



Sustainable Development

**A NATURAL  
FOUNDATION**



# WELLNESS THROUGH WHOLESOME VEGETABLES

Throughout the years, the key focus of the Bonduelle Group's strategy has consisted of establishing vegetables as the food of the future, in order to be recognized as "the world leader in promoting wellness through wholesome vegetables".

This approach is based on four pillars: respecting the planet and our commitments, promoting the development of the men and women who work for us, building our brands and our products in all of their forms, serving our customers.

## BONDUELLE HAS IDENTIFIED SIX SUSTAINABLE DEVELOPMENT PRIORITIES.

# 1

### AGRICULTURE

#### FOCUS ON SUSTAINABLE AGRICULTURE

The Bonduelle Group has a long history of supporting growers in mastering agriculture by combining farming practices that respect the environment and high quality production in order to offer consumers healthier vegetables.

#### ACTIONS TAKEN

- Implementing a supply charter that defines the relationships between Bonduelle and agricultural producers
- Creating the Agricultural Research and Development Centre
- Launching the VegeGo! program on intensive environmental agriculture with a double objective: preserving soil quality and conserving natural resources (reducing fertilizers, decreasing soil compaction...)
- Promoting the use of cover crops between the various vegetable cropping cycles to enrich the soil by totally natural means, thereby improving soil structure and biodiversity
- Using observation networks to prevent pest damage
- Developing disease-resistant varieties using completely natural cross-breeding techniques
- Investing in electronic laser sorting equipment for processing



# 2

### NATURAL RESOURCES



#### 2012-2013 DATA:

- Reduced energy consumption by 2%
- Reduced water consumption by 4%
- Reduced greenhouse gas emissions
- Recovered 76% of ordinary industrial waste
- Recycled green waste: animal feed (77%), spreading (3%) and composting (1%)

#### PRESERVING NATURAL RESOURCES

Bonduelle's concerns about preserving natural resources include: reducing water and energy consumption, energy recovery and recycling.

#### PROJECTS

- Develop renewable energies and reduce greenhouse gas emissions (GGE): convert the St-Denis-sur-Richelieu, Québec, plant to natural gas, and promote biogas produced by the water treatment plant (reduce greenhouse gas emissions by 50% for this site)
- Replace light fixtures in refrigerated warehouses with energy-efficient LEDs
- Install a monitoring and tracking system to measure water and energy consumption in real-time at the Tecumseh plant, Ontario.

# 3

## SHIPPING

### RESPOND TO ENVIRONMENTAL CHALLENGES

Shipping plays a vital role in Bonduelle's operations, moving vegetables to plants and finished products to food distribution centres. Shipping is fully integrated into the sustainable development policy striking a balance between economy and ecology.

### MEASURES TAKEN

- Steps taken to quantify greenhouse gas emissions (GHE) that Bonduelle generates in Canada and in the US when shipping these products (starting in 2013-2014)

- Expanded warehouse capacity in St-Denis, Ingersoll and Strathroy, thereby decreasing shipping needs between plants
- Acquired plants in the US (Wisconsin, New York) in 2012 which reduces shipping in these areas



# 4

## HUMAN RESOURCES

### PROMOTING THE WELL-BEING OF OUR EMPLOYEES

Putting people at the heart of its business is a priority for Bonduelle, a family-owned group founded in 1853. Thanks to its recruitment, integration and training policy, as well as many professional development opportunities, the group contributes to the personal development and well-being of all its employees.



### ACTIONS TAKEN

#### Safety and health in the workplace:

- Created a health and safety committee to improve working conditions
- Installed a day counter that shows the number of accident-free days in the plant
- Created a rewards program for plants without any accidents for a year or more

#### Communication/training:

- Created new internal communication tools like newsletters, communication screens (Bonduelle Channel) in the plants to communicate information about the Bonduelle Group, Bonduelle Americas and the local plant
- Surveyed employees on the work environment
- Created a Bonduelle Managers Program that supports managers in acquiring new skills so that they can play a more important role in the future, a commitment to the group's continuity
- Implemented an employee assistance program
- Established the objective to meet 100% of the permanent employees every year for performance evaluation

# 5

## QUALITY AND NUTRITION

### DELIVERING PERFECT, HEALTHY PRODUCTS

Well-known internationally, the quality of Bonduelle's products line is subject to strict controls. Monitoring farming practices, the supply charter and regular audits help us satisfy consumers who can enjoy healthier products that meet their expectations.



- Maintaining Global Food Safety Initiative (GFSI) certification in the 11 North American plants
- Funding various projects related to nutrition, vegetables and food discovery (2 calls for proposal per year) through the Louis Bonduelle Foundation

# 6

## COMMITMENTS TO THE COMMUNITY

- Member of Global Compact, the UNO's program for human rights, anti-corruption and working conditions since 2003
- Collaborate with stakeholders on sustainable development initiatives in agriculture and food transformation
- Implement a consultation process with stakeholders

### SUSTAINABLE DEVELOPMENT REPORT

Obtained a B+ level of GRI (Global Reporting Initiative) certification that attests to the Bonduelle Group's commitment to building a consistent approach to Corporate Social Responsibility (CSR).

# Bonduelle

Bonduelle is the undisputed world leader in processed vegetables and is present in more than 100 countries. Its North American subsidiary has more than 3,000 employees and 650 growers who produce vegetables in 7 plants in Canada and 4 in the USA.



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