

# GRI - Grenelle II – Non Financial Performance Statement

GRI G4	Grenelle II - Decree of 24/04/2012 Data available on <a href="http://savencia-fromagedairy.com">savencia-fromagedairy.com</a>		Non-Financial Performance statement	Pages
I. SOCIAL INFORMATION				
	I.A)	EMPLOYMENT		
G4-9	I.a) 1.1	Total employees	Grenelle II data available on <a href="http://savencia-fromagedairy.com">savencia-fromagedairy.com</a>	
G4-10 LA1 LA12	I.a) 1.2	split of employees by sex		
LA1 LA12	I.a) 1.3	split of employees by age		
G4-10 LA1 LA12	I.a) 1.4	split of employees by geographic area		
EC6 LA1 *	I.a) 2.1	Hires		
LA1 *	I.a) 2.2	Terminations		
G4-51 * G4-52 * G4-53 * G4-54 * EC1 EC5	I.a) 3.1	Compensation		
G4-55 *	I.a) 3.2	Evolution of compensation		
	I.B)	ORGANIZATION OF WORK		
-	I.b) 1	Organization of working hours		
G4-LA6	I.b) 2	absenteeism		
	I.C)	LABOR RELATIONS		
LA4	I.c) 1	Organization of labor relations, information, negotiation and consultation procedures for employees	SOCIAL/Collective agreements and diversity	38
-	I.c) 2	Collective bargaining agreements		
	I.D)	HEALTH AND SAFETY		
LA5	I.d) 1	Conditions of health and safety at work	SOCIAL/Collective agreements and diversity	37-38
LA8	I.d) 2	Agreements relating to health and safety at work signed with trade unions or employee's representative		
LA6 LA7	I.d) 3	Frequency and severity of industrial injuries		
LA6	I.d) 4	Work-related illness		
	I.E)	TRAINING		
LA10 LA11	I.e) 1	Training policies	SOCIAL	39-40
LA9 HR2	I.e) 2	Hours of training		
	I.F)	EQUALITY OF TREATMENT		
LA3 LA12 LA13	I.f) 1	Equality of women and men	SOCIAL/Collective agreements and diversity actions/Handicap	40-41
LA 12 *	I.f) 2	Employment and insertion of handicapped persons		
LA12 HR3	I.f) 3	Anti-discrimination policy		

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	I.G)	PROMOTION AND COMPLIANCE WITH INTERNATIONAL LABOUR ORGANIZATION (ILO) REQUIREMENTS		
HR3 HR4 HR5 HR6	I.g) 1	Respect for freedom of association and the right to collective bargaining	SOCIAL/Collective agreements and diversity	38-42
	I.g) 2	Elimination of employment discrimination		
	I.g) 3	Elimination of forced or obligatory work		
	I.g) 4	The effective abolition of child labour		
II. THE ENVIRONMENT				
	II.A)	GENERAL ENVIRONMENTAL POLICY		
G4-1	II.a) 1.1	Corporatæ organization in response to environmental issues	ENVIRONMENT	29
G4-EN32	II.a) 1.2	Environmental assessment or certification		
G4-43 * G4-37 G4-51 G4-55	II.a) 2	Environmental protection information and training of employees		
EN30 EN31	II.a) 3	Resources devoted to the prevention of environmental risks and pollution		
EC2	II.a) 4	Environmental provisions and guarantees		
	II.B)	POLLUTION		
IN 10 EN20 EN21 IN 22 EN24 IN 26	II.b) 1	Prevenion, limitation or remediation of discharges to air, water and soil affecting the environment	Grenelle II data available on <a href="http://savencia-fromagedairy.com">savencia-fromagedairy.com</a>	
EN24	II.b) 3	Noise and other activity-specific forms of pollution		
	II.C)	CIRCULAR ECONOMY		
		Prevention and management of waste		
EN23 EN24 EN25 EN28	II.c) 1.1	Prevention, recycling and elimination of waste	ENVIRONMENT/Circular economy and food waste	24-33-34
	II.c) 1.2	Combating food waste		
		Sustainable use of resources		
EN8 EN9	II.c) 2.1	Water consumption and water supply versus local constraints	ENVIRONMENT	29-30 -32-33
EN1 EN2	II.c) 2.2	Raw material consumption and improvement of efficiency/use of renewable energies		
EN3 EN4 EN6 EN7 *	II.c) 2.3	Energy consumption, measures taken to improve energy efficiency and the use of renewable energy		
EN11	II.c) 2.4	Land use		

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	<b>II.D)</b>	<b>CLIMATE CHANGE</b>		
EN15 EN16 EN17 EN18 EN19	II.d) 1	Significant greenhouse gas emissions engendered by the Company's activity and by use of the goods and services it produces	ENVIRONMENT/Climate change impacts	30-31-32
-	II.d) 2	Adapting to the consequences of climate change		
	<b>II.E)</b>	<b>PROTECTING BIODIVERSITY</b>		
EN11 EN12 EN13 EN14 EN26	II.e) 1	Preserve or develop biodiversity		27-28
<b>III. SUSTAINABLE DEVELOPMENT</b>				
	<b>III.A)</b>	<b>TERRITORIAL, ECONOMIC AND SOCIAL IMPACT OF THE COMPANY'S ACTIVITY</b>		
EC6 EC7 EC8 EC9 SO1	III.a) 1	Employment and regional development	SOCIETAL	25-26-27
EC6 EC7 EC8 EC9 HR8 SO1 SO2	III.a) 2	Local residents		
	<b>III.B)</b>	<b>RELATIONSHIPS WITH STAKEHOLDERS</b>		
G4 26 G4-37	III.b) 1	Dialogue	SOCIETAL	41-42
EC 7	III.b) 2	Partnership or Corporate patronage		
	<b>III.C)</b>	<b>SUBCONTRACTING AND SUPPLIERS</b>		
LA14 LA15 EN33 HR5 HR9 HR11 HR6	III.c) 1	Purchasing policy	SOCIETAL/Combating corruption	28-29
LA14 LA15 G4-12 EN32 EN33 HR5 HR6 HR9 HR10 HR11 SO9 SO10	III.c) 2	importance of subcontracting and integration of Social and Environmental Responsibility		
	<b>III.D)</b>	<b>LOYALTY PRACTICES</b>		
G4-56 - G4-58 SO3 SO4 SO5	III.d) 1	Anti-corruption	SOCIETAL/Combating corruption	43-44
EN27 PR1 PR2 PR3 PR4 PR6 PR7 PR8 PR9	III.d) 2	Consumer health and safety	SOCIETAL/ Healthy Delicious and responsible eating/ Combating Food waste	21-22-23-24
			SOCIETAL/ Fighting tax evasion	44-45
<b>HR1 HR2 HR7 HR8 HR9 HR10 HR11 HR 12</b>	<b>III.E)</b>	<b>OTHER ACTIONS IN FAVOR OF HUMAN RIGHTS</b>		42-43

\* Indicators providing a partial response to the issue.