron Frères is therefore setting an example of increasing respect for our environment."



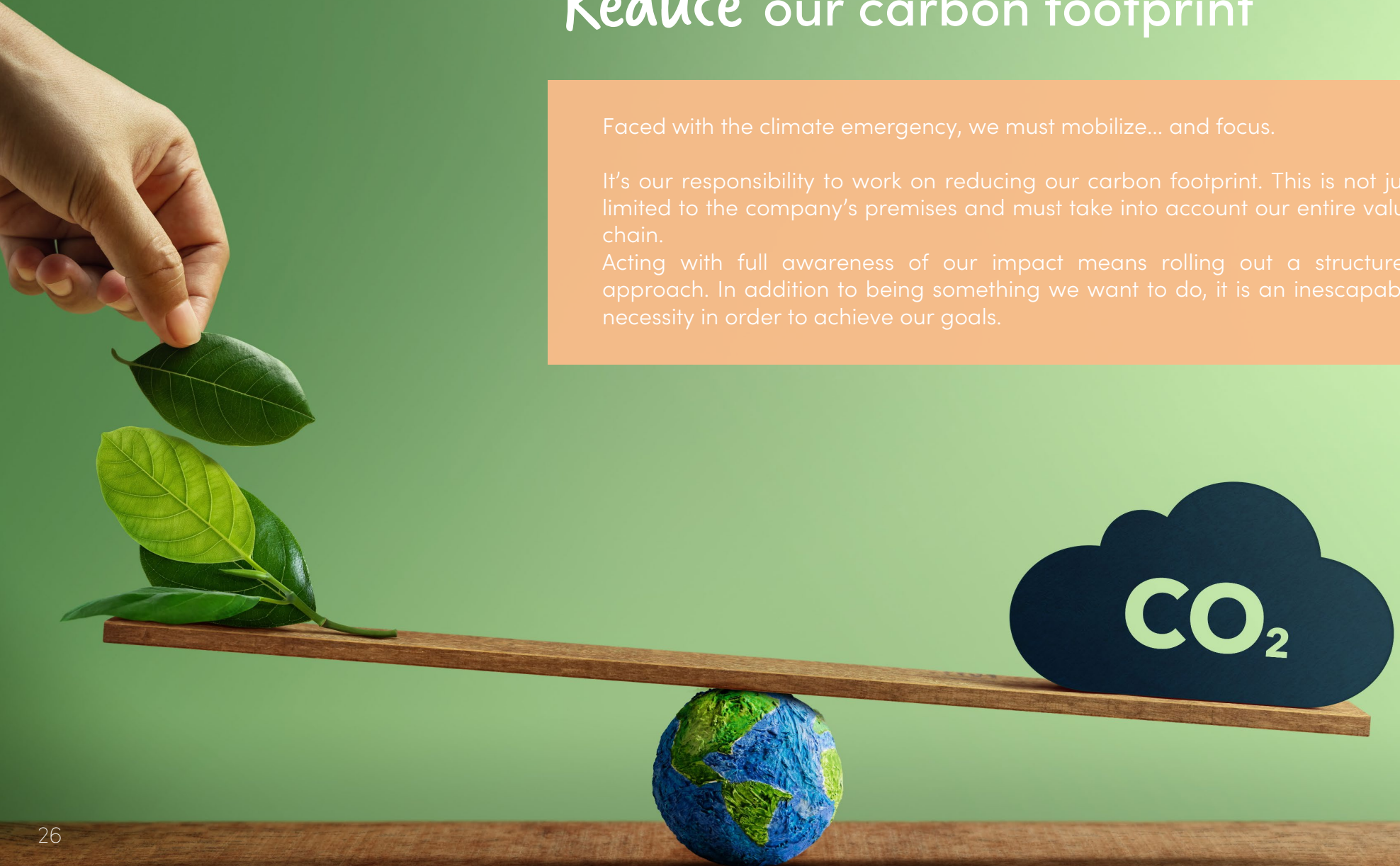
**Eric Charlet**  
Industrial Director

# Reduce our carbon footprint

Faced with the climate emergency, we must mobilize... and focus.

It's our responsibility to work on reducing our carbon footprint. This is not just limited to the company's premises and must take into account our entire value chain.

Acting with full awareness of our impact means rolling out a structured approach. In addition to being something we want to do, it is an inescapable necessity in order to achieve our goals.



# From measuring our carbon footprint...

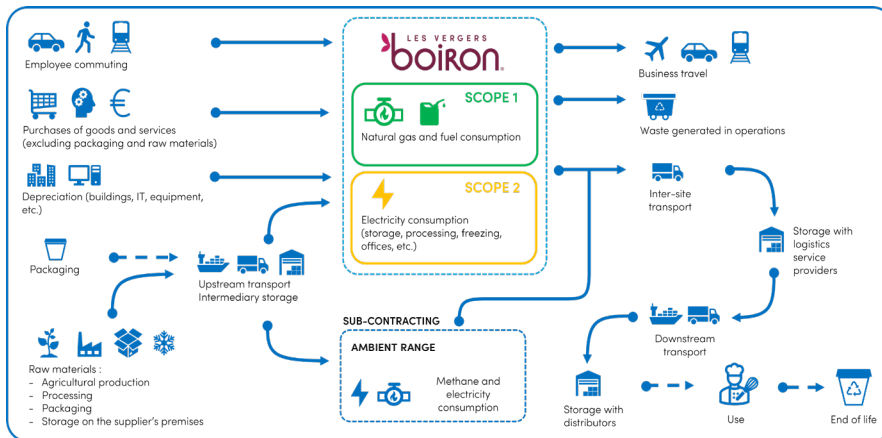
Conscious of the need to act and to help guide our actions, in 2022 we produced our first Carbon Footprint over the whole life cycle of our products, using 2019 as a reference year. This assessment was updated in 2023 for the year 2022.

The Carbon Footprint is a method of estimating greenhouse gas (GHG) emissions that enables companies to measure the impact of their business on the climate, identify levers for action and draw up a roadmap to reduce their GHG emissions.

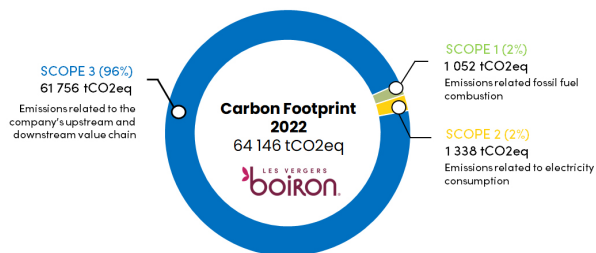
The scope of the study is divided into:

- **SCOPE 1:** Direct emissions produced by the combustion of fossil fuels
- **SCOPE 2:** Indirect emissions related to energy consumption
- **SCOPE 3:** Indirect emissions from the company's entire upstream and downstream value chain

## Scope of our 2022 Carbon Assessment



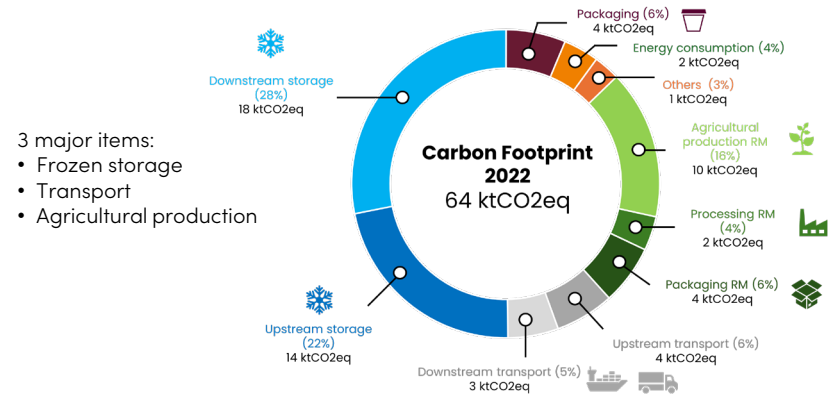
## 2022 Carbon Assessment Result:



Unsurprisingly, Scope 3 is the main contributor (96%).

We must therefore be an even more exemplary company for scopes 1 and 2, over which we have more direct control.

## Result of the 2022 Carbon Assessment by major emission items



3 major items:

- Frozen storage
- Transport
- Agricultural production

## Methodology: GHG Protocol

**Databases used:** Ecoinvent 3.7, Agribalyse 3.0.1 and a Life Cycle Analysis (LCA) of the fruit carried out internally (for the agricultural upstream), Ecoinvent 3.7 (for the other emission items), FRET21 initiative (for transport).

## Did you know?

The carbon footprint\* of a Les vergers Boiron product is:  
\*Average for 2022 range



3.45 kgCO<sub>2</sub>eq/kg  
of frozen fruit  
puree



2.45 kgCO<sub>2</sub>eq/kg  
of ambient fruit  
puree

## A few comparisons:

- 1 kg of beef: 27.3 kgCO<sub>2</sub>eq
- 1 kg of apples: 0.39 kgCO<sub>2</sub>eq
- 1 kg of ground coffee: 9.99 kgCO<sub>2</sub>eq
- 1 kg of potatoes: 0.37 kgCO<sub>2</sub>eq
- 1 kg of dark chocolate: 18 kgCO<sub>2</sub>eq

Source: [Agribalyse - Portail ADEME](#)

# ... to rolling out a climate strategy

Our carbon assessment is an essential starting point for implementing an ambitious, realistic climate strategy consistent with our activity. Scopes 1 and 2 (energy consumption on site) involve levers within our control with easily quantifiable results. However, the actions to be taken for scope 3 (including our whole value chain) invite us to think more deeply about the ways in which we can act and the need to have a medium and long term vision.



Since March 2023, Les vergers Boiron has taken part in the DECARBON'ALIM collective approach led by ADEPALE (the Association of Processed Food Products Companies) aimed at supporting several agrofood industries in accelerating their decarbonization strategy by applying the "ACT step by step" methodology.

"At Boiron Frères, climate discussions began when we produced our first carbon footprint in 2022, followed by an update in 2023. Although not required by the legislation, we voluntarily chose to measure the carbon footprint of our business over all the 3 scopes.

However, our commitment is not limited to a simple diagnostic. We decided to go one step further by drawing up a climate strategy and setting a target to reduce our GHG emissions.

In partnership with other French agro-industry companies, we are committed to this ambitious project to progress together our climatic and societal commitments, which are at the heart of our development strategy.



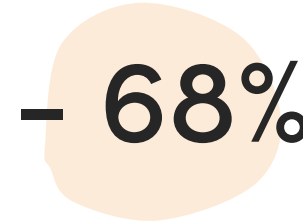
**Josue Flores**  
CSR Officer

The "ACT step by step" approach has enabled us to become familiar with the topic and develop Les vergers Boiron's climate vision step by step. One year after the project began, we have drawn up a quantitative target and a roadmap to structure each department's strategies."

Our decarbonization ambitions for our business are as follows:

## SCOPE 1 AND 2

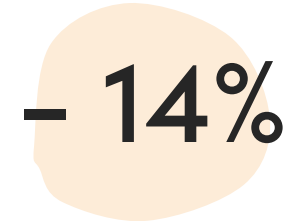
Direct emissions produced by the combustion of fossil fuels and indirect emissions linked to electricity use



Of our GHG\* emissions in Scope 1 and 2 by 2030 compared to the reference year 2019

## SCOPE 3

Emissions related to our whole value chain from fruit production up to use



Of our GHG\* emissions in Scope 3 per metric ton of product sold by 2030 compared to the reference year 2019

The climate strategy consists of several actions such as:

- **Agroecology:** Supporting our suppliers to engage in agroecological practices;
- **Regionalization of flows:** Reducing the upstream km traveled by our raw materials;
- **Energy performance:** Supporting our suppliers to use renewable energies;
- **Low energy use:** Reducing consumption of electricity and natural gas when manufacturing fruit purees;
- **Consumption of low carbon energy:** Installing photovoltaic panels on site and procuring renewable electricity and biosourced natural gas;
- **Waste recycling:** 100% of our waste recycled by 2030;
- **Eco-designed packaging:** 80% reduction of plastic/ kg sold;
- **Sustainable logistics:** Monitoring and renewing the FRET21 action plan;
- And other initiatives.



# Act now: logistics

Logistics is at the heart of our business and an essential link in our model. Acting to reduce the carbon impact of transporting our products is therefore a crucial objective in our strategy.

With this in mind, we joined the FRET21 initiative, which brings together experts and companies committed to reducing carbon in the logistics sector.



The FRET21 initiative is deployed in our voluntary commitment to reduce transport-related GHG emissions in a specific scope by a minimum of 5%.

The scope we have defined\* concentrates 1800 tCO<sub>2</sub>eq of our emissions in scope 3. The 5% target means we have to reduce them by 90 tCO<sub>2</sub>eq, or the equivalent of 10 times the circumference of the earth in a car (40,000 km\*\*).

With the support of this methodology, we have drawn up an action plan that groups together several ways forward, including:

- Adaptation of delivery frequencies;
- Change in departure port for certain export destinations;
- Use of alternative fuels.

## Did you know?

# 30%



of our sales are dispatched using carriers committed to a carbon reduction approach (road transport).

\* 100% of inter-site flows (storage platform vs factory) upstream and downstream / 100% of orders for France and Europe

\*\* Source: Carbon comparator | Impact CO<sub>2</sub> (impactco2.fr)

"The decarbonization of our transport flows is an essential aspect of our drive to reduce emissions.

Being part of this voluntary approach enables us to question our current logistics organization while helping to provide less impactful solutions for our customers, reducing our GHG in our internal flows and anticipating legislative developments concerning transport.

It's a small stone in what seems like a huge building, but I believe that making a contribution is essential!"

**Julien Pellen**  
Supply Chain Manager



# Improve our energy footprint

An aerial photograph of a large industrial complex, likely a factory or warehouse. The main building is white with a grey roof, and a section of the roof is covered with solar panels. The building has the 'baron' logo on its side. In the foreground, there is a large parking lot with many cars. The surrounding area includes green fields, trees, and a road. The sky is clear and blue.

Reducing our use of fossil fuels is a major focus of our CO2 emissions reduction plan.

It's a challenge we need to tackle by considering additional levers for action. We must therefore adopt an approach that aims for the best balance enabling an optimal reduction of our carbon footprint

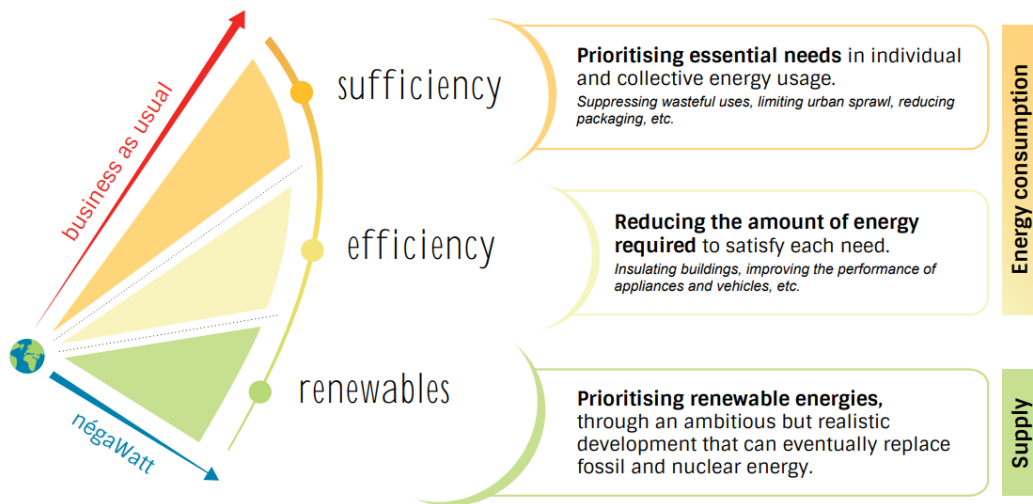


# Act now: energy

We have activated three complementary levers to address our energy challenges: energy saving, energy efficiency and the use of renewable energy.

Energy saving means reducing our energy needs "at source" by changing behaviors and choices on a daily basis, whereas energy efficiency means using energy in a more efficient way by improving equipment performance.

**Energy saving and energy efficiency are therefore two essential pillars for reducing our energy consumption efficiently.**



©Association négaWatt - [www.negawatt.org](http://www.negawatt.org)

We are working to **reduce our energy consumption while supporting the production of renewable energies.**



## Energy management at Boiron Frères

Energy saving is a goal we have been working towards for several years.

Until 2020, several of our production processes required the use of gas boilers.

The installation of a Heat Pump in 2019 helped us significantly **reduce the consumption of natural gas the following year.**

**Between 2019 and 2022, we were therefore able to reduce our consumption by around 43%.**

To guarantee efficiency, our energy and water saving plans have been managed and led for several years by a multidisciplinary team.

Actions achieved in 2023 include:

- Training of 2 "Energy" advisers;
- Installation of lighting with a presence sensor in the factory (in the corridors and areas not in permanent use);
- Replacement of exterior lighting columns with solar lighting;
- Lowering the heating temperature to 19°C in winter;
- Increasing the storage temperature in the large cold room.

### Did you know?

In 2023:

# 100%

of electricity used at the Valence site was of guaranteed renewable origin (vs 42% in 2022).

Issued by an independent body, the origin certificates mean we can guarantee that a quantity equivalent to our consumption of renewable electricity is fed back into the grid.





# Act now: energy

## Our electricity consumption

In absolute terms\* (in kWh)

In 2023

- 2%

Our target in 2024

- 7%

In ratio per tonne produced\* (in kWh / metric ton produced)

In 2023

- 10%

Our target in 2024

- 14%

\* Compared to 2021

## Our natural gas consumption

In absolute terms\* (in m3)

In 2023

- 26%

Our target in 2024

- 28%

In ratio per tonne produced\* (in kWh / metric ton produced)

In 2023

- 32%

Our target in 2024

- 33%

\* Compared to 2021



2024 is filled with projects which support our worldwide energy saving approach (gas and electricity).

- Energy audit completed in September 2024;
- Optimization of lighting in administrative areas: presence sensors, individual lights, etc;
- Installation of solar panels in the covered parking lot ;
- Improvement of energy monitoring by installing meters;
- Improvements in terms of process (reduction in evaporation temperatures, variation of speeds in the air treatment centres, etc.);
- And other initiatives.

"Energy is central to our concerns. The European and even global context clearly demonstrates our dependence on energy and the tensions caused when there is a shortage.

Environmental and societal challenges have pushed us towards an inevitable energy transition. In terms of the site, we're continually thinking about possible actions. We're proud of the path we've already traveled in the last 13 years and the great results, particularly with regard to gas, with a 55% reduction in consumption since 2015 thanks to our industrial heat pump, one of the largest installations in France. This is an important milestone in our decarbonization plan.



**Georges Venet**  
Director of Engineering

Energy saving is now an integral part of our corporate culture, at all levels. Between the little daily gestures, as everything counts, and the more sizeable investments that enable us to produce around 13% of our electric consumption ourselves and procuring "green" electricity, BOIRON FRERES has boosted its CSR commitments and is moving towards a more virtuous future that respects nature and the living world."



# Recycle/recover our waste

The best waste is waste that isn't produced.

As a responsible manufacturing company, it's our responsibility to identify solutions to help us recycle our waste.

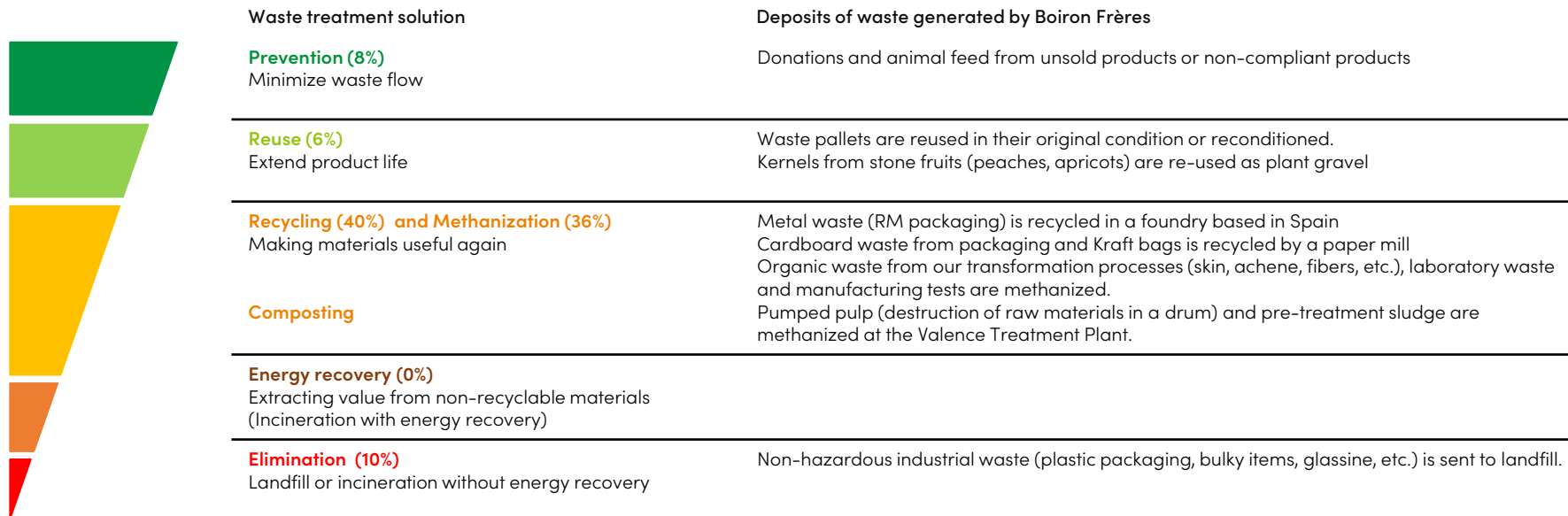
Reducing waste is however the primary objective we must consider, to develop our thinking and actions in line with this ambition.





# Finding the best solution

Having a precise vision of the distribution per type and volume of waste should enable us to find the appropriate recycling solution. We now need to accelerate actions that will help us reduce waste and promote the recycling solutions that have the lowest impact.



Hazardous waste (< 1%) covers several groups of waste: neon, batteries, chemical product packaging, waste electrical and electronic equipment (WEEE), etc., each with its own specific waste solution.

## New recycling solution in 2023 RECYCLING OF STONE FRUIT BY-PRODUCTS INTO PLANT GRAVEL

Peach and apricot kernels are used by a landscaping partner as an ecological alternative to mineral gravel. They are used in landscaping projects: walkways for parks and gardens, playgrounds, parking areas, terraces for private houses, access paths, etc.

To find out more: [Biogranulats](#), [Fruit kernel gravel](#).

Previously, kernel waste was recycled as a fuel to heat agricultural greenhouses.



"For several years, BOIRON FRERES has been aware that all waste has a value and can become a precious raw material in other industrial and agricultural sectors.

By exploring the many potential solutions, we have managed to develop over a dozen different recycling and reuse solutions to transform our waste into by-products.



In 2024, I'm proud to say that thanks to this work, we recycle 90% of our industrial waste.

This target is only a step towards our ambition of 100% recycled waste."

**Jean-Christophe Poncet**  
Health, Safety and Environment Coordinator

# Reduce the use of plastic

Packaging plays a key role in product protection, guaranteeing integrity and food safety throughout the supply chain. It also represents a valuable means of communication between the producer and the consumer.

However, this role is only temporary, and it soon ends up as waste, in our users' recycling bins.

How can we rethink the packaging of our fruit solutions in the future so that they are part of a more virtuous system, combining technicality, quality and carbon saving? It's a challenge we're proud to take up, working hand in hand with our partner suppliers to improve our conscious use of resources!

# Reduce plastic in our packaging

Within our model, the transition to solutions that are less dependent on fossil fuels is part of an incremental approach, with a view to continuous improvement. There are several challenges facing us:

- Technological barriers related to the current virtuous solutions, which do not entirely meet the functional standards of our packaging;
- Potential rebound effects linked to changes in materials;
- The acceptance of future packaging by recycling and recovery centers;
- The availability of the materials used.

We are aware of the difficulty of the path we must take, but also confident in our capacity to succeed. Through close cooperation with our partners, investment in research and development and a gradual approach, we are quietly concentrating on achieving our targets.

## OUR 2030 AMBITION

**-80%** of plastic per kg sold

Moving towards the biosourced sector for our plastic packaging is a great step forward in 2025. However, we will continue to work actively to drastically reduce the amount of plastic used in our packaging.

Balancing the technical, marketing, logistics and environmental aspects is not easy to do, but we are *advancing step by step, with the goal of constant progress.*

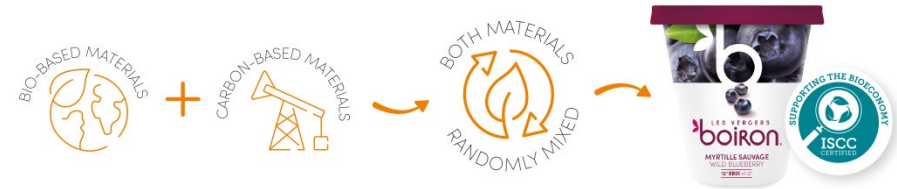


**Géraldine Poiré**

Packaging Buyer and Sub-contracting Manager

## Packaging made with repurposed raw materials

From January 2025, Les vergers Boiron will purchase the equivalent of 100% of the material used in its trays, lids and tubs in a bio-based material, certified ISCC+\* according to the mass balance approach.



The bio-based mass balance approach makes it possible to incorporate plant-based raw materials into the plastic production process without having to change the existing systems.

Les vergers Boiron is investing in reducing the use of fossil-fuel resources by contributing to the development of the bio-based plastic industry. Our packaging will remain recyclable\*\* and its features unchanged.

\*ISCC+: International Sustainability and Carbon Certification \*\* the seal of our tray is not recyclable

## THE EQUIVALENT OF

**966t** of fossil-fuel plastic saved per year

Calculated based on 2023 sales of lidded trays and tubs



# Protect natural resources

We are aware of our dependence on the natural resources we use within our business.

We therefore need to be particularly alert about the fragile nature of the relationship we have with these resources.

Although water is an absolutely renewable resource, it is not unlimited. It's therefore essential that we limit our consumption, to ensure it remains accessible to all.



# Protect our common resources

Vital for the agricultural sector to which we have deep ties, water is also essential to our production process.

As a company with strong roots in the local area, which is subject to increasingly intense and prolonged episodes of water scarcity, it's our responsibility to help preserve water as a common resource.

## An awareness reinforced by the drought of 2022

In 2022, the Drôme region faced an intense period of water scarcity. A succession of Prefectoral orders forced us to reduce our water consumption by 20% in May, 40% in June and 60% in July. We therefore had to considerably limit production to avoid compromising the quality and safety of our products.

Several decisions were taken to drastically reduce our water consumption:

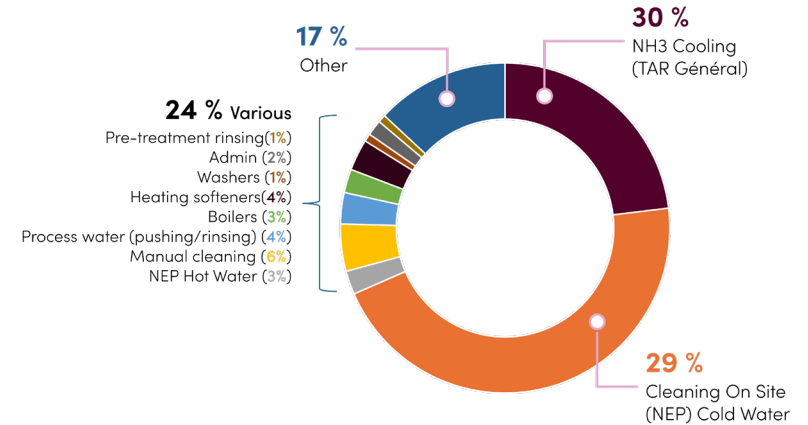
- A reduction in our demand for cooling energy, leading to higher temperatures in manufacturing rooms and frozen storage;
- An optimization of all the settings to limit water consumption in our cooling and steam production processes;
- A limitation on using water for cleaning premises, unless strictly necessary.

In parallel with these actions, we increased the level of awareness among staff.

**This was a good example of general mobilization in which our team took action to comply with the demands of the Prefectoral order!**

## Water management at Boiron Frères

### Mapping of water usage at Boiron Frères



### Managing water resources better also means thinking of better ways to use water!

We therefore quickly eliminated all non-essential use such as watering lawns, and at the same time targeted the major usage items.

We gradually replaced the use of cooling towers with adiabatic condensers.

In-situ cleaning of production circuits meanwhile has been equipped with a turbidity sensor that identifies the water/fruit dilution. This operation has optimized the washing programs by adapting them to the flow properties of our product materials.



"As we are convinced that water is a precious resource, essential to life, Les vergers Boiron has gradually reduced its water consumption as part of a continuous improvement approach.

The drought in summer 2022 in the Drôme region led to severe water restrictions, putting our business at risk and leading to a genuine awareness of the scarcity of resources.

What I will remember from this instructive event is the collective strength and resilience of the company to cope with the difficulties we encountered.

Today, water usage has become one of the company's main concerns. I'm proud to be leading several projects with excellent prospects that demonstrate the involvement of manufacturers in protecting water resources in the Drôme."

**Jean-Christophe Poncet**  
Health, Safety and Environment Coordinator

# Protect our common resources

## Our water usage

In absolute terms\* (in m3)

In 2023

- 27%

Our target  
in 2024

- 24%

As a ratio per tonne produced\* (in m3 / metric ton produced)

In 2023

- 33%

Our target  
in 2024

- 37%

\* Compared to 2021

The beginning of 2024 has seen several key moments:

- On January 18, Les vergers Boiron had the pleasure of welcoming the members of ARIA Auvergne Rhône Alpes and Veolia France to the **signature of the Eco d'Eau** charter by ARIA (Regional Association of Agrofood Industries);
- On February 7 and 8, the Boiron Frères **Water Team** visited the Eau à Pont museum in Royans (Isère) to review the past year (2023) and draw up a **roadmap for 2024**. Two days full of discussion, which led to the formation of an ambitious action plan in line with our targets;
- On March 13, our HSE (Health, Safety and Environment) Manager joined several elected officials and water professionals for a **"round table" day** to discuss the challenges of this precious resource and present effective levers for action.

At the same time, we are carrying out several analyses for different initiatives aimed at optimizing our water usage, such as:

- Recovery and reuse of rainwater;
- Reuse of process water;
- Study of new production investments: new adiabatic system, additional meters for monitoring, and so on.



To go further and quicker in making water savings, the company has created a working group called the "Water Team", in charge of managing our Water Savings plan.

# Protect biodiversity throughout our value chain

Our relationship with the Living world is at the heart of our commitments and our purpose.

We are an integral part of biodiversity and we contribute to its evolution through our activity. By developing a profound knowledge of our ecosystems and the interactions between the living beings within it, we can act to limit our impact.







# Act for biodiversity

Defining the path we want to take to protect the living world requires us to consider a systemic approach.

Biodiversity reflects a complex organization, structured through multiple interconnections between living beings, within and with the environment in which they evolve.

In light of this complexity, we must show evidence of humility.

We therefore have to act to limit the pressure our activity has on the Living world and promote the stability of the natural environments with which we interact.

This ambition must be at the heart of our activity, on our Valence site, and throughout our value chain.

We are gradually moving towards this objective, although aware that we are at the start of the journey.

Initial steps have been made at the production site, led primarily by the Green Team and thanks to our membership of Continuum (see p. 58 and 65).



In November 2023, we benefited from the recommendations of the French Ligue for the Protection of Birds (LPO France) on the practices we could follow in the short term.

Various types of actions were identified in several areas:



**Reduce** our impact by limiting light pollution and reflective glass surfaces (source of bird collisions)



**Protect** water resources by recovering rainwater



**Restore** natural habitats, by landscaping green zones around the site.

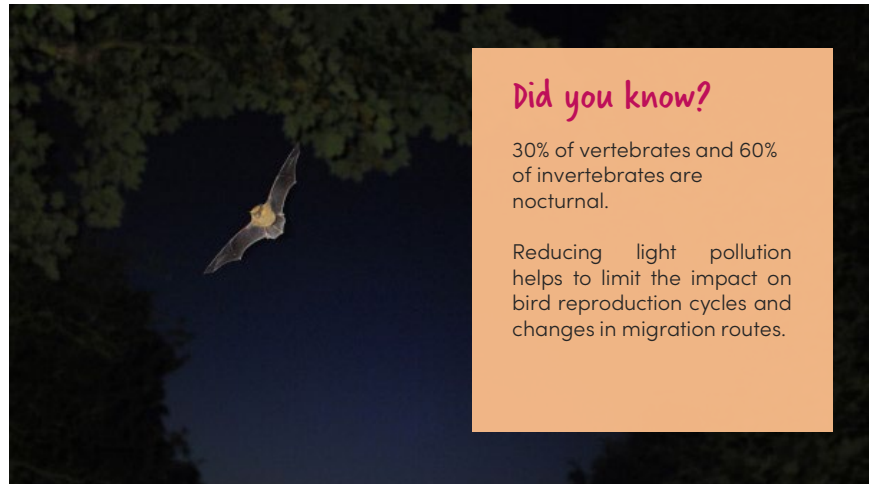


**Promote** cohabitation by creating bird nesting opportunities

Although these initial actions reflect our desire to address the topic as fully as possible, at the same time we must follow a more global approach, integrating all our relations with the Living world.

The next steps of our approach will therefore be directed towards measuring our biodiversity footprint over our whole business.

In the same way as our actions related to our carbon footprint, we want to produce and roll out a structured, ambitious strategy for protecting Nature.



## Did you know?

30% of vertebrates and 60% of invertebrates are nocturnal.

Reducing light pollution helps to limit the impact on bird reproduction cycles and changes in migration routes.

“Led by the company’s commitments and driven by the Green Team, we became aware that it was imperative to protect and develop biodiversity on the site.

We are living in a world where some species are endangered, due to many factors (climate change, concreting over the natural environment, over-exploitation of resources, wars and conflicts, etc.)



We must understand that, one day, if we don’t act now, we will be one of these endangered species.”

**Georges Venet**  
Director of Engineering



Contribute

to reducing CO2 emissions and using resources more consciously

## Our ambitions

Our areas of focus	2023	Ambitions
Reduce our carbon footprint	Set up a climate strategy	<ul style="list-style-type: none"> <li>- <b>68%</b> of emissions related to scopes 1 and 2 by 2030 vs 2019</li> <li>- <b>14%</b> of emissions related to scope 3 in intensity by 2030 vs 2019</li> </ul>
	-	- <b>50%</b> of natural gas consumption by 2030 vs 2023
Improve our energy footprint	100% of electricity from renewable origin (purchase certificates of origin)	100% of energy from renewable origin (gas and electricity) by 2030
	-	15% of renewable electricity produced and used on site (photovoltaic panels) by 2030
Recycle/recover our waste	90% of waste reused or recycled	100% of waste reused or recycled by 2030
Reduce the use of plastic	-	- <b>80%</b> of plastic / kg sold by 2030
Protect natural resources	4 L water / kg produced	- <b>75%</b> quantity of water / kg of product in 2030



## Pillar 3

### Inspire

sustainable, fruit-based  
gastronomy

Our commitment:

“Support fruit artisans as they increasingly embrace sustainable, fruit-based gastronomy. Innovate by combining pleasure with naturalness and responsibility”

## Workstreams



Develop a more responsible product offering



Control the quality, health and safety of our products



Support our customers and guarantee their satisfaction



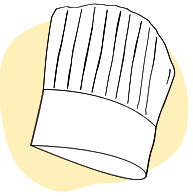
Be a messenger for responsible gastronomy



Contribute to the transmission of know-how

# Inspire

## sustainable, fruit-based gastronomy



Our CSR strategy

"At Boiron Frères, our primary concern is to meet the expectations of our customers and users by innovating and developing premium fruit solutions to inspire them every day in their creations and promote the idea of Fruit as a pleasure."

As a responsible Fruit artisan, we know and believe that we are capable of offering them ingredients that are ever more sustainable, natural and healthy, as close to fresh fruit as possible, and so we will be able to guide them towards a fruit-based gastronomy that is more virtuous and more respectful of Nature.

We're proud to make a contribution to this evolution."



**François Colas**  
Director of Product Innovation

# Develop a more responsible product offering

We offer a range of products that are rooted in naturalness, take account of environmental and social issues and promote the use of sustainable agricultural practices.





# Roll out a responsible product offering that reflects our commitments

The brand and the products it sells must clearly embody the company's commitments.

This involves making our mission objectives tangible in our offer, and understandable by our customers, so that are our products are **both desirable and sustainable**.

We are keen to develop and promote an **enriched value proposition** that consolidates the fundamental values that have been the brand's strength up to now while addressing our social and environmental challenges as we move forward.

Our responsibility is to address major social and environmental issues in different ways, without trying to rank them in order of importance, and instead seek the consensus that we are ready to take on these responsibilities, with pride and without compromise, based on ethical and human rights criteria. **This is therefore a multiple, complex reality, but supported by real strengths - our know-how and the actions we have already taken and maintained. We're not starting from zero!**

In recent years, our teams have actioned multiple levers to produce a more sustainable offer, before this was clearly formalized: calculating the carbon footprint of our products, rolling out a sustainable procurement policy, relocating certain supply chains, working on the eco-design of packaging, launching support projects for agroecological practices, removing added sugar in nearly all our flavors of fruit purees, and so on.

It's a question of **building on these approaches, maximizing and highlighting them to ensure that these actions are transformed into perceived value by our users and into ambitious roadmaps.**



"We are enthusiastic about contributing to a sustainable offer at Boiron Frères as this is part of a collective approach: making the products more virtuous due to their increasingly improved composition.

All the stakeholders in the value chain are focused on the same objective. This approach is definitely a winning one for the planet, for our users, for consumers and for the Boiron team members."

**Corinne Tisne**  
Research and Development Manager

and

**Audrey Corre**  
Product Manager



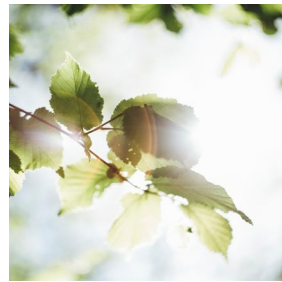
# Roll out a responsible product offering that reflects our commitments

## Binding promises...

An offer that supports sustainable agricultural production systems



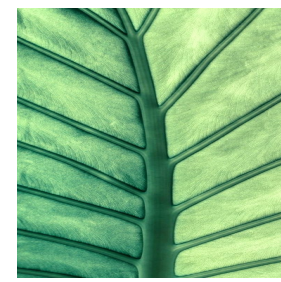
An offer with an improved environmental footprint



An offer that aims to move away from plastic



An offer that aims to be even more natural



An offer with social and ethical guarantees for the supply chain



## Translated into operational objectives...

Increase the share of supplies from farms covered by a sustainable agriculture benchmark

Develop support programs for agroecological practices, and invest significant resources

Highlight existing agricultural practices

Reduce mileage traveled / shorten flows

Increase the share of flavors without pesticide residues

Drastically lower the share of plastic in our products

100% of flavors available without added sugar

Only list fruit from supply chains that offer social and ethical guarantees

... which are rooted in our fundamental values

Organoleptic quality

Taste as close to fresh fruit as possible

### Did you know?

By relocating our dark red plum sourcing to France, we halved our carbon footprint for this flavor!!

This reduction in carbon footprint was linked to the reduction in mileage traveled and the use of fresh rather than frozen fruits.



## Control the quality, health and safety of our products

The quality, health and safety of our products are fundamental values, rooted in our DNA.

Maintaining the highest possible standards is an essential prerequisite for meeting the expectations of our customers and users.





# A consolidated food safety culture

At Les vergers Boiron, food safety is a continuous requirement over the whole life cycle of the products. Our dedicated management system, based on reference standard FSSC 22000 (Food Safety System Corporation), allocates responsibility to each person involved, supported by very strict quality standards.

The system is reviewed annually, involving monitoring of regulatory requirements, prerequisites, quality indicators and action plans decided in the previous year.

In 2022, we decided to set up controls as close to the ground as possible, so our operators are trained in quality control and are made aware of the results via forums, posters and specific sessions for each business unit.



“Quality is achieved by prevention, not by control. Every link in our value chain is involved on a daily basis: our raw materials and packaging suppliers, our employees, our storage providers, our carriers, are all working together, listening, training and informing.

We have many challenges: continuing to guarantee safety in the face of new hazards, integrating artificial intelligence into our processes and defending ourselves against cyber attacks, taking account of the impact of climate change on the quality of our raw materials, and preventing waste. Our commitment to quality is our roadmap !”

**Christiane Garnier**  
Quality and Regulations Manager



## Our commitments:



### **Reinforce** a culture of quality and food safety:

This concept consolidates the food safety management system by influencing individual and collective behavior to:

- Encourage involvement and communication between employees
- Guarantee the consistency and comprehension of food safety standards and messages
- Involve all the teams in discussions around food safety and quality



**Draw up** a plan to reduce losses and food waste: Introduced in 2024 in reference standard FSSC 22000 version 6, this standard sets out new obligations in terms of food waste and losses in the production process.



### **Digitize** our processes:

By introducing a MES (Manufacturing Execution System) to guarantee traceability of flows, operational efficiency and control data.



### **Continue** to reinforce our pesticide risk analysis:

By engaging in actions with our suppliers and strengthening the micro-pollutant control plan to meet local standards in the various countries we export to.



### **Audit** our processes regularly:

To ensure we continually improve.

Obtaining and renewing our FSSC 22000 certification is evidence of our commitment to food quality and safety.





Support our customers and  
guarantee their satisfaction

Quality is embedded in our know-how and we are committed to cultivating it through our own standards and the relationships we develop with the people who buy and use our products.



# Quality and communication at the heart of customer satisfaction

Organoleptic quality is guaranteed via controls on all our raw materials, by a panel of internal experts who identify the aromatic notes expected for each fruit puree. Physico-chemical controls complete the evaluation.

However, the quality we want to offer our customers is also measured by our capacity to meet their demands and the implied requirements: compliance with legislation, development of services, detection of minor anomalies that might lead to bigger problems.

Twice a year we carry out customer satisfaction review. Directors and Managers monitor the results to ensure that our quality commitments are maintained.

## Our commitments for 2024:



**Obtain** through a dedicated survey an objective measurement of customer satisfaction:  
We improve by listening and talking to our customers.



**Digitize** the customer experience:  
With the development of EDI (Electronic Data Interchange), exchanges via electronic catalog and redesign of our website.



**Improve** our customer satisfaction indicators.

Our service quality indicators, monitored for several years:

## Food quality and safety returns rate

Result 2023

2.8

per 1,000 tonnes of products sold in 2023

Target 2024

≤3.5

per 1,000 tonnes of products sold in 2024

## Returns rate (number of parcels returned compared to number of parcels sold per year)

Result 2023

0.3%

In 2023  
(vs 0.7% fixed target in 2023)

Target 2024

0.4%

in 2024

## Average response time to technical requests

Result 2023

7

Days on average in 2023

Target 2024

Maintain

7

Days on average in 2024

## OTIF (On Time In Full) monitoring of deliveries made on time with the quantities and products ordered

Result 2023

97.3%

in 2023  
(vs 96% fixed target in 2023)

Target 2024

96%

in 2024

"This year, for the first time in our history, we have launched a customer satisfaction survey at the international level. This 360° survey follows our customers' purchasing journey - from meeting the salespeople, to technical questions, via their company's environmental awareness of product delivery.

In a changing context, with huge environmental, societal and organizational challenges, we are keen to keep listening to our customers on these highly operational topics.

**Our objective:** continue to support them and pursue our transformation by putting in place action plans that meet their needs and those of their continually changing organizations."

**Aurélie Benoit**  
Customer Service Manager



## Be a messenger for responsible gastronomy

As we know that our fruit solutions gain traction by inspiring our partner chefs, we want to share with them our path towards a more sustainable fruit-based gastronomy.



# An inspiring community

Guided by our continuously innovative partner chefs, we create exceptional fruit solutions for culinary professionals to showcase in their creations. As influencers of fruit-based, sustainable gastronomy, we are keen to share our know-how and creativity to inspire professionals all over the world and create unique moments for people to share and enjoy.

## 7 full-time pastry chefs



**Gael Etrillard**  
(Asia)



**Vivian Zou**  
(China)



**Thibault Marchand**  
(Global)



**Yukiko Kamauchi**  
(Japan)



**Jean-Christophe Duc**  
(Germany, Poland)



**Michael Laiskonis**  
(US)



**Marc Balaguer**  
(Spain)

## 4 technical consultants and partner chefs



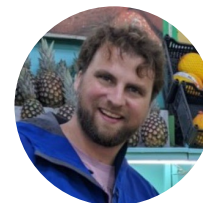
**Kriss Harvey**  
(US)



**Alessandro Tiscione**  
(Italy)



**Philip Khandehrish**  
(US)



**Bret Kollman Baker**  
(US)

"In addition to the quality and consistency of their products, Les vergers Boiron appealed to me because of their family values and simplicity. I'm delighted to be working with this wonderful brand and I'm keen to move onto the next stage with them."

**Yann Brys**  
Meilleur Ouvrier de France (2011)  
Global ambassador





# Contribute to the transmission of know-how

For 80 years, Les vergers Boiron has developed a unique expertise around fruit. In 2019, we decided to share this know-how by creating a new discipline: Fruitology®.



# Fruitology®

For three generations, Les vergers Boiron has shared the best of fruit with the artisans of flavor. Fruit puree is much more than a simple raw material, which is why we invented Fruitology®.

This discipline helps culinary professionals understand the different sensory characteristics of a fruit puree (appearance, taste and texture) in order to perfect their recipes.

**Wine has oenology, cheese has caseology, fruit puree now has Fruitology®.**

## Identify

Fruitology® is a discipline that analyzes and identifies the unique characteristics of fruit purees, while fully appreciating their sensory qualities. It helps us describe the identity of each puree using specific language.

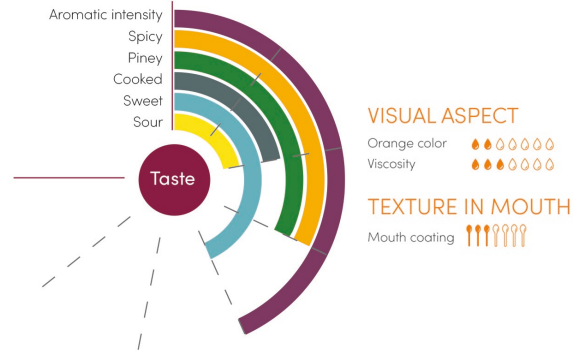
## Compare

Fruitology® is a method by which fruit artisans can compare and evaluate different fruit purees of the same flavor. It helps them define the specific features of the puree, using sensory analysis.

## Create

Understanding the characteristics of the fruits and how they are transformed into puree opens the door to creativity. Fruitology® therefore helps fruit artisans in their need to innovate and be one step ahead of the increasingly demanding expectations of their customers.

## Example of the sensory profile of mango puree with no added sugar



**Fruitology®:** example of the sensory profile of 100% mango puree carried out by a panel of experts. The precise definition of the descriptors is available in our guidebook, which can be downloaded from: [Les vergers Boiron: Frozen fruit, coulis and purees \(my-vb.com\)](https://www.lesvergersboiron.com/fr/frozen-fruit-coulis-et-purees)

The language of Fruitology® is designed to enhance the noble qualities of the fruit and allow flavor artisans to add value to their creations.

Fruitology® is also a tool that we can use to create a gastronomy that respects the Living world. The organoleptic qualities of our products are also part of the history of our various flavors.

This is the life story of the fruit, its origin, the growers that nurture it, their commitments and also ours, which are linked to our know-how.

We must use this history to inspire fruit artisans.



“Created by our experts in 2019, Fruitology® is based on sensory analysis, a scientific discipline that uses the human senses as a measuring tool. We can measure in Brix or pH, but no instrument can replace the consumer’s ultimate perception of the sugar-acid balance. The product characteristics are evaluated using the 5 senses.

Sensory analysis gives us a better understanding of consumers and helps us improve or create products that meet their expectations.”



**Laura Nicolas**  
Head of Sensory Analysis

# Our ambitions

Our areas of focus	2023	Ambitions
Develop a more responsible product offering*	Definition of the criteria of Les vergers Boiron's sustainable offer	<b>100%</b> of new or updated products will have an environmental and/or social benefit by 2025
Be a messenger for responsible gastronomy	-	<b>100%</b> of our sales representatives and partner chefs trained to be ambassadors for the brand's commitments by 2026
Contribute to the transmission of know-how	-	<b>100%</b> of our chefs, ambassadors and sales representatives will become key players in this transmission of knowledge in 2026

Inspire  
sustainable, fruit-based  
gastronomy

\*See pages 46-47





## Pillar 4

### Unite

through an inspiring,  
stimulating ecosystem

Our commitment:

“Mobilize and inspire people by developing  
a responsible ecosystem both in and around  
the company”

## Workstreams



Ensure the health and safety of our staff and be a company where people are happy to work



Develop an educational working environment and enable employees to reach their potential



Encourage our employees to become actors of change



Stand out as a committed player within our ecosystem



# Unite

## through an inspiring, stimulating ecosystem



Our CSR strategy

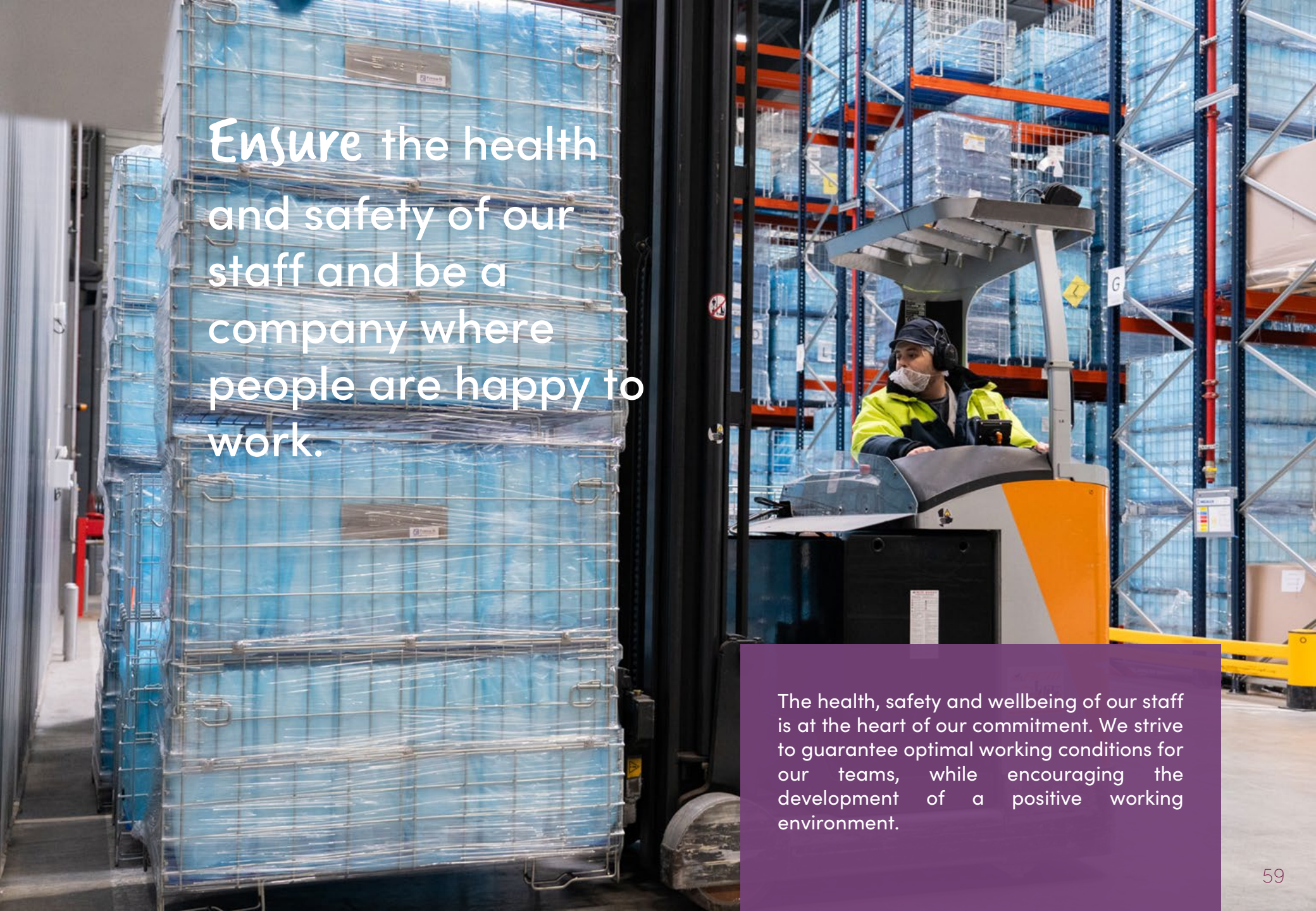
"The turbulence in our environment, although destabilizing, nevertheless provides real opportunities to reinvent ourselves together. Our priority is to create a responsible organization, where the health, safety and wellbeing of our staff form the unshakeable foundations.

Together, we are working to become a learning organization that supports people's talents, encourages a taste for curiosity and reveals each employee's potential. My commitment is to give each employee the capacity to act and participate in our collective transformation, becoming an actor for change.

We are also very keen to spread our influence beyond these walls, by affirming our position as a responsible employer. We want to share our good practices, positively influence our ecosystem and involve our partners in this change, beyond the frontiers of our organization."



**Grégory Watine,**  
Managing Director

A worker wearing a high-visibility yellow jacket, a dark cap, and a white face mask is operating a forklift in a warehouse. The forklift is carrying a large pallet of blue-wrapped goods. The warehouse is filled with tall racks of similar pallets. The worker is looking towards the camera.

Ensure the health  
and safety of our  
staff and be a  
company where  
people are happy to  
work.

The health, safety and wellbeing of our staff is at the heart of our commitment. We strive to guarantee optimal working conditions for our teams, while encouraging the development of a positive working environment.



# Safety, an absolute priority

Safety has always been a priority at Les vergers Boiron. We recognize the importance of preventing risks and accidents, and in this spirit we have developed a culture focused on the health and safety of all our staff.



In 2023, several actions were carried out aimed at improving our safety and prevention culture.

- A week dedicated to prevention and employee health: 30 October to 3 November
  - A Theatre Forum in collaboration with the Compagnie ThéArt&CO to learn how to adopt the correct behavior when dealing with addictions or psychosocial risks
  - A "Risk hunting" workshop
  - Awareness of noise nuisance and "ammoniac" risks
- Highly beneficial internal communication with some very good feedback from staff (weekly flash and summer communications): 55 posts on internal communication portal with over 5,000 views and 500 likes in total.
- Various training courses in 2023:
  - Operating forklifts, aerial work platforms and working at height (26 participants)
  - Personal Protective Equipment or PPE: fire training and SCBA (87 participants)
  - Related to technical installations: Heating, CIF, Legionella, MIRFA, TIF Survey (17 participants)
  - Chemical hazards (24 participants.)

2024 began with the rollout of several actions, including:

- A fitness training day on 31 January 2024 in collaboration with Kiné AuRA, giving us tips to improve our everyday fitness
- The start of the 2024 audits: field safety, transport of hazardous substances, etc.
- Various training courses: NH3 Risk for Warehouse teams, etc.
- Tests on cameras and alarms detecting human presence on forklifts, etc.

## OUR AMBITION

**Annual target of zero work accidents with stoppage**

We need to reinforce our vigilance and adopt the AAA rule: Stop - Analyze - Act

Did you know?

# 48



employees took part in the First Aid at Work Training

The First Aid at Work Training is for any employee who wants to help prevent risk in the company and act effectively when faced with a work accident. There are no specific prerequisites for undertaking the training.

"Anticipating risks and developing a Health and Safety culture among all employees are key factors in achieving the Zero Accidents target. Explaining the meaning of prohibitions and the issues involved, and discussing as a group, is highly effective in preventing risks in the workplace.



**Cynthia Kieffer**  
Health, Safety and Environment Manager

Understanding means protecting yourself and others. At Boiron Frères, we give people the time to understand, learn and discuss. This dimension has brought a breath of fresh air into my role in the company.

Everyone has a role to play in safety as everyone's safety is at stake."



# Realize potential with confidence

Realizing our company's ambitions depends on the talents of the staff who work for us. It's our responsibility to provide each and every one of them with the opportunity to realize their potential, so they can succeed in their role and fulfill our mission.

By relying on our values: Respect, Progress and Team Spirit, we strive every day to guarantee a fulfilling work environment for everyone. In 2022, we decided to apply for the Great Place To Work certification, to challenge ourselves by directly seeking feedback from our staff.

This also helps us to continuously improve and solidify our strategy. The results obtained have helped us to validate the meaning of our actions and guide our objectives and ambitions so that we can guarantee the best possible working environment for our staff.

In July 2023, for the second consecutive year, Les vergers Boiron was certified a Great Place To Work®

For the 2nd consecutive year



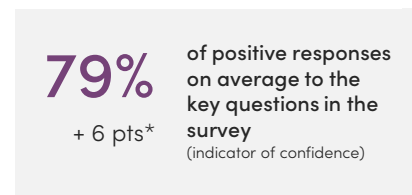
## At Les vergers Boiron

### GLOBAL PERCEPTION



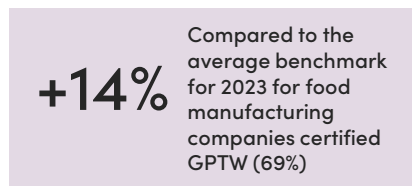
\* Compared to our GPTW results for 2022

### TRUST INDEX ©

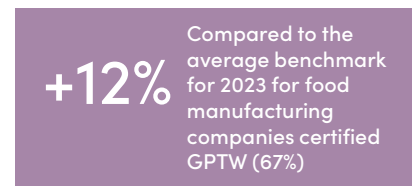


We're proud to be one of the leaders in our sector...

### GLOBAL PERCEPTION



### TRUST INDEX ©



"Above all, Les vergers Boiron is a family company that cultivates strong human values.

Being part of the Great Place To Work program enables staff to express their opinions about working in the company.

The Great Place To Work survey, although an integral part of our strategy, is not an end in itself, but a tool for continuous improvement.

The aim? To continue developing a positive working environment and so enable everyone to realize their potential and grow in confidence, in a stimulating, inspiring company."



**Mélanie Reille**  
HR Development and Training  
Manager

# Develop an educational working environment and enable employees to reach their potential

Our collective success depends on the success of each individual. Our aim is to open up the route to success for our staff and ensure that it is a meaningful journey for everyone.

Our role consists in creating the necessary conditions to develop skills wherever possible and contribute to everyone's self-fulfilment.





# Training and upskilling

## General integration day

The integration day is designed to make integration easier for our new staff, marking the start of a common journey in which the values, culture and objectives of the company are shared.

This day is much more than a simple formality; it's an opportunity to establish solid links and lay the foundations of a fruitful, fulfilling collaboration.

By investing in successful integration, Les vergers Boiron demonstrates its commitment to the wellbeing and success of our staff, within an inclusive and dynamic corporate culture.



"Les vergers Boiron places particular importance on integrating new staff. For some years, a group of new employees have been invited to a joint integration day.

This year we wanted to try something different by going one step further and involving our employees in CSR, one of the company's pillars. The different activities on this extra day included a presentation of the "Care for the Future" strategy and encouraged discussions around everyone's practices. The company is keen to raise awareness among employees in a friendly setting!"

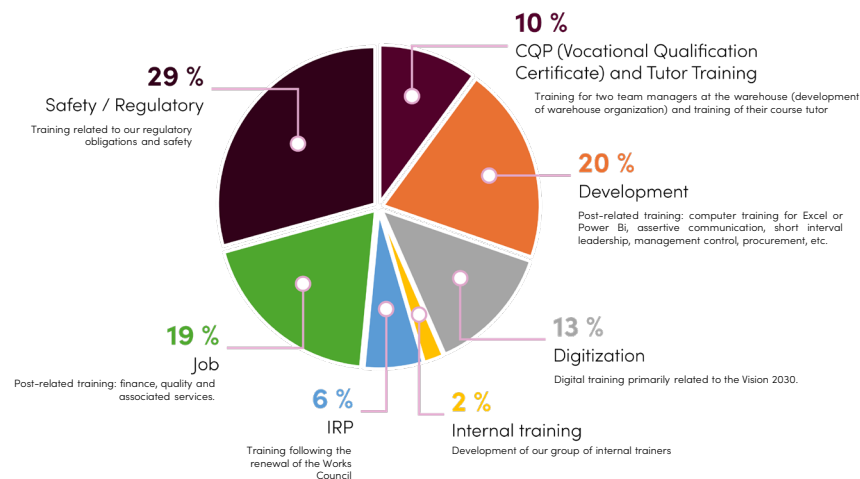


**Justine Soton**  
Human Resources Assistant

## Training

5,008 hours of training were completed in 2023

The training categories covered in 2023 were as follows:



**Did you know?**

**171**

Employees took part in training in 2023

# Encourage our employees to become actors of change



We want to enable all our staff to take ownership of the company's sustainability challenges so that they can help us meet our commitments and play an active role.





# Everyone has a role!

## CSR Integration day

Deciding to change also means being aware of the need to change. From 2024, we have added a CSR day to the integration day for new staff.

This event has a dual purpose: making new entrants aware of sustainable development issues and laying the necessary foundations to ensure that everyone will support the company's CSR commitments. This space is therefore an opportunity to strengthen our cohesion around our joint ethical, social and environmental values.

The CSR integration day is held the day after the integration day and is structured into three key moments.



A collective intelligence workshop, in which the participants reconstruct the cause and effect relationships of climate change.



A workshop that stimulates discussion about individual actions aimed at reducing our carbon footprint.



Presentation of the CSR strategy, Care for the future

## Responsible procurement guide

Inspired by the eco-friendly procurement methodology used by the Sourcing department, the CSR department drew up a responsible procurement guide in 2023. This document is for anyone who buys goods as part of their role, whether these are consumables, equipment or services. Depending on each person's role, the nature of the goods purchased varies and might include the following families: office supplies, electronic, maintenance or laboratory equipment, PPE, process equipment and services (cleaning, maintaining green spaces, etc.).



The aim of this document is to help everyone make their business procurement more ecological and sustainable by answering a series of questions.

Workshops have been held with employees to support rollout in the last quarter of the year:

6 sessions were held

32 employees took part in the workshops

In 2024, in order to complete this guide, a procurement evaluation grid will be proposed as well as a supplier questionnaire, which can be adapted for all the departments that make purchases.

"The CSR integration day gives employees joining Les vergers Boiron the opportunity to take ownership of the environmental and social challenges we have to face individually and collectively, as a company that works with Nature.

Intended as a time for the participants to share experiences, it demonstrates the company's wish to encourage involvement and provide opportunities for everyone to be an actor for change.

These constructive and friendly discussions are designed to provide a solid basis for those joining us to become involved in and support our commitments."



**Garrett Nixon**  
CSR Manager

"I'm very proud to have contributed to producing the company's Sustainable Procurement Charter.

This initiative demonstrates our commitment to suppliers and practices that respect the environment and ethical values, reinforcing our positive impact on society and the planet.



**Anne-Sophie Vaniscotte**  
Purchasing and CSR Assistant

The collaborative work on this charter within the CSR department helped us to produce a tool that reflects the needs of the different departments and strengthens our professional and also personal commitments to sustainable procurement practices."

An aerial photograph showing a dense, green forest patch situated in the center of a vast, agricultural landscape. The surrounding fields are a mix of vibrant green and yellow-green, with visible patterns of furrows and roads. The forest is a dark, textured green, standing out prominently against the more uniform colors of the farmland.

# Stand out as a committed player within our ecosystem

As a stakeholder in a changing environment with strong connections to the Living world, we are keen to discuss and cooperate with everyone involved, with a view to creating shared value.



# Join forces with our ecosystem

Through our activity and our commitments, we aspire to act within and with our ecosystem.

We are aware of the superpowers of collective strength and are highly enthusiastic about the idea of exploring its potential.

Our participation in the Convention des Entreprises pour le Climat (Climate Agreement for Businesses) in 2021 was a powerful accelerator of this approach.

## Convention des entreprises pour le climat (CEC)



For nearly a year, alongside the participating companies, we have been supported by experts to co-build ambitious and impactful CSR roadmaps.

A meaningful commitment that led us to draw up a CSR diagnostic as well as a company carbon assessment, and to develop several internal initiatives to raise awareness and get our staff involved in redesigning our model to make it even more virtuous.

"The CEC has given us the necessary impetus to place social, societal and environmental issues at the heart of our strategy and vision for 2030. They must be regarded as a whole throughout our value chain."



**Grégory Watine,**  
Managing Director

## CONTINUUM Companies acting for nature

Les vergers Boiron has joined Continuum, a club for companies working for nature which, together, create a collective dynamic for nature within our local areas.

The Continuum club was founded in 2016 by the LPO Auvergne Rhône Alpes Drôme-Ardèche, with a view to working together to safeguard our natural heritage.

Within Continuum, we are involved in several actions:

- Internally, within the company, by integrating biodiversity into our corporate environmental strategy or mobilizing our employees to become involved in protecting their local area.
- Externally, alongside 36 companies in the Drôme, with whom we have joined forces to protect biodiversity where it is most endangered.



**CONTINUUM**  
DES ENTREPRISES EN ACTION  
POUR LA NATURE



## Did you know?

# 36

the number of companies in the CONTINUUM collective at the end of 2023.

A huge diversity of sectors and structures (from SMEs to large companies) are represented. For example: CIC, Prodeval, L'Occitane en Provence, Naturéal Constructeur, Groupe CHEVAL, among others.

"At a time when, environmentally, all the warning lights are red, it's vital to make a commitment to do everything we can to reverse the trend.

By belonging to Continuum, we're committed to a voluntary approach, alongside other companies in the Drôme and Ardèche regions, to help evolve environmental practices in society and put in place practical actions to promote biodiversity.

Biodiversity affects everyone and I'm convinced that we can become effective actors for change at all levels, either at home or in the company.

This is achieved through raising awareness, training and involvement from everyone."



**Julie Zimmer**  
Product Development Project  
Manager

# Join forces with our ecosystem

## La théorie du boxeur

Making a positive contribution to the agricultural transition of our society is a collective endeavor in which we must all take part!

Les vergers Boiron is delighted to invest in the concept of a movie that offers a reflection on the future of our food systems in a context of accelerated climate disruption.

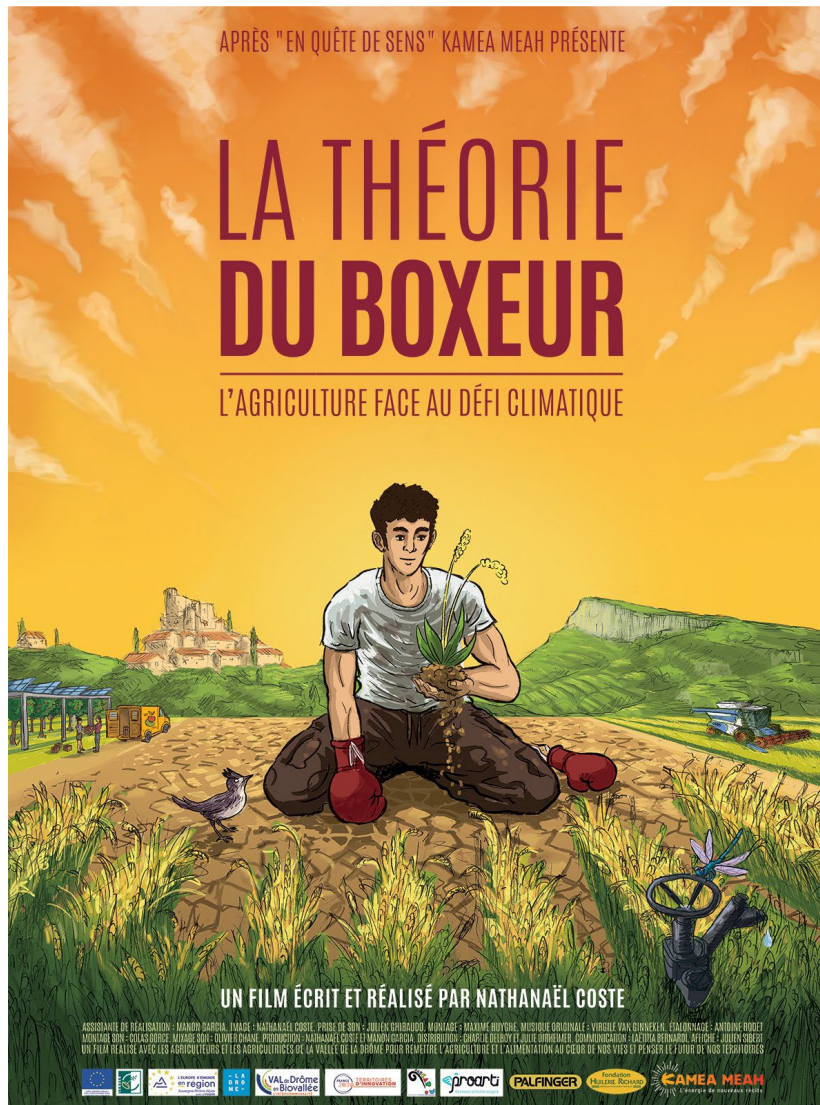
The documentary is made with a lot of humility and sensitivity and reveals the reality of the agricultural sector and the daily life of farmers. This documentary is the result of 3 years' research in the Drôme Valley conducted by Nathanael Coste in collaboration with Kamea Meah Films.

"La Théorie du Boxeur: agriculture in the face of climate change" is now in cinemas!  
To find out more: [La Théorie du Boxeur - The movie - La Théorie du Boxeur - The movie \(latheorieduboxeur.fr\)](http://La Théorie du Boxeur - The movie - La Théorie du Boxeur - The movie (latheorieduboxeur.fr))

"This feature length documentary was shot on farms in the Drôme, not far from our production site, so we were immediately aware of the project. The movie is made with a lot of humility and sensitivity. It shows the reality of the agricultural sector and invites us all to come together!"



**Christine Sarzier**  
Director, Fruit supply chain and Sustainable commitments



On Wednesday January 10, a premiere of the movie was shown at Le Navire movie theater in Valence for all our staff, to which we also invited our stakeholders (suppliers, partners, etc.).

It was an emotional and meaningful time for all the participants, who were able to talk to the director and one of our fruit producers Anthony Oboussier, after the viewing.





# We all have a role

## Les Vergers recycling center

On the initiative of the General Services department, Boiron Frères has set up a Recycling Center.

It works on the principle of swap shops. Books, toys, clothes or other products at the end of their life can be taken to the recycling center to be reused or recovered.

This initiative is part of a desire to promote sustainability, reduce individual ecological footprint and encourage a circular economy within our ecosystem.

It works on a very simple basis:

People deposit the objects they want to get rid of in the cupboards:

- Culture: Books, cartoons, CDs, DVDs, etc.
- Entertainment: Board games, video games, small toys
- Tableware and small objects: Crockery, Linen, Decorations, etc.

**At the end of the month, the cupboards are emptied and the remaining objects are taken to charity.**

"We're all aware these days of the impact of our purchases on the environment, which is why two years ago we had the idea of launching the Boiron recycling center.

We were positively astonished by the immediate popularity of the circular economy and people's pleasure in taking a little surprise home with them!

Following the recycling center, we've created the library and the seed library, so don't hesitate to recycle and give any item a second life!"

**Baptiste Forest**  
General Services  
Manager



## Volunteer Leave

Volunteer Leave is a day's leave allocated to all employees, per calendar year and regardless of length of time in the company, who want to volunteer for a welfare, charity, social and/or environmental association of their choice or suggested by the company.

It's an opportunity to foster commitment from those who want to be involved in a day of action.

The leave can be taken as a whole day or half day.

"On March 11, 2024, 6 people from the Quality and Regulations department chose to use their Volunteer Leave as a team, to answer the appeal from the charity "SeinformeCancer" for 40 volunteers to prepare 400 bags with supplies such as creams, anti-stress balls, little personalized messages, heart cushions, eco-friendly wipes, and so on." Each bag was worth €300.

We organized our set-up, made some checks, and prepared the bags on a production line, all in great spirits! These bags were distributed to physiotherapists in hospitals, where they gave some joy to people suffering from breast cancer.

An activity that meant a lot to us!"





# We all have a role

## A committed team

For a company, encouraging employees to volunteer also means contributing to greater humanity, by giving them the opportunity to demonstrate their capacity for action. With this in mind, in 2022, Boiron Frères decided to create a committed team of volunteers, known as the Green Team.



Our missions:

- Raise awareness of climate change and biodiversity
- Solidify employees' ecological commitments through participative actions.
- Disseminate reliable information on climate change.
- Stimulate positive energy by capturing everyone's ideas.
- Offer everyone the opportunity to be an actor for change.

In 2023, the Green Team had:

**14** members from **10** departments

Several actions have been completed since creating the team, including:



In 2023: 15 books were borrowed from the GT library



10 distributions were made in 2023, including the following seeds: Red kuri squash, Butternut squash, Spaghetti squash, campsis, pepper, saffron bulbs etc.



In 2023: 170 sachets containing bee-friendly flower seeds were distributed to staff.

"Being a member of the Green Team gives you the chance to learn new ways to take care of the planet, and also to share your own experiences and knowledge in this area.

We carry out practical, meaningful actions that make us proud of making a positive contribution. Another positive point is that we're regularly in contact with people who share our values, which helps to create links, develop relationship and educational skills and work better together.

It's a great way to feel supported and make a real difference for the environment!"

The Green Team





Unite  
through an inspiring,  
stimulating ecosystem

# Our ambitions

Our areas of focus	2023	Ambitions
<p>Ensure the health and safety of our staff and be a company where it's good to work</p>	<p><b>230</b> consecutive days with no work accidents with stoppage</p>	<p><b>Annual target of zero</b> work accidents with stoppage</p>
	<p>Renewal of the GPTW Certification <b>Trust Index: 79%</b></p>	<p>Become a Best Place to Work company by 2030</p>
<p>Develop an educational working environment and reveal everyone's potential</p>	<p>-</p>	<p><b>100%</b> of employees will have a development plan in 2030</p>
<p>Encourage our employees to become actors of change</p>	<p><b>100%</b> of Board members have a CSR objective</p>	<p><b>100%</b> of managers have a CSR objective</p>
	<p><b>90%</b> of employees took part in the Climate Fresk workshop</p>	<p><b>100%</b> of employees to take part in the Climate Fresk workshop by 2025</p>

# We strive for fruit and gastronomy that connect and care for the Living



**Build**  
Sustainable and resilient fruit supply chains



**Contribute**  
to reducing CO2 emissions and using resources more consciously



**Inspire**  
sustainable, fruit-based gastronomy



**Unite**  
through an inspiring, stimulating ecosystem

2023		2023		2023		2023		
2023	Ambitions	2023	Ambitions	2023	Ambitions	2023	Ambitions	
10% of volumes purchased from France	15% of volumes purchased from France by 2030	<b>Scope 1 and 2*:</b> 2.4 ktCO2eq <b>Scope 3*:</b> 61.7 ktCO2eq  *See page 28	-68% of emissions related to scope 1 and 2 in 2030 compared to 2019  -14% of emissions related to scope 3 in intensity in 2030 compared to 2019	Definition of the criteria of Les vergers Boiron's sustainable offer	100% of new or updated products will have an environmental and/or social benefit by 2025	230 consecutive days with no work accidents with stoppage	Annual target of zero work accidents with stoppage	
6,000 km average of upstream mileage	-20% upstream mileage by 2030		- 50% of natural gas consumption by 2030 vs 2023			100% of our sales representatives and partner chefs trained to be ambassadors for the brand's commitments by 2026	Renewal of the Great Place to Work Certification <b>Trust Index: 79%</b>	Become a Best Place to Work company by 2030
Implementation the Sustainable Supply Chain Diagnostic	100% of risks addressed in an action plan by 2030		100% of electricity used on site from renewable origin (purchase of certificates of origin)			100% of energy from renewable origin (gas and electricity) by 2030	100% of employees will have a skills development plan in 2030	
Launch support projects for French supply chains, mango supply chain in India and raspberry supply chain in Serbia	25% of our fruit purchases from sustainable agriculture in 2030, 75% in 2035 and 100% in 2040.		15% of renewable electricity produced and used on site (photovoltaic panels) by 2030			100% of our chefs, ambassadors and sales representatives will become key players in this transmission of knowledge in 2026	100% of Board members have a CSR objective	100% of managers have a CSR objective
36% of our products without pesticide residue (per number of flavors)	80% of our products without pesticide residue by 2030 and 100% by 2040 (per number of flavors)		90% of waste reused or recycled			100% of waste reused or recycled by 2030	90% of employees took part in the Climate Fresk workshop	100% of employees will take part in the Climate Fresk workshop by 2025
		4 L water / kg produced	- 75% quantity of water / kg of product in 2030					