



HERE,
WE COMMIT



INGREDIENTS



HEALTH &
WELL-BEING



ENVIRONMENT



WOMEN
& MEN



OUR COMMITMENTS



SHARING THE BAKERY CULTURES OF THE WORLD

means working for a sustainable bakery with our employees, suppliers, clients and consumers. It also means preserving the world's resources in order to offer high quality bakery products.

FOR YEARS, BRIDOR HAS BEEN STRONGLY COMMITTED

to social and environmental responsibility. We are deeply committed to the well-being of women and men and to the preservation of the Earth. Made from the Earth's grains, bakery products in all their diversity feed people all over the world.

THAT'S WHY WE ARE TAKING CONCRETE ACTIONS TODAY

for a responsible and sustainable bakery rooted in 4 major commitments:

TOMORROW, WE HOPE TO GO EVEN FURTHER,

by committing to keeping the world's bakery cultures alive, providing more and more guarantees on the quality of our ingredients, creating new products that are naturally healthy and good, adapting our operations in order to preserve resources, and improving how we relay our human values.

THROUGH THIS COMMITMENT

we can keep the world's baking cultures alive in a sustainable, responsible and creative way in order to bring baked goods to every table.



THE QUALITY
AND ORIGIN
OF OUR INGREDIENTS



THE HEALTH
AND WELL-BEING
OF CONSUMERS



THE PROTECTION
OF OUR
ENVIRONMENT



RESPECT
FOR WOMEN
AND MEN



SHARE
THE BAKERY CULTURES
OF THE WORLD

in @ f t v
www.bridor.com



THE QUALITY OF OUR INGREDIENTS

The quality and origin of our ingredients are at the heart of our vision

TODAY

&

TOMORROW

WE CAREFULLY SELECT OUR INGREDIENTS

- Priority is given to France, and mainly local production located near production sites.
- Most are labelled and certified:
 - Label Rouge⁽¹⁾ and responsible agricultural supply chains for our flours.
 - AOP Charentes-Poitou butter, fine or organic.
 - Fair trade chocolate⁽²⁾ (UTZ or Fair trade certified).
 - Certified organic farming for our organic product line.



- Better consideration of animal welfare:
 - As of January 2019, the transition to cage-free eggs for Bridor products.
 - Regulated supply chain for butter.
- A clean label policy concerning over 70% of our products:
 - 100% ingredients of natural origin.
 - No artificial colourings, flavourings or additives.

BECAUSE FLOUR AND BUTTER ARE TWO ESSENTIAL INGREDIENTS IN OUR RECIPES, WE ARE WORKING TO ENSURE THAT:

- 100% of our flour is labelled by a responsible agricultural supply chain by 2022. This implies, in particular, production carried out according to practices that promote biodiversity and guarantee the absence of pesticides.
- Act to promote a diversified wheat culture, promoting the protection of biodiversity and soil fertility in a natural way through increased sourcing of different varieties.
- 100% of our butter suppliers will participate in our Responsible Butter Charter by 2021. The objective is to contract out our criteria of excellence in butter production: from dairy cow breeding to processing.



CONSUMER HEALTH AND WELL-BEING

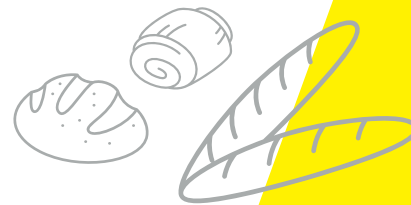
Commitment to better living and better eating

TODAY

&

TOMORROW

OFFERING PRODUCTS THAT PROMOTE BETTER LIVING AND BETTER EATING IS A PRIORITY FOR US AND OUR RESEARCH AND DEVELOPMENT DEPARTMENT:



- Pioneer of organic products for 10 years: the most complete product line on the market.
- Creation of L'Amibiote: 1st bread brand with benefits demonstrated by a solid study (ClinicalTrials.gov).
- Creation of specific ranges: gluten free, vegetarian.

WE WILL CONTINUE TO OFFER INNOVATIVE PRODUCTS IN ORDER TO PROVIDE A HEALTHY ALTERNATIVE THAT WILL MEET OUR REQUIREMENT FOR EXCELLENT TASTE:

- Continue our investments in basic research to develop the products of tomorrow with reputable health benefits.
- Work on a Natural Ingredients and Nutrition Charter by 2023 to:
 - Support our clients and consumers in this approach to healthier food.
 - Initiate a measured and gradual drop in the proportion of salt in our breads.
 - Reduce the sugar content in our Viennoiseries Gourmandes line.
 - Formulate naturally healthy products with a complete line of ancient grain breads.



PROTECTING OUR ENVIRONMENT

A cause at the heart of our concerns

TODAY

&

TOMORROW

WE ARE COMMITTED TO OUR PLANET AND PARTICIPATE IN ITS ECONOMIC DEVELOPMENT AND PRESERVATION.

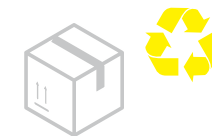
- Signing of the UN Global Compact in 2014.
- Ecovadis classification since 2014.
- Constant monitoring and action to ensure the sustainable use of resources (energy, water).
- Organization of an established and monitored waste management program
 - 15% reduction in water discharge.
 - 100% of our water is used for irrigation in nearby fields.
 - In 2018, 91% of waste was recycled and 98% of waste was repurposed, for example: animal feed, repurposing of materials, recycling, energy production (heating for the municipal buildings and facilities in Rennes and Laval).
 - Food waste is also avoided by making donations to charities (Les Restos du cœur, Little Sisters of the Poor, French Red Cross).
- Reducing our carbon footprint:
 - Carbon report and implementation of an action plan to reduce CO₂ emissions.
 - Optimizing cardboard quality for shipments in France.
 - Optimizing truck loads for raw material deliveries.

WE WILL CONTINUE OUR EFFORTS AND IMPLEMENT INNOVATIVE AND EDUCATIONAL ACTIONS

- Continue to have a profound impact on our resource consumption in searching for the best available technologies that are compatible with our production tools:
 - Reduce electricity consumption (LED lighting on our sites by 2025).
 - Control our water consumption: new engine room with adiabatic cooling that saves more than 10,000 m³/year, (the annual consumption of 70 four-person families).
 - Continued optimization of truck loads to limit trips.

- Recycle our waste by transforming part of it into green energy.

- Support our suppliers in their eco-responsible commitments, for example by considering sustainable packaging (recycled and recyclable) and the elimination of redundant packaging.



- Involve all our employees in good, sustainable and ecological practices on a daily basis: guide to good ecological and sustainable practices.



RESPECT FOR WOMEN AND MEN

The only wealth is mankind

TODAY

&

TOMORROW

WE PAY PARTICULAR ATTENTION TO THE WOMEN AND MEN WHO WORK ALONGSIDE US EVERY DAY.

- Implementation of an equality and equity policy at work.
 - Promotion of gender equity (88% score on the professional equality index*).
 - Develop the recruitment of employees with disabilities.
 - Development of skills thanks to the setting up of our Internal Training Campus, which in particular enables employees to obtain professional qualification certificates and develop internal promotions.
 - Development of recruitment of employees on work-linked training contracts and award of the Happy Trainees label for the second year running.

- Measures to prevent harsh working conditions: ergo-skeleton tests, noise and dust reduction, workstation design.

- Certification ISO 45001 Health and Safety at work.
- Certification label « Vitrine Industrie du Futur ».

- Investment in occupational health and safety (420 K€/year).

- Hiring of 2 full-time nurses.

- Support and accompany our employees during life events: inter-company nurseries, housing assistance policy (1% loan), access to social workers for employees in need, donated leave, mobility assurance.

- Promoting the social integration of refugees with the "Emploi et Toit" project: one-year professionalization contract.

WE WILL BE COMMITTED TO OUR CURRENT EMPLOYEES AND WILL SUPPORT FUTURE EMPLOYEES.

- Strengthen prevention and safety for employees at all levels of responsibility and on all sites.
- Develop the attractiveness of our company, with a commitment to the younger generation (integration of work experience and international volunteering programs) but also to anyone wishing to join the Bridor adventure at an international level.
- Continue to promote the professional integration of people with disadvantages or people with disabilities at job fairs through days of presentation of our jobs to various local professional integration structures (EPIDE, ESAT).

- Développer l'accessibilité des parcours de formation Campus Bridor aux personnes en situation de handicap.

- Accompany recognized and emerging professionals in their apprenticeship: Bocus d'Or competition, or the Best Apprentices of France competition.

- Get involved beyond our work to promote values that are dear to us, with the help of our employees: blood donation, toy collection at Christmas.

*1. Gender pay gap: 38 points out of 40

2. Difference in the rate of individual increases between women and men: 20 points out of 20

3. Difference in promotion rates between women and men: 10 points out of 15

4. Percentage of female employees receiving a raise in the year of their return from maternity leave, if raises occurred during the period in which the leave was taken: 15 points out of 15

5. Number of employees of the under-represented gender in the top 10 highest paid: 5 points out of 10

6. Gap in representation among senior managers : 18% women among senior managers, 82% men among senior managers

7. Gap in representation among members of governing bodies : 29% women among members of governing bodies, 71% men among members of governing bodies