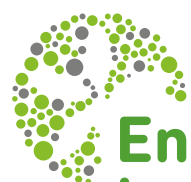




Ennolys
by Lesaffre

OUR
CSR
APPROACH



Ennolys is committed to sustainable business that respects people



« I am convinced that Lesaffre's growth can only be **sustainable and responsible**. We are committed to managing our carbon footprint and our energy consumption. Our 11,000 employees are motivated on a daily basis by a communal objective: **working together to better feed and protect the planet**. To do this, we use our unique fermentation skills and our knowledge of micro-organisms to improve food, human and animal health as well as to protect the environment. »

Brice-Audren RICHÉ,
CEO Lesaffre

Lesaffre's CSR commitments are reflected in our subsidiary Ennolys. Drawing on the specific nature of its business, Ennolys has implemented the flagship pillars of the group's CSR policy:



We take care of people



Our activities are sustainable by nature



We care about the environment

Our commitment to Sustainable Development objectives

3 HEALTH AND WELL-BEING



Improve consumer health through nutrition

Ensure the well-being and safety of our staff

FSSC 22000 Certification

6 CLEAN WATER AND SANITATION



Optimize resource management, with an emphasis on water efficiency

A wastewater treatment plant is located on the production site

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Fermentation Expertise

Guarantees of quality

Produced in France

13 MEASURES TO COMBAT CLIMATE CHANGE



Preserving biodiversity

Working to reduce our carbon impact



Act together...

Safety becomes a priority for everyone

- Continuous development of the safety process
- Performing at least **2 behavioral safety visits** per year, per employee
- Frequent communication and active safety awareness
- **€180k** invested per year in infrastructure and workstation improvement



We optimize quality of life of our staff every day

- **Ergonomic** equipment
- **98% gender equality index**
- Internal **events** to strengthen cohesion

We communicate regularly with our employees

- **Annual internal newsletter:** sharing the news and activities from the various departments
- "In the air" external magazine
- Web-series «**Ennolife**» (on Youtube)

We are actively involved in the local economy

- **40 jobs** created between 2016 and 2022
- **Sponsor** of the rugby club and the 10km of Soustons Festivals
- We support our employees in their sporting activities and associative commitments



...to contribute to better nourishment...

Our ingredients improve the nutritional quality of food products

- **30% reduction in fat** contents in products from Bakery/Pastries, biscuits and dairy products thanks to our mixes
- **30% reduction in sugar** content with Ennallin (enhances sweet perception)

While maintaining organoleptic qualities



Naturalness is at the center of our solutions

- Expertise in **fermentation**, natural and ancestral process
- **Naturalness** of raw materials guaranteed by isotopic analyses
- Participation in the **vegetalization** of diet: reduction in off-notes related to vegetable proteins

We contribute to the formulation of clean label products

- Our solutions help **reduce the list of ingredients**
- Our aromatic molecules are labeled as "**natural aromas**"
- Our team supports you in the formulation of **clean label and healthy** products

We have certifications guaranteeing quality and safety for consumers

- **ISO 9001 and FSSC 22000** Certifications
- Organic, Kosher and Halal Certifications
- **Ecovadis** labelling target for 2023



...while protecting the planet

Optimize resource management



Our sourcing comes from non-exhaustible resources

- We produce natural molecules from **sustainable and non-exhaustible** raw materials
- The ferulic acid at the origin of our vanillin is obtained from a **co-product** derived from rice bran
- Our aromas have a **stable** aromatic profile, **constant** availability and an **attractive** cost
- We make vanilla flavor **accessible** to as many people as possible by choosing the fermentation process



Water is precious, saving it is our priority

- Waste water is **reused** for rinsing
- Our reduction goal from our water consumption ratio: **10% in 1 year**
- Installation of additional **water meters**



We minimize our energy consumption on a daily basis

- Preferred **LED** bulbs and **automatic** lights
- Reduction of our energy consumption ratios
- Future projects: Installation of more energy efficient equipment

Preserving biodiversity

We adopt a philosophy of reducing our impact on wildlife

- We minimize **the noise, olfactory and light pollution** emitted by our facilities
- All our industrial water is **pre-treated** by our own wastewater treatment plant
- Our sewage sludge is **recovered** in biogas production as well as soil amendment after composting
- Our waste is **recovered** by specialized and approved service providers

We are involved with an association that supports biodiversity

- Partnership with **the SurfRider Foundation**, an ocean conservation association
- **Waste collection** carried out on the Soustons beach and workshop to manufacture our own sustainable detergent.



As a Lesaffre subsidiary, Ennolys is fully engaged in the group's CSR approach; with a shared daily objective: "Working together to better feed and protect the planet".



We are all very committed to improving our performance by supporting the environment and the well-being of our employees and consumers.

Together, let's shape the future of the world.

Working to reduce our carbon impact

Aware of the role we have in protecting the climate, we assess and reduce our carbon footprint

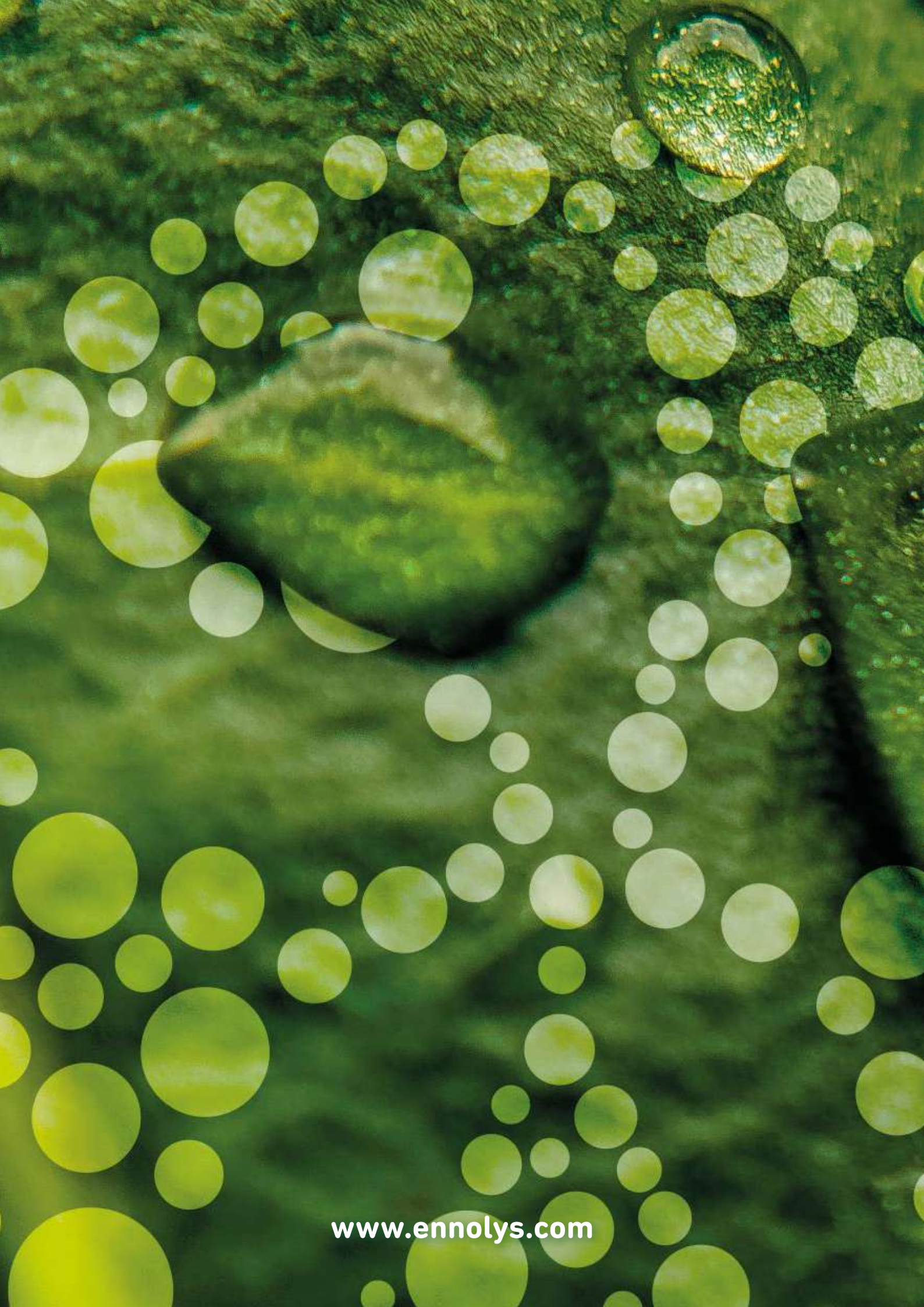
- We start to **calculate our carbon footprint** with EVEA Conseil
- **€220,000 invested** in the reduction of VOCs (volatile organic compounds)
- **98% reduction in our VOC releases** from acetaldehyde production through the use of a catalytic oxidizer

Thanks to the versatility of our industrial site, we ensure French production



Our solutions are made in France: Short supply chain for our European clients





www.ennolys.com