

HEALTH

PROXIMITY

ETHICS

CORPORATE SOCIAL  
RESPONSIBILITY

PROMISES DELIVERED

WORDS TO SAY

INTERESTED STAKEHOLDERS

DIET

ENVIRONMENT

RESPONSIBLE CONSUMPTION

CEREAL

DIET

NS  
nutrition  
& santé

# Daily sustainability

How creating shared value ?

# KEY WORDS

## DIET

An essential component of our daily lives, diet is the ultimate foundation of good, sustainable health. Because a balanced diet is essential for healthy growth and to ensure that our bodies function properly, Nutrition & Santé is committed to fostering a healthy diet that meets the needs and choices of each individual.



**“Let food be your only medicine.” HIPPOCRATE**

## CEREAL

The cultivation of cereals, a regular, abundant, easy to preserve food source, has fostered the growth of the World’s major civilizations. Today, cereals still account for 45% of humanity’s food calorie intake. Cereals, and in particular wheat (with wheat germ), have been at the heart of what we do since the beginning. Nutrition & Santé has chosen to reintroduce them into our daily diet to offer the richness and diversity of their high nutritional value. Eating more cereal-based products is a viable, responsible alternative to excessive consumption of animal proteins.



**“The right words are like wheat in the fields : they harvest the joy of our daily bread.”**

**MICHEL BOUTHOT**

## RESPONSIBLE CONSUMPTION

An individual process, responsible consumption is founded on sustainable development criteria; in other words, responsible consumption is environmentally friendly, beneficial for the economy, in particular at the local level, healthy, and positive for society. At Nutrition & Santé, we believe responsible consumption starts with informing, educating and protecting consumers.

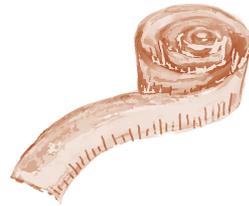
**“We do not inherit the earth from our ancestors, we borrow it from our children.” ANTOINE DE SAINT EXUPÉRY**



## GOOD NUTRITION

This encompasses the rules that need to be followed to maintain a balanced diet (optimal calorie intake, necessary nutrients), tailored to individual needs.

According to Nutrition & Santé, good nutrition is the art of providing consumers with healthy, tasty, personalized products to meet their specific needs.



**“There is good nutrition of the spirit and hygiene of the soul.”**

**HENRI-FRÉDÉRIC AMIEL**



## THE ENVIRONMENT

This refers to all the natural and cultural conditions that impact living organisms and human activities. Nutrition & Santé integrates the environmental factor into all of its projects and activities. We are committed to identifying our positive and negative impacts on the environment. We are engaged in implementing actions to protect the environment and limit our environmental footprint.

**“I do not want to be the product of my environment, I want my environment to be a product of me.”**

**MARTIN SCORSESE**

## ETHICS

Ethics, beyond concepts of good and evil, strives to answer the question: how should one act or behave better ?

At Nutrition & Santé, ethics is a core value that is instilled at every level of the company, across all projects and all activities. Much more than mere intentions, our values and commitments are rigorously defined in internal charters and best practices.

**“Ethics, is the aesthetics of inside.”**

**PIERRE REVERDY**

## INTERESTED STAKEHOLDERS

This refers to an individual or group with an interest in the activities or decisions of an organization.

Nutrition & Santé cares about the impact of its activities and decisions on interested stakeholders, internal and external, identified as key partners in the spirit of mutually beneficial relations.

**“The only path that offers some hope for a better future for all of humanity is that of cooperation and partnership.”** **KOFI ANNAN**

## PROXIMITY



For over forty years, we have been developing local partnerships with service providers and suppliers in keeping with a win-win strategy. We are committed to sustainable, responsible agriculture, the only kind that is capable of providing a healthy diet, respectful of ecosystems and the living world. We are committed to developing more sustainable local supply chains.

**“Proximity is not achieved by abolishing distance but by overcoming it”** **DANIEL GALTMAUER**

## **CORPORATE SOCIAL RESPONSIBILITY**

Corporate Social Responsibility involves putting into practice sustainable development practices within companies or organizations.

Since the end of 2010, there has been a benchmark for assessing a company's level of CSR or sustainable development engagement. The international standard, ISO 26000, covers the different areas of protection from environmental protection to that of consumers along with best business practices.

**“Responsibility is the price to pay for success.”** WINSTON CHURCHILL

## **HEALTH**

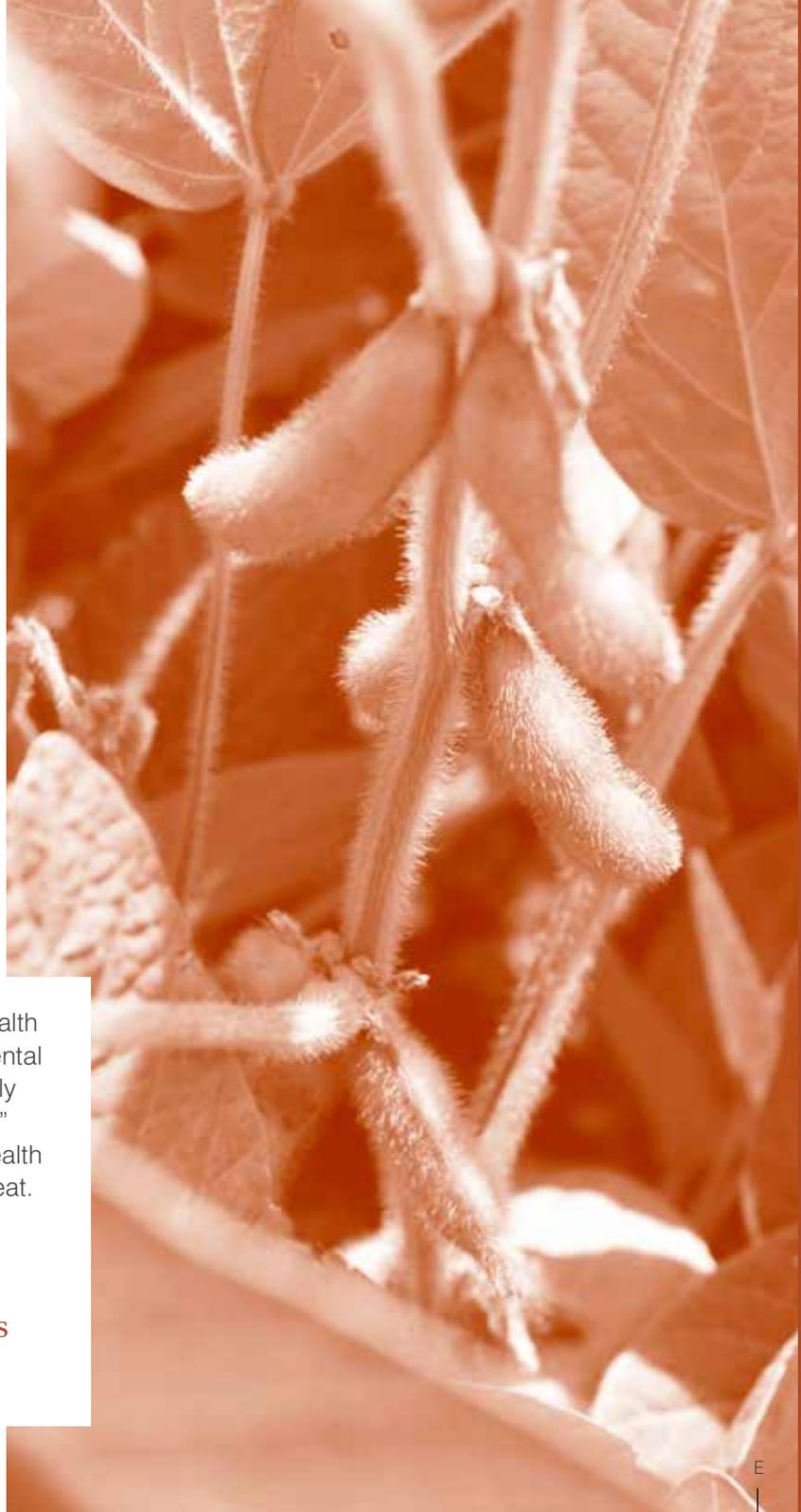
The definition of health provided by the World Health Organization is: “A complete state of physical, mental and social well-being, which does not only consist of a lack of illness or infirmities.”

At Nutrition & Santé, we believe that our health is based on prevention, starting with what we eat.

This conviction informs and defines our responsible manufacturing policy.



**“Health depends more on precautions than on doctors.”** BOSSUET

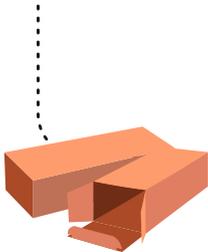




**AGRICULTURAL  
SECTORS  
PRODUCTION  
OF RAW MATERIALS**



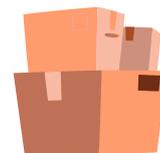
# THE PRODUCT LIFE CYCLE



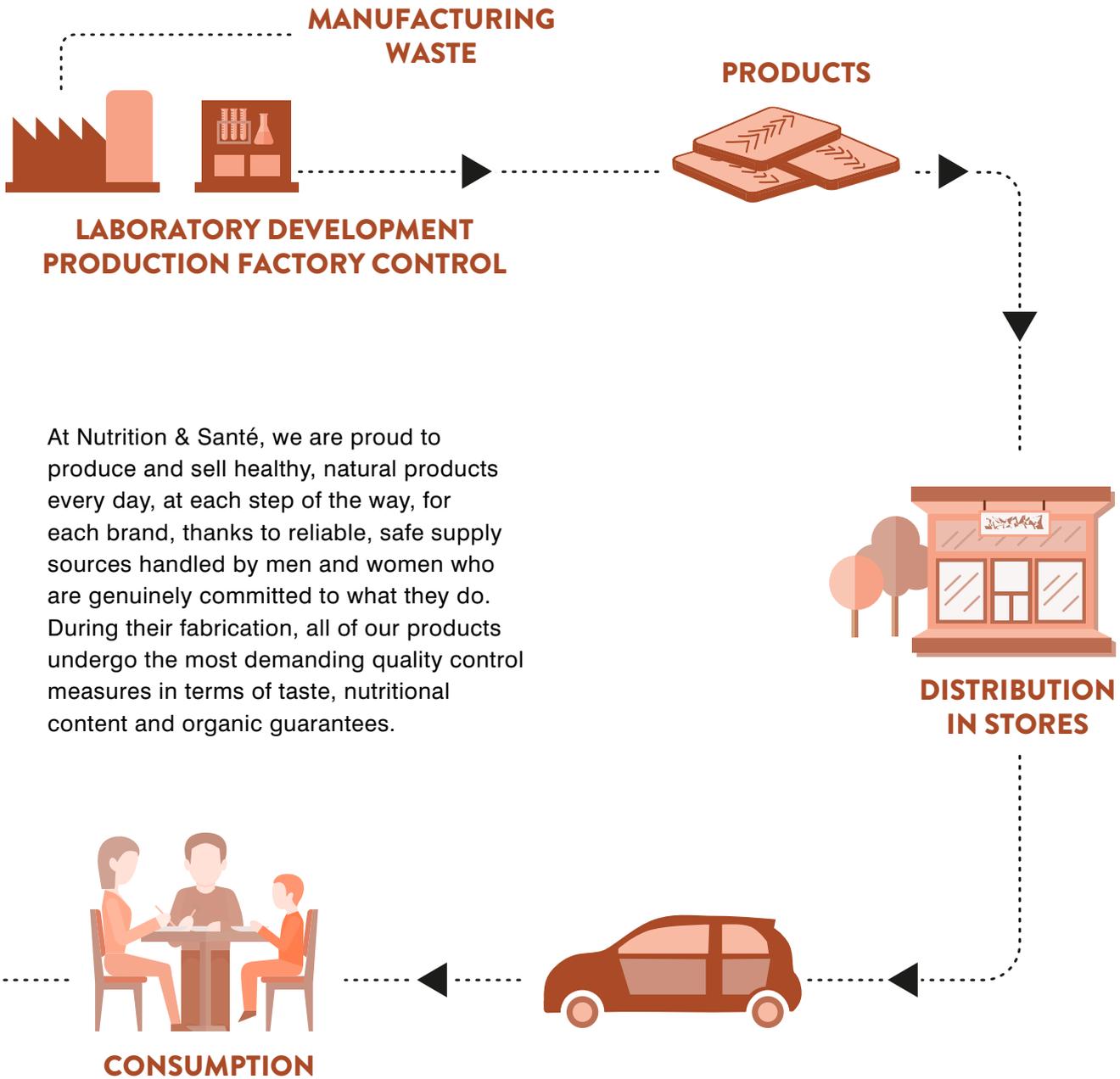
**PACKAGING  
PRODUCTION**



**PRODUCT  
END OF LIFE**



**PACKAGING  
END OF LIFE**



At Nutrition & Santé, we are proud to produce and sell healthy, natural products every day, at each step of the way, for each brand, thanks to reliable, safe supply sources handled by men and women who are genuinely committed to what they do. During their fabrication, all of our products undergo the most demanding quality control measures in terms of taste, nutritional content and organic guarantees.

# SUSTAINABLE.

## DID YOU SAY SUSTAINABLE? HOW CREATING SHARED VALUE ?

# F

rom the outset, N&S pioneer in the health food business, has always strived to link food production to health and well-being.

We innovate, produce and commercialize healthy and natural food products, covering all the demands and needs of our consumers. From, organic to vegan, sugar free and gluten free ranges, we also provide a top-quality range of sport nutrition, as well as slimming solutions. With such a huge variety of products, distributed through all the major channels, today, we can respond to the needs and expectations of naturality and health of our consumers.

Not only are we driven by the desire to innovate and launch products to answer to the societal nutrition trends, but also to anticipate them. Our ambition is to lead our consumers to what we deem to be the sustainable solutions to the environmental and nutritional problems of tomorrow. Today, the sustainable actions implemented, and the progress made by our teams are the foundations of creating shared value in line with the different international standards of CSR (ISO 26000, GRI, Global Compact, Sustainable Development Goals).

Fully aware of our responsibilities, we, at our level, successfully contribute to the achievement of the 17 SDGs set by the United Nations since 2015.

You can find our SD-CSR policy on our site :  
[www.nutritionetsante.com/en/our-commitments/](http://www.nutritionetsante.com/en/our-commitments/)

### THE HIGHEST STANDARDS

Our approach is based on different international sustainable development standards ( ISO 26000, GRI, Global Compact, Sustainable Development goals).

We have defined the different components of our CSR policy for:

- ◇ our employees;
- ◇ our consumers and clients;
- ◇ our suppliers.

These engagements ensure that our actions foster:

- ◇ protection of the environment: resources and climate issues;
- ◇ local development;
- ◇ fair practices.

# OUR APPROACH

## IN RESPECT OF SUSTAINABLE DEVELOPMENT GOALS

Through the quality and diversity of our ranges, we adhere to the UN's Sustainable development goals N° 2 , “ **Improving Nutrition** ”, no. 3 “ **Ensure healthy lives** ”, and No. 12 “ **Sustainable consumption patterns** ”.

The geographical locations of our production and distribution sites, allow us to be invested in the local economies of the areas where we are present, generating jobs and shared values which is totally in line with the SDG N° 8 (“ **Promoting inclusive and sustainable economic growth** ”, “ **sustainable employment** ”...) and the SDG No. 17 (**by our different “ partnerships ”**). We are proud to be a manufacturer with our own plants, and environmental approach (ISO 14 001) and quality process (ISO 22 000). Thus, we can play a key role in the SDG **No. 2** (“ **Food Safety** ”), **No. 6** (“ **management of water resources** ”) and **N° 9** (“ **Promoting sustainable industrialization** ”).

We **develop** the talents of N&S people founded on the 4 pillars of our HR policy through training (**SDG N° 4**), our commitment to an enlarged diversity ( **SDG No. 5 “ Gender equality** ”, our work on disability ... **SDG n° 10 “ Reduce inequalities** ”).

Finally, we **lead** a sustainable purchasing policy to develop win-win partnerships, some of which are historical in the agricultural community, consistent with SDG **No. 2** (“ **Promoting sustainable Agriculture** ”), **No. 15** (“ **Sustainable land use** ” , “ **biodiversity** ” approach).

Guided daily by our strong values, listening, respect, responsibility, commitment, simplicity and openness, we strive to overcome the major issues of sustainable development both on a local and an international level



HR POLICY



MARKET AND CLIENTS



ENVIRONMENT



SUSTAINABLE PURCHASING



SOLIDARITY



FAIR PRACTICES

OUR  
APPROACH

ALONGSIDE  
OUR EMPLOYEES

Our human resources policy is guided by strong values : listening, respect, a pioneering spirit, responsibility, engagement, simplicity and openness.

To foster the engagement and well-being of our employees, we are proud of the following four commitments:

**To foster good quality of life**

- ◇ Our many industrial investments along with our commitment to preventing work accidents, raising awareness of employees and managers about health and safety at work, and preserving a healthy balance between work and personal life, help ensure that our employees enjoy good quality of life at work.

**To achieve social balance**

- ◇ Acutely aware of the enriching value of social diversity, Nutrition & Santé is an equal opportunity employer. Nutrition & Santé has implemented in its social policy, through signing of different agreements, professional equality between men and women, accompaniment of younger employees and seniors as well as career opportunities for disabled workers.

**To grow the professional skills of our employees**

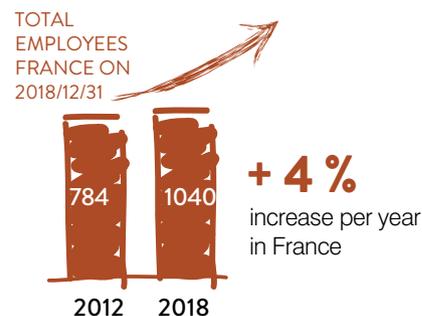
- ◇ An HR Department was created to meet the evolving needs of our activities and to provide tailored, motivating training for employees to foster their career development.

**To cultivate social dialogue**

- ◇ We are committed to sharing our strategy with our employees, to giving them the means to be actively involved, to listening to their aspirations; we put a high value on fostering open dialogue with our employees and their representatives.

**WE ARE PROUD...**

... Of hiring new employees regularly



... Of developing the professional skills



... Of promoting diversity

In particular



... Of improving health and safety in the workplace



**3.7M€**

We have invested on average 3.7 million per year in Hygiene Safety Environment

## OUR APPROACH

### TO OUR CONSUMERS AND CLIENTS

- ◇ We are continually attuned to our consumers' needs. Via our brands, we offer our consumers tailored products, recipes, advice and personalized guidance.
- ◇ Our mission: to provide sustainable solutions to today's and tomorrow's food challenges. Whatever the field-sports, slimming, vegetal-based alternatives, daily diet or sugar-free, gluten-free, meat-free ranges, our products are formulated to respect the choices and needs of consumers for healthy, natural products adapted to today's lifestyle.
- ◇ Our sustainable purchasing policy is based on using products made in France and local ingredients.
- ◇ Our quality management system focuses on food safety including ISO 22000, IFS, certifications of our manufacturing sites.

## WE ARE PROUD...

... Of innovating for better health



**50**

R&D people  
dedicated  
to product  
innovation

**33.5%**

turnover in France  
in organic/22%  
at the world level

**9%**

in gluten-free  
products



# OUR APPROACH

## FOR THE ENVIRONMENT

- ◇ We are engaged in the **environmental certification** of our manufacturing sites (ISO 14001). This involves recognition and validation from an outside, independent organization of our commitment as a responsible manufacturer to 'being a clean producer'. This ongoing improvement was initiated in 2008 and now covers 6 out of 8 French production workshops (hence 92% of our volumes manufactured come from certified sites). We intend to expand this certification process to all our remaining French sites and to our production units in Spanish Catalonia.
- ◇ Throughout the **lifecycle of our products**, we focus our efforts on the origin of raw materials, the choice of packaging, and their recyclability, the energy resources used and the production-related environmental impact of our products. Now, all new products distributed in supermarkets and retailers in France are evaluated in terms of their eco-design.

### WE ARE PROUD...

... To undertake global  
ISO 14001 certification

**6** OUT OF **10** plants  
are certified, four others will be over  
the next three years (2 France, 2 Spain)

**92%**

of volumes produced  
come from environmentally  
certified factories

### ... Of effective waste management

#### WASTE

Decrease in waste destroyed relative to products manufactured

From 2011 to 2018, the  
volume of waste to be  
destroyed decreased by

**48%**

in other words,  
the equivalent of

**364 tons**  
from our 14001 certified  
factories in France



RATE OF EVERYDAY  
INDUSTRIAL WASTE  
(manufactured products)

\* Average rate on all certified sites

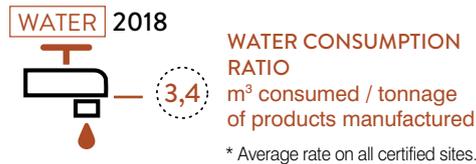
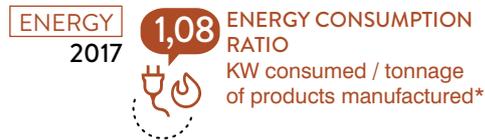
 **FIFTEEN SORTING STATIONS ON THE CERTIFIED  
SITES TO RECYCLE MORE EFFECTIVELY**

◇ Our group also deploys a **policy of reducing waste** at the source via many different recycling options: for the last five years, there has been a steady decrease in the weight of waste destroyed relative to the tonnage produced on the sites engaged in certification.

◇ Particular attention is paid to **consumption of natural resources**. Nutrition & Santé has carried out energy assessment audits on its three main sites in France to identify ways to optimize energy consumption. We are committed to preserving the environment, and contributing at our level to climate change adaptation. Accordingly, the **investments** made in our sites (more than 3 million per year since 2011) allow better environmental performance in our growth context.

## WE WANT TO IMPROVE ON:

The reduction of our consumption of natural resources :



## WE ARE PROUD...

... Of our eco-design charter, implemented in 2011



... Of our CO<sub>2</sub> emission-controlled fleet of vehicles



# BIODIVERSITY

**A**t Nutrition & Santé, we have long been moved by the progressive disappearance of certain species. And we did not wait until 30% of birds and 80% of insects were identified in decline in Europe to act. Through 2 pilot crops, wheat and soy, here are some illustrations of the commitments made by N & S for their protection:

## WHEAT FROM OUR SUSTAINABLE SOURCING AND BIRD PROTECTION

**99%** of our Gerblé recipes are made with wheat flour from our countryside grown with good biodiversity practices. Our **120 wheat growers partners** commit themselves to join associations for the protection of species protected in their region such as the LPO (**League for the Protection of Birds**) or **The ladies of the night** (protection of bats).

**The commitments of these women and men still express themselves through:**

- ◇ **agro-ecological practices** so that **our nourishing soils remain fertile:**
  - cultivated plots away from any source of pollution,
  - zero insecticide storage by natural ventilation of grains,
  - refusal of Glyphosate on our plants for 17 years.
- ◇ **protection and maintenance**
  - water sources, hedges and isolated trees so that animals continue to nest there,
  - paths in proximity to plots cultivated to protect pollinating insects.

**Find the biodiversity commitments on the Gerblé'site : [www.gerble.fr](http://www.gerble.fr)**

## WHAT DO WE MEAN BY BIODIVERSITY?

At Nutrition & Santé, taking care of biodiversity was an early part of our commitment. Long before the subject is in the news. Responsible agricultural sectors, support for organic farming, green spaces of industrial sites in sustainable management, we are developing concrete actions in favor of biodiversity on several levels. A fair return for these ecosystems that feed our future.



|  
OUR  
APPROACH  
|  
**FOR BIODIVERSITY**

## **SOYBEANS AND THE PROTECTION OF INSECT POLISHERS**

**Since the end of 2015**, N & S has invested via its Southwest soybean sector in a program (**Apisoja**) over 5 years. Objective: **to improve the capacity of pollinating insects on soy farms** for N & S, in Gers and Haute-Garonne. Today they are **forty producers** (organic and conventional) who volunteered around this project. Tomorrow we hope for the whole industry!

- ◇ First step: **a diagnosis** of the strengths and weaknesses of the farm in terms of **available food** sources, possible shelter (variety of environments) and practices (treatments) for insect health.
- ◇ Then, **improvement actions** such as the **diversification of cultivated plants** on the farm, the sowing of flowering strips, **the planting of hedgerows** of appropriate species will be put in place to compensate for the weak points .
- ◇ Some farmers took the initiative to **install 440 hives** on their farms. Creating new vocations around beekeeping and the production of local honey.

## **AN ORGANIC OFFER WELL FOR NATURE**

**Today in France**, 30% of our activity is labeled "organic"; 20% internationally. For more than 40 years, the growing development of our organic references has favored the virtuous practices of organic farming, beneficial to the preservation of our biodiversity:

- ◇ **manual or mechanical weeding** to preserve soil fertility;
- ◇ **exclusively organic fertilizers** (no herbicide or chemical pesticide);
- ◇ **crop rotation**;
- ◇ **growing legumes that capture nitrogen** from the air without external input and enrich the soil.

## **OUR INDUSTRIAL SITES ARE "ECO-FRIENDLY"**

- ◇ We take special care to **maintain the natural areas** of our production sites, mostly located in rural areas: no insecticide, manual or mechanical weeding, organic treatments if necessary.
- ◇ In Revel (head office and 4 production sites), we have been engaged since 2015 and for 25 years, in the program of **voluntary planting of local hedgerows of Carbone Local**. A partnership between N & S, ARPE (Regional Association for the Environment) and Landscape of Autan, Lauragais planter organization, supported by the European Commission. With twenty or so native shrub species planted on its grounds, N & S promotes the maintenance of biological corridors for foragers and wildlife and soil water retention. Real carbon traps designed to be both useful («windbreak» hedges for example), colorful and efficient in maintenance. In total, **more than 2.3 km of country hedgerows are planting our sites**, it's 276 tonnes of CO2 equivalent.

# OUR APPROACH

## IN TERMS OF SUPPLIERS

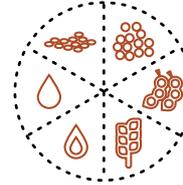
- ◇ In 2014, we officially inaugurated our policy of purchasing sustainable ingredients and packaging materials for our manufacturing sites and also for sub-contracted products. Every year, we continue to make progress in this area through the signing of a **mutual engagement charter** based on a constructive, responsible relationship with our suppliers.
- ◇ Given our activity, Nutrition & Santé depends on the agricultural resources of our planet. To respect and preserve these resources, we must focus on **sustainable agricultural practices** supply for our main ingredients (organic agriculture, sustainable agriculture, certified and controlled sectors) locally grown and from France whenever possible. While certain products have been in place for a long time such as non-GMO organic or conventional soy cultivated in Southwest France since 1998, or CRC (sustainably grown) 100% French wheat since 2010, we are committed to developing our partnerships with the agricultural world. This reciprocal, contractual relationship ensures reliable purchasing prices, volumes, and quality, and sustains the activity of our partner farmers.

## WE ARE PROUD...

... Of developing win-win chains with our suppliers for our main ingredients

### 6 SUSTAINABLE CHAINS TODAY:

- > soy
- > CRC wheat flour\*
- > organic sunflower oil
- > wheat germ
- > sustainable cocoa UTZ
- > flour



45%

of our ingredients come from sustainable agricultural chains (purchased volume)

• A FOUNDING MEMBER SINCE 1998 OF THE FIRST NON GMO SECTOR FROM THE SOUTHWEST IN EUROPE WORKING WITH



380

farmers with more than

7,000

hectars under cultivation



which supply

3,200

tons of soy beans for our products.

... Committed since 2010 in the CRC\* flour GEI (Grouping of Economic Interest)

With wheat flour 100% of French origin

\* Controlled Rational Cultivation.

... Committed to animal well-fare with

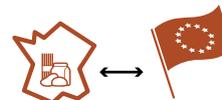
82%

of free range eggs supply

... Of prioritizing local and French suppliers

+57%

of the ingredients for our factories come from France



and +85% come from Europe

... Of signing sustainable purchasing charters with our key partners

## OUR APPROACH

### IN TERMS OF OUR CONTRIBUTION TO DEVELOPMENT AND LOCAL COMMUNITIES

- ◇ Nutrition & Santé is proud to donate products to food banks and charity organizations to limit the **wastefulness** of our Western societies.
- ◇ From 2014 to 2017, Nutrition & Santé participated in preservation of the Canal du Midi via replanting and protection of its biodiversity. The number three most visited river in the world, the Canal du Midi crosses the Lauragais region, where our head offices are located. Since 2014, Nutrition & Santé has supported all actions implemented.
- ◇ Nutrition & Santé also supports historic **charity associations** such as the Red Cross or the Telethon, in the field of health and solidarity. And for the last 20 years, the company has implemented initiatives to raise employee awareness of the importance of donating blood.
- ◇ Finally, we make it a priority to help **local** associations in which our employees are involved.

## WE ARE PROUD...

### ... Of our commitment to tackling food waste

We donate a certain quantity of our products to regional food banks (Toulouse & Annonay), as well as to local charities like the "Resto du Cœur" and the "Secours Populaire".



In 2018,

**166,000€**

in food donations.

### ... Of being against disability discrimination

Since 2018 N&S is supporting Umen in this field and "Roule ta Vie" organizations to develop leisure activities between valid persons and those with disabilities





**WE ARE PROUD...**

**... To be partner with  
the WWF and the app WAG  
to promote sustainable food**

## OUR APPROACH

### **IN TERMS OF INTERNATIONAL COMMITMENT TO THE FOOD TRANSITION**

- ◇ Faced with a collective awareness of environmental issues, we want to change our habits, but we do not always know how to start.
- ◇ Leader to promote the vegetal transition and the decrease in the consumption of animal proteins, WWF and N&S join their forces with the Cereal brand. It's a partnership with the smartphone app WAG (we act for Good) that offers challenges, tips and tricks on veggie based nutrition, zero waste, "Do It Yourself" and energy.

### **FAIR PRACTICES**

- ◇ Our adoption of the Ethics code of Otsuka group, our parent company, reflects our absolute commitment to the highest ethical standards and fair practices. This commitment is shared by all employees of Nutrition & Santé and its subsidiaries. Since beginning 2019, we have our **own Ethics charter** for our N&S people.



# KEY FIGURES

**N&S FRANCE**

**+  
4**

**SUBSIDIARIES**



**DISTRIBUTED  
IN**



**OVER**

**40 COUNTRIES**

**1,750  
EMPLOYEES**



**≈30 BRANDS**



**431M€**

Turnover 2018

**+50**

people  
dedicated  
to product  
innovation

**PRODUCTION  
SITES**



**8** in France  
**3** 2 in Spain  
**1** in Brazil

**4 MARKET  
SEGMENTS:**

HEALTH AND FUNCTIONAL  
FOOD

SPORTS NUTRITION

SLIMMING NUTRITION

ORGANIC AND  
VEGGIE ALTERNATIVES

## 4 DISTRIBUTION CHANNELS





**Nutrition & Santé SAS**

BP 106 - Route de Castelnaudary  
31250 Revel – Tél. : 05 62 18 73 73  
nutritionetsante.com



**For more information :**

[www.nutritionetsante.com/en/](http://www.nutritionetsante.com/en/)  
(Revised March 2019)

