

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

-15% in indirect emissions
vs 2024¹

ELECTRICITY

2030

-15% in consumption vs 2019¹

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

WATER

2030

-25% in industrial consumption
vs 2019¹

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

WASTE

annual

97% of industrial waste recovered²

Develop **sustainable
alternatives to packaging**³ used in
restaurants



SUPPORT AND DEVELOP OUR TALENTS

SAFETY

2028

-15% frequency rate vs 2024

-15% severity rate vs 2024

TRAINING

annual

Nearly 80% of employees trained
at least once per year

Strengthen training to support
skills development

DIVERSITY

annual

Gender equality index ≥ 90 for
each entity in France

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

QUALITY OF WORKING LIFE

annual

Act in favor 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**

TERRITORIES

annual

$\geq 80\%$ of purchases from
country of location

Contribute to **territorial
development** through a
strong local presence

CIRCULAR ECONOMY

annual

97% of FSC or PEFC certified
paper & cardboard or from
recycled materials^{4,5}

Take action to reduce **food
waste**

SUPPLIER RELATIONSHIP

annual

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

NUTRITION

annual

Promote high-quality
products in terms of
ingredients and
composition



CSR Commitments excluding climatic and geopolitical events. Industry and food service scopes.

¹ Per metric ton produced in industry and per m² in restaurants • ² In light of existing recovery solutions • ³ Single-use packaging used in restaurants • ⁴ Excluding La Madeleine • ⁵ In light of current technical constraints.

Version 2026