



Demanding certifications guarantee our raw materials traceability

#sharing



Cutting our water consumption by a third by using the best technology in the industry

#sharing



Reducing salt content in our bread for improved consumer wellness

#sharing



Using warm-up exercises to improve working conditions

#sharing



Developing our own sourdough as a nod to baking traditions

#sharing



Use smart technology to help reduce fatigue and injury

#sharing

HERE, WE COMMIT



Providing Bridor Clean Label on 100% of our products by 2026

#sharing



100% of our wheat flour from recognised French industries by 2023

#sharing



100% of our employees are in training in life saving techniques

#sharing



Offering our employees recognised, certified training

#sharing



OUR 4 COMMITMENTS



THE QUALITY OF OUR INGREDIENTS

- / BUTTER
- / FLOUR



RESPECT FOR WOMEN AND MEN

- / INTEGRATION, TRAINING AND DIVERSITY
- / HEALTH, SAFETY AND WELL-BEING



CONSUMER WELL-BEING

- / SALT
- / BRIDOR CLEAN LABEL



PROTECTING OUR ENVIRONMENT

- / REDUCTION OF CONSUMPTION
- / BIODIVERSITY
- / ECO-ACTIONS





THE QUALITY OF OUR INGREDIENTS



BUTTER

/ Drafting of the **Bridor Responsible Butter Charter** with our processor and breeder partners.

/ In some recipes, we use of **PDO Charentes-Poitou butter**, unanimously recognised by French artisan bakers.



FLOUR

/ 100% of our conventional flours on our French production sites are of French origin, **made from French wheat*** and processed by millers located less than 300 km from our production sites.

/ The organic wheat flours in the breads made on our French sites are also made with **French organic wheat***.

2027: 100% OF OUR WHEAT WILL BE OF FRENCH ORIGIN.*





CONSUMER WELL-BEING



SALT

/ Bridor has chosen the most **ambitious** target in line with the recommendations of the French Department of Health.

> A salt content of less than or equal to 1.3g of salt/100g of baked product¹.

IN JANUARY 2022

59% of our breads

were below the target of 1.3g of salt per 100g of product.

IN JANUARY 2023

77% of our breads

were below the target of 1.3g of salt per 100g of product.

IN 2024

100% of our breads

are now less than 1.3g of salt per 100g of product.

A RANGE OF « REDICED IN SALT » BREADS²

Recipes made with **25% less salt** compared to the average of similar products on the market.

-25%
SALT



BRIDOR CLEAN LABEL

IN 2026

100%

OF OUR PRODUCTS UNDER THE BRIDOR CLEAN LABEL³.



74%

JANUARY 2021

83%

JANUARY 2024

76% of Viennese Pastries
98% of Breads
72% of Savoury Snacks



(1) For products made in France. For the baked product as consumed, excluding Focaccias. (2) REGULATION (EC) No. 1924/2006. (3) Bridor Clean Label scope: Bread, Viennese Pastries, Snacks, Brioche under the Bridor brand, including trade product mix.



RESPECT FOR WOMEN AND MEN



INTEGRATION, TRAINING AND DIVERSITY

/ Integration of two **chatbots** to support our employees in their Human Resources tasks and processes.

/ Integration of deaf people into our teams as part of our **Disability Programme**.

/ Launch of the **Campus Bridor**, the Bridor training programme.

/ Support in preparing the **CQP programme**.
Number of graduates:



15	26	100
2021	2023	2027

HEALTH, SAFETY AND WELL-BEING

/ **Health and safety at work certification obtained**

> Encourages companies to incorporate a health and safety at work management policy.



/ In 2019, we integrated our first **exoskeletons**. Since then, we have added **muscular activity sensors** to quantify the benefits of exoskeletons.

/ «**Industry of the Future Showcase**» label obtained, which rewards technological innovations focused on people in our production sites.



/ 100% of our employees are trained in **life saving techniques** when they join the company.

/ **Launch of the HUMAN project**, a personalised physical activity programme for employees designed to prevent the risk of MSD (musculoskeletal disorders).

/ **Professional Equality Index: score 88/100 score***

/ **Indicators of Balanced Corporate Representation****

*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.

**1. Gap in representation among senior managers: 20% women among senior managers, 80% men among senior managers.

2. Gap in representation among members of governing bodies: 27% women among members of governing bodies, 73% men among members of governing bodies.



PROTECTING OUR ENVIRONMENT

REDUCTION OF CONSUMPTION

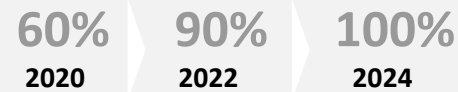
/ Energy Management certification obtained

> Recognises our commitment to protecting resources.



/ 100% LED lighting

Generalisation of LED lighting on our French production sites.



/ **2024:** installation of photovoltaic panels at our Louverné site.

/ **Over 75,000 m3 of water per year have been saved at our French production sites** since 2021 thanks to the use of adiabatic technology for our old and new deep-freezing facilities.



BIODIVERSITY of our Louverné site

/ Setting up an eco-pasture scheme

> Maintenance of our green spaces by « Moutons de l'Ouest ».

/ Installation of **eight beehives** to protect biodiversity.

ECO-ACTIONS

/ 100% of our discharged industrial water is used to **irrigate fields** near our production sites. In 2022, this represented **112,000 m3 of water reused!**

/ The removal of cardboard packaging for 8,600T of butter = **158T of waste eliminated.**

/ **100 % of our solid waste** recovered by 2022.



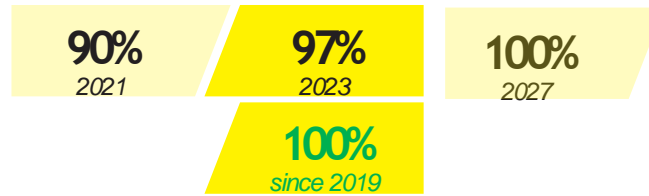
OUR CSR ROADMAP



THE QUALITY OF OUR INGREDIENTS

Raw materials

Objective : for 100% of our wheat to be French by 2027¹



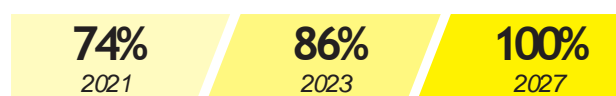
Barn eggs from France²



CONSUMERS WELL-BEING

Percentage of Bridor Clean Label products

Recipes that are easy to understand and contain only the essentials



Salt reduction

In 2024, our breads will have a maximum salt content of 1.3g / 100g.



RESPECT FOR WOMEN AND MEN

First aid training

Objective: to train 100% of our employees in first aid.



Work-time accidents (Frequency rate)

Objective: 50% reduction in accidents at work with time off by 2024.



CQP Training Programme

•Number of people certified by the Training Programme with Certificate

•2023: creation of Campus Bridor, which includes the preparation for the CQP certification



PROTECTING OUR ENVIRONMENT

100% LED lighting

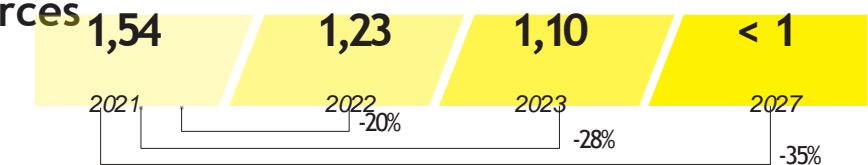
Generalisation of LED lighting.



Protection of water resources

•Reduction of water consumption in m3 per tonne produced.

•Use of our industrial water to irrigate fields close to our production sites: 100%.



Carbon report (Scope 1 - Scope 2)

Change in emissions directly linked to activity, in equivalent tonnes of CO2 emitted.



Carbon reduction (Scope 1 - Scope 2)

• In tonne of CO2 emitted/tonne produced.

• Objectives: neutral by 2030.



Waste management

From raw materials, their packaging And manufacturing processes

Recycling rate of our waste.



Recovery rate of our waste.



Energy consumption

Optimization of gas consumption

Reduction in gas consumption in kWh/tonne of finished product. Objective: -5% for 2023.



Optimization of electricity consumption

In kWh/tonne produced. Objective: -5% for 2023.



VALID INFORMATION FOR OUR FRENCH BREAD AND VIENNESE PASTRY PRODUCTION SITES

1• With the exception of weather conditions making it impossible to supply 100% French origin. 2• Subject to availability. 3• Bridor Clean Label scope: Bread, Viennese Pastries, Snacks, Brioche, under the Bridor brand including trade product mix, excluding the Panidor collection.



SHARE

THE BAKERY CULTURES
OF THE WORLD

