

# MÉRIEUX NUTRISCIENCES

## ESG COMMITMENTS

FOR BETTER FOOD. BETTER HEALTH. BETTER WORLD.

Our company is made up of over 8000 passionate employees, 100% of whom work on activities which have a positive impact on **BETTER FOOD. BETTER HEALTH. BETTER WORLD.**

We strongly believe that, while our individual impacts may feel small, it is the sum of our shared contributions that will make real change as we act on the following eight commitments together.

### BETTER FOOD



#### INNOVATION

We develop our expertise and provide innovative science-based solutions to accelerate the transition towards more sustainable food products, with no compromise on safety and quality.

Target 2025: Enlarged expert teams and impactful innovations

#### PARTNERSHIP

We partner with multiple stakeholders within the global food ecosystem to collectively promote and develop sustainable food systems.

Target 2025: Increased contribution to meaningful external initiatives



### BETTER HEALTH



#### QUALITY

We guarantee globally consistent quality standards to protect consumer health and ensure best-in-class services to our customers.

##### Targets 2025:

- Maintain 100% of sites with:
  - ISO 17025 accreditation for lab testing activities
  - ISO 17065 and ISO 17021 for global certification auditing services
- Maintain 100% of labs having passed at least one impartial audit every two years, against requirements of Mérieux NutriSciences' unique ONE Global Quality System

#### SAFETY

We commit to providing the safest possible working environment for our employees.

Target 2025: -20% reduction in Lost Time Injury Frequency Rate (LTIFR)

#### WELL-BEING

We listen to all of our employees and implement actions in all of our sites to improve their well-being & quality of life at work.

##### Targets 2025:

- 1 employee engagement survey per year evaluating well-being and life balance with:
  - >70% response rate
  - Commitment to continuously aiming to improve our eNPS
- 100% of our sites having implemented at least one initiative to improve the well-being and/or life balance of our employees

### BETTER WORLD



#### CLIMATE

We contribute to the Climate Change race by joining the 1.5°C trajectory and achieving 50% reduction of our carbon footprint by 2033.

##### Targets 2025:

- -15% of carbon footprint scope 1 & 2 vs. 2021 baseline based on 100% of our sites
- Increase scope 3 knowledge (Waste, Purchased Goods, Employee commuting, Company logistics)

#### INCLUSION

We care about diversity & inclusion and act to ensure equal rights and opportunities to all.

##### Targets 2025:

- > 45% women at CEO-1 to CEO-3 level
- Implement actions in favor of equal pay for women and men while applying a global & recognized job evaluation methodology

#### ETHICS

We are all committed to the highest Ethics & Compliance standards.

Target 2025: ≥95% of our +8000 employees having completed our global Ethics & Compliance Training Program