

OUR CSR COMMITMENTS

The LE DUFF Group's CSR roadmap

GRUPE
LE DUFF



LIMIT OUR ENVIRONMENTAL IMPACT

CARBON

2030

-30% in direct emissions vs 2022¹

Define an **indirect emissions** reduction trajectory

ELECTRICITY

2030

15% in the use vs 2019¹

Act in favour of **low-carbon** and **renewable electricity**

WATER

2030

-25% in the use vs 2019 in industry¹

Manage water and **roll out good usage practices in restaurants**

WASTE

2025

97% of industrial waste recovered²

100% of restaurants equipped for waste sorting³



SUPPORT AND DEVELOP OUR TALENTS

SAFETY

2025

-17% in Frequency rate vs 2022

-24% in Severity rate vs 2022

TRAINING

2025

80% of employees trained at least once per year

Strengthen training to support skills development

DIVERSITY

annual

Equality Index ≥ 90 for each entity in France

Monitor gender balance in **workforce and supervisory bodies**

QUALITY of WORKING LIFE

annual

Act in favour of a **working environment conducive to the development** of people



SHARE THE LOVE OF THE EARTH

ANIMAL WELFARE

2026

100% of eggs from **cage-free** hens⁴

Favor chicken from **welfare-friendly farms**

LOCAL

2025

≥80% of purchases from **country of location**

CIRCULAR ECONOMY

2025

97% of FSC or PEFC certified paper and cardboard or from **recycled materials**⁴⁻⁵

SUPPLIER RELATIONSHIP

annual

Engage our suppliers to sign our **Responsible Purchasing Charter**

NUTRITION

annual

100% of products with accessible **nutritional information**

CSR Commitments excluding climatic and geopolitical events. Industry and restauration scopes

¹ per tonne produced in industry and per m² in catering • ² in view of existing recovery solutions • ³ in accordance with country regulations • ⁴ by 2025, excluding La Madeleine • ⁵ in view of current technical constraints

version 2025