



Bonduelle Group
2025 Aggregated Full B Impact Assessment

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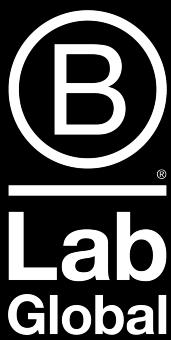
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Bonduelle Americas US

Disclosure Report

Date Submitted: October 15th, 2025

Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.

Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input checked="" type="checkbox"/>	<input type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Practices

	Yes	No
<p>Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."</p>		
Animal Testing	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Supply Chain Disclosures

	Yes	No
<p>Please indicate if any of the following statements are true regarding your company's significant suppliers.</p>		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Biodiversity impact

Issue Date	Ongoing
Topic	Biodiversity impact
Summary of Issue	<p>Bonduelle Americas US is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. Bonduelle Americas US achieved independent certification with one assessment that includes:</p> <ul style="list-style-type: none"> 1- One (1) commercial office. 2- Three (3) factories. 2- One (1) warehouse and distribution center. <p>As a company that manages agricultural and industrial processes, Bonduelle Americas US operates in an industry in which biodiversity impact is a material environmental issue due to its dependency on agricultural input.</p> <p>The company's main agricultural suppliers are located in California and Arizona.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Approximately 37 % of the company's purchases are agricultural raw materials.
Impact on Stakeholders	Conventional agriculture poses a risk to local ecosystems of flora and fauna, as well as the potential degradation of cultivated land.
Implemented Management Practices	<ul style="list-style-type: none"> • The company does not set specific targets for biodiversity preservation or conservation within its local supply chain. However, at the beginning of each commercial relationship with farms, a document outlining best practices for environmental and biodiversity protection is shared with farmers' suppliers. • Bonduelle Americas US requires its growers to complete a questionnaire providing key data on farming practices, integrated pest management, health & safety processes, and human rights policies. • Bonduelle Group has a target to have 100% of its cultivated area using pollinator protection plans by 2030.

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Energy Intensive Industries

Issue Date	On-going
Topic	Energy Intensive Industries
Summary of Issue	<p>Bonduelle Americas US is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. Bonduelle Americas US achieved independent certification with one assessment that includes:</p> <ul style="list-style-type: none"> 1- One (1) commercial office. 2- Three (3) factories. 2- One (1) warehouse and distribution center. <p>As a company that manages agricultural input and industrial processes, Bonduelle Americas US operates in an industry in which energy use is a material environmental issue due to its manufacturing processes.</p> <p>Bonduelle Americas US utilizes a combination of electricity and natural gas for heating purposes as energy sources. The breakdown is 72% electricity from the grid and 28% natural gas.</p> <p>The company's primary contributors to its GHG emissions are Scope 3 emissions derived from agricultural inputs. Scope 1 and Scope 2 emissions are emissions from industrial operations and electricity use, while Scope 3 encompasses emissions from product end-of-life, upstream agriculture, packaging, suppliers etc.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the last fiscal year, 2023/2024, 100% of Bonduelle Americas US's revenue was earned from the sale of its food products. Bonduelle Americas US's manufacturing facility has an energy intensity of 595kWh per metric tonne of finished product for its standard manufacturing processes in the last fiscal year.
Impact on Stakeholders	Energy-intensive activities, such as manufacturing, pose an environmental risk due to the related emissions derived from energy use.

	<p>The extent of environmental impact is dependent on the energy sources utilised and the management practices in place to manage energy use.</p>
Implemented Management Practices	<p>Bonduelle is committed to near-term science-based targets (SBTi) for carbon reduction, and its detailed carbon intensity data is aligned with these targets, in order to meet its sustainability goals (more details in the company's Sustainability report linked below).</p> <p>Each site has specific energy targets aligned with its overall carbon reduction trajectory. In addition, the company has dedicated energy managers responsible for implementing action plans and investing in energy efficiency projects, often supported by public funding. Bonduelle has a reduction target of 38% Scopes 1 and 2 greenhouse gas (GHG) emissions by 2035 (absolute), which is validated by SBTi.</p> <p>Bonduelle Americas US has invested in a live consumption tracking software, Panoramic Power Radar. It enables, thanks to meters installed all over the facilities, to track live electricity consumption in different areas, generate regular and ad-hoc reports, and set up trigger alerts in case of localized over-consumption. Energy consumption data are tracked and reviewed regularly by dedicated personnel at each production site and through EMS committees/meetings.</p> <p>As of now, Bonduelle Americas US has not conducted any benchmarking assessments to evaluate its energy usage or management performance in comparison to others in the sector. At the group level, a Metrio report is prepared by the global team, which compiles energy rate data from different factories.</p>
Report	Sustainability report (2023/2024)

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Water Intensive Industries

Issue Date	On-going
Topic	Water Intensive Industries
Summary of Issue	<p>Bonduelle Americas US is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. Bonduelle Americas US achieved independent certification with one assessment that includes:</p> <ul style="list-style-type: none">1- One (1) commercial office.2- Three (3) factories.2- One (1) warehouse and distribution center. <p>As a company that manages agricultural and industrial processes, Bonduelle Americas US operates in an industry that is recognized as a water-intensive industry due to its manufacturing processes.</p> <p>At Bonduelle Americas US, water serves as a key component of our manufacturing processes, in particular to wash lettuce and leafy greens, and for facilities' sanitation.</p> <p>The company's manufacturing sites use water from the municipal network provider. Out of the three (3) manufacturing sites, two (2) are located in an area with low-stress water stress, and one factory is located in an area of high-water stress.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the previous fiscal year, 100% of the company's revenue was earned from the sale of its food products.</p> <p>Bonduelle Americas US determined its specific water intensity to be 10.7 L/kg in the previous fiscal year.</p>
Impact on Stakeholders	<p>As a water-intensive industry, agricultural and industrial processes pose risks such as water stress or depletion of local water sources if the water used is not appropriately managed.</p> <p>Bonduelle Americas US primarily uses municipal water sourced from local providers for its manufacturing process.</p>

	<p>The main stakeholders affected are other water users in the regions of operation, such as local water authorities & regulators, residents, other industrial plants, farmers, and the local biodiversity.</p>
Implemented Management Practices	<p>To manage their water intensity, the company has set reduction targets at both the group and entity levels (see CSR report link below for more details). Specifically, the group aims for a 30% reduction in water usage at the group level by 2035 compared to 2020 levels.</p> <p>Bonduelle Americas US has set a target to reduce its water intensity by 10% by 2035. To support reduction efforts, Bonduelle Americas US has invested in a live consumption tracking software, Panoramic Power Radar. Thanks to meters located all around the different areas of each plant, it provides a mapping of water usage to better monitor and control consumption, and identify opportunities for efficiency. Based on findings, efficiency projects have been implemented as well as awareness actions.</p> <p>As of now, Bonduelle Americas US has not conducted any benchmarking assessments to evaluate its water usage or management performance in comparison to others in the sector. At the group level, a Metrio report is prepared by the global team, which compiles water usage data from different factories.</p>
Report	<u>Sustainability report (2023/2024)</u>

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Hazardous Discharges Into Air/Land/Water

Issue Date	March 2022 and July 2022
Topic	Accidental discharge of water with sugar and anhydrous ammonia from production facilities
Summary of Issue	<p>Bonduelle Americas US is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. Bonduelle Americas US achieved independent certification with one assessment that includes:</p> <ul style="list-style-type: none"> 1- One (1) commercial office. 2- Three (3) factories. 2- One (1) warehouse and distribution center. <p>Bonduelle Fresh Americas experienced two accidental discharges in the last five years.</p> <p>Discharge #1 In March 2022, the sugar content from the Apple water changed the chemical oxygen demand (COD) level from the water sample that was pulled by the township. The company exceeded its PH limit. This implied a fine determined by the New Jersey Department of Environmental Protection, responsible for Water Resource Management.</p> <p>Discharge #2 In July 2022, anhydrous ammonia was discharged on the exterior (environment) of the Irwindale facility (Condenser #3). The issue was flagged by the California Environmental Protection Agency.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>Discharge #1 The discharge of water happened in the Apple Room at the Swedesboro facility, where the warehouse and distribution center are located. The facility represents around 8% of sq ft of all facilities.</p> <p>Discharge #2 The discharge on air occurred at the exterior of Irwindale facility</p>

	(Condenser #3), where the commercial office and one factory are located. The facility represents around 60% of sq ft of all facilities.
Impact on Stakeholders	<p>Industrial discharges on the environment may have negative effects on the environment. Both cases resulted in temporary harm that could be addressed with corrective actions and did not require remediation.</p> <p>Discharge #1 Even though the discharge altered the COD level and the PH limit was exceeded, there were no harms reported to workers or the environment.</p> <p>Discharge #2 According to the U.S Environmental Protection Agency, anhydrous ammonia can cause serious, often irreversible health effects when released. In addition to potentially harmful effects from inhalation or skin contact with this substance, it is highly flammable. Anhydrous ammonia is considered an extremely hazardous substance. There were no impacts on the community or the environment based on the location of the site.</p>
Resolution	<p>Discharge #1 The company had to pay a fine of \$ 1,000 defined by the New Jersey Department of Environmental Protection.</p> <p>Discharge #2 No fines issued yet. The incident is under the EPA's review.</p>
Implemented Management Practices	<p>Discharge #1 The company paid the fine and implemented a process to capture the residue of Apple Water, which is constantly monitored.</p> <p>Discharge #2 The company replaced the condenser, reviewed the routine pH checks, and frequently monitors ammonia levels, and enhanced preventative measures.</p>
Related Incidents (Yes/No)	No

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation, Arbitration, and/or Penalties

Issue Date	2020-2025
Topic	Litigations related to labor, contract disputes, and corporate liability.
Summary of Issue	<p>Bonduelle Americas US is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. Bonduelle Americas US achieved independent certification with one assessment that includes:</p> <ul style="list-style-type: none"> 1- One (1) commercial office. 2- Three (3) factories. 2- One (1) warehouse and distribution center. <p>Bonduelle Fresh Americas has several labor litigations (~25) related to employment violations and claims (discrimination, harassment, retaliation, wrongful termination, whistleblowing retaliation), in addition to two (2) class action labor cases related to wage and hour disputes. One case relates to the lack of specific technical information on employees' pay statements, and the other one relates to overtime, meal, and break requirements.</p> <p>Furthermore, the company has experienced one litigation related to a contract dispute with a supplier and a few scattered cases related to corporate liability from auto accidents.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>The class action cases represent a significant number of stakeholders (workers), while the other cases represent individuals.</p> <p>All cases together represent a financial liability between 1%-3% of the company's revenues.</p>
Impact on Stakeholders	<p>The main stakeholders affected depend on the case topic. Cases related to the labor topic affect the company's own workforce, who allegedly suffered financial, emotional, and legal/reputational harm.</p>
Resolution	<ul style="list-style-type: none"> • The two class action labor cases were settled with payment. • The labor cases related to employment violations and claims have a mix of resolutions, including settlements

	<p>with payment, ongoing, and pending status.</p> <ul style="list-style-type: none">• The contract dispute case was settled with payment.• The corporate liability cases linked to auto accidents are pending.
Implemented Management Practices	<p>To avoid the recurrence of labor issues and complaints, the company retained outside counsel to conduct a thorough review of all wage and hour policies, developed a process for periodic wage and hour audits, and provided additional training on requirements to both management and hourly employees.</p> <p>Furthermore, the company has implemented periodic formal and informal training for the human resources team related to discrimination and the requirements of the interactive process, and revised interactive processes and forms.</p>
Related Incidents (Yes/No)	No

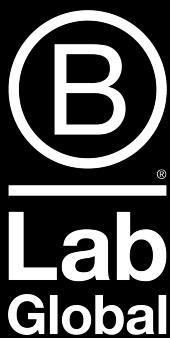
Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Recalls

Issue Date	2020-2024
Topic	Voluntary recalls
Summary of Issue	<p>Bonduelle Americas US is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. Bonduelle Americas US achieved independent certification with one assessment that includes:</p> <ul style="list-style-type: none"> 1- One (1) commercial office. 2- Three (3) factories. 2- One (1) warehouse and distribution center. <p>The company has had 4 recalls in the last five years due to quality control issues.</p> <p>Recall #1 (February 2020) - An incorrect bottom label on the Bistro® Bowl Spinach Dijon Salad.</p> <p>Recall #2 (September 2021) - Recall due to a labeling error from the supplier leading to the presence of an undeclared allergen (anchovies) on the dressing.</p> <p>Recall #3 (February 2024) - A supplier voluntarily recalled its dairy products due to the potential contamination with Listeria monocytogenes. As a supplier of Bonduelle Americas, Bonduelle Americas proceeded with the voluntary recall of products that contained cheese from this supplier.</p> <p>Recall #4 (October 2024) - A supplier recalled ready-to-eat (RTE) meat and poultry products due to the potential contamination with Listeria monocytogenes. As a supplier of Bonduelle Americas, Bonduelle Americas proceeded with the voluntary recall of products that contained RTE meat and poultry from this supplier.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The recalls represented less than 1% of Bonduelle Americas US's production in the respective fiscal year.
Impact on Stakeholders	<p>The product recalls carried risks for consumer contamination and allergies.</p> <p>Food recalls related to quality and safety impose risks and may harm consumers physically, economically, and emotionally.</p>

Resolution	<p>The company received consumer claims related to the Listeria contamination, including complaints that consumers suffered illnesses from consuming allegedly contaminated products. The claims were resolved through the company's processes without any litigation.</p>
Implemented Management Practices	<p>Recall #1</p> <p>Bonduelle Americas conducted the following actions to understand the situation and to minimize the risks of happening again:</p> <ul style="list-style-type: none">• The company determined that the correct top/bottom labels were used at the beginning and end of the production run, but correct procedures were not followed to verify correct labeling during the middle of the run.• The company performed retraining and reinforcement of label verification procedures, and an electronic scanning system to verify correct labels has since been installed <p>Recall #2</p> <ul style="list-style-type: none">• The company performed a focused on-site review of the supplier's food safety program <p>Recall #3</p> <ul style="list-style-type: none">• Bonduelle Americas immediately notified its supplier team that Rizo Lopez Foods, Inc. cannot be a supplier to Ready Pac, directly or indirectly. Also, to avoid such recalls, the company monitors suppliers for recalls and ensures they follow its Approved Supplier Program. Bonduelle Americas' Approved Supplier Program requires all suppliers to be GFSI certified and audited by Ready Pac as needed, based on the supplier risk assessment and scorecard. <p>Recall #4</p> <ul style="list-style-type: none">• The company immediately notified impacted customers, supplying lot numbers and requesting proof of destruction. As a precaution, Bonduelle Americas stopped distribution of impacted products. Additionally, the company notified the following certifying bodies: NSF, SQFI, and USDA.• To avoid future recalls, Bonduelle Americas is continuously monitoring suppliers for recalls, following our Approved Suppliers Program, which requires all

	product suppliers to be GFSI certified, and conducting supplier audits as required based on the supplier risk assessment and scorecard.
Report	Recall #1 Recall #2 Recall #3 Recall #4



Bonduelle France (BELL & Fresh), Spain, Portugal, Denmark, Belgium, Netherlands and Champiland

Disclosure Report

Date Submitted: November 6th, 2025

Disclosure Materials

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Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Outcomes & Penalties

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Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input checked="" type="checkbox"/>	<input type="checkbox"/>
On-Site Fatality	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<u>Conduct Business in Conflict Zones</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries

Issue Date	Ongoing
Topic	Biodiversity impact
Summary of Issue	<p>Bonduelle France, Denmark, Belgium, Netherlands, Spain and Portugal is part of the Bonduelle group, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster consists of the following assessments (BIAs):</p> <ul style="list-style-type: none"> - Bonduelle Northern Europe - Bonduelle Champiland - Bonduelle Europe Long Life - Bonduelle Fresh France - Bonduelle Iberica <p>As an agro-food company, the company depends directly on agricultural input, and therefore operates in an industry in which biodiversity impact is a material environmental issue.</p> <p>The company's primary agricultural inputs are peas, green beans, and corn sourced from suppliers in Europe.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	An estimated 15 % of the company's material input comes directly from farms.
Impact on Stakeholder(s)	Conventional agriculture poses a risk to local ecosystems of flora and fauna, as well as the potential degradation of cultivated land.
Implemented Management Practices	<p>Bonduelle has taken concrete steps to address its biodiversity footprint, particularly through its Regenerative Agriculture Roadmap:</p> <ul style="list-style-type: none"> - Pollinator Protection Plans deployed across cultivated surfaces, with a target of 100% coverage by 2030 - Reduction of chemical inputs and substitution with biological alternatives - Promotion of cover crops, reduced tillage, and crop diversification - Soil health monitoring - Training programs to support partner farmers in adopting agroecological practices

These actions are supported by internal KPIs and partnerships with external stakeholders and experts.

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other labor issues

Topic	Litigation related to occupational personal injury
Summary of Issue	<p>Bonduelle France, Denmark, Belgium, Netherlands, Spain and Portugal is part of the Bonduelle group, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster consists of the following assessments (BIAs):</p> <ul style="list-style-type: none"> - Bonduelle Northern Europe - Bonduelle Champiland - Bonduelle Europe Long Life - Bonduelle Fresh France - Bonduelle Iberica <p>Bonduelle Frais France, the fresh-cut salad business unit of Bonduelle France, experienced a workplace accident that resulted in physical harm.</p> <p>On June 30, 2022, an employee of Bonduelle Frais France, located in Maizey, was injured in a workplace accident while cleaning a conveyor belt used for salads at night. The employee's arm was caught in the machine, which should have been stopped, and the incident resulted in a broken left wrist and permanent loss of sensation.</p> <p>At the court hearing in September 2024, the labor inspector noted points of non-compliance on the machine and asserted the company was guilty. Bonduelle took actions: Fence off the gable in question, identify the unfenced elements in all cleaning steps in the factory, STOP method for feedback on the elements of the analysis.</p> <p>The fresh-cut salad business factory was closed in February 2025.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	One employee was involved in the incident.
Impact on Stakeholder(s)	The incident caused physical, emotional and financial harm to the employee.
Resolution	€8,000 fine.
Implemented Management Practices	Bonduelle's health and safety policy is based on: 1. The nine general principles of the prevention approach: → avoiding risks / assessing risks that cannot be avoided /

	combating risks at source / adapting work to people, particularly with regard to workstation design, equipment selection, and working and production methods / taking technological developments into account / replacing dangerous items with less dangerous ones/planning prevention / taking collective protective measures and giving them priority over individual protective measures / giving appropriate instructions to workers 2. A network of health and safety managers in the different regions of the group to coordinate and harmonize practices; 3. The Dupont de Nemours method; 4. Local regulatory monitoring to ensure compliance and adaptation to the specific characteristics of each country.
Report	https://www.estrepublicain.fr/economie/2024/11/08/accident-du-t-ravail-chez-bonduelle-la-societe-condamnee-a-8-000-d-amend
Related Incidents (Yes/No)	No.

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Recalls

Issue Date	2020-2025
Topic	Product recalls related to contamination
Summary of Issue	<p>Bonduelle France, Denmark, Belgium, Netherlands, Spain and Portugal is part of the Bonduelle group, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster consists of the following assessments (BIAs):</p> <ul style="list-style-type: none">- Bonduelle Northern Europe- Bonduelle Champiland- Bonduelle Europe Long Life- Bonduelle Fresh France- Bonduelle Iberica <p>Over the last 5 years, Bonduelle France, Denmark, Belgium, the Netherlands, Spain and Portugal have had a total of seven (7) material recalls of their products.</p> <p>Recall 1 (broccoli and potato gratin- Bonduelle Food Service Brand) Year: 2021</p> <p>Bonduelle has undergone a recall in various European countries within the past five years at the request of the French authorities, who requested the systematic recall of all ingredients containing EtO. This resulted in three recalls due to findings from various preventive risk analyses conducted at different times in 2021 and 2022. The analyses involved upstream traceability to identify the affected products, downstream traceability to identify the quantities and customers affected, reception of analysis from the supplier, and toxicological analysis in collaboration with ADEPALE (the French interprofessional organization).</p> <p>Recall 2 (Spinach baby leaves- Bonduelle Food Service Brand) Year: 2021</p> <p>Following an internal control plan for the product led by the site's quality department, results detected the presence of Listeria monocytogenes > 100 cfu/g at the end of its shelf life. As a result, the company initiated a voluntary recall as the test results did not meet regulatory standards.</p> <p>Recall 3 (Rucola- Bonduelle Food Service Brand)</p>

	<p>Year: 2022 Following an internal control plan for the product led by the site's quality department, results detected the presence of Listeria monocytogenes > 100 cfu/g at the end of its shelf life. As a result, the company initiated a voluntary recall as the test results did not meet regulatory standards.</p> <p>Recall 4 (Can of chopped spinach - Carrefour Classic) Year: 2023 Following an internal monitoring plan for the product, an analytical non-conformity was detected on a can of chopped spinach for the brand "Carrefour Classic". The results show that cadmium and perchlorate levels on the product exceed the tolerances of EC Regulation 1881/2006.</p> <p>Recall 5 (Mexican kidney beans, white beans spicy tomato, white curry beans, black beans- Bonduelle Brand) Year: 2025 The company has detected a welding defect on empty cans provided by one supplier. This defect was punctual and could lead to a loss of tightness and potential contamination.</p> <p>Recall 6 (Coleslaw with sweet sauce- Bonduelle Brand) Year: 2025 Following an internal control plan for the product led by the site's quality department, results detected the presence of Listeria monocytogenes > 100 cfu/g at the end of its shelf life. As a result, the company initiated a voluntary recall as the test results did not meet regulatory standards.</p> <p>Recall 7 (Sweet Corn cans) Year: 2025 The company has detected a welding defect on empty cans provided by one supplier. This defect was punctual and could lead to a loss of tightness and potential contamination.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>Recall 1 (broccoli and potato gratin- Bonduelle Food Service Brand) 42 tons of products.</p> <p>Recall 2 (Spinach baby leaves- Bonduelle Food Service Brand) 214 kg of products.</p> <p>Recall 3 (Rucola- Bonduelle Food Service Brand) 275 kg of products.</p> <p>Recall 4 (Can of chopped spinach - Carrefour Classic)</p>

	<p>46 tons of products.</p> <p>Recall 5 (Mexican kidney beans, white beans spicy tomato, white curry beans, black beans- Bonduelle Brand) 37 tons of products.</p> <p>Recall 6 (Coleslaw with sweet sauce- Bonduelle Brand) 1,513 packages.</p> <p>Recall 7 (Sweet Corn cans) 7,5 tonnes of products.</p> <p>Considering the five clusters on this cluster certification, the aggregated recalls represent less than 1% of the company's overall production.</p>
Impact on Stakeholders	<p>The main risks are related to Ethylene oxide (EtO) and Listeria consumption:</p> <ul style="list-style-type: none"> - EtO is classified as carcinogenic, mutagenic, and toxic for reproduction under Regulation (EC) No 1272/2008 of the European Parliament and of the Council. - Listeria contamination is caused by a species of pathogenic (disease-causing) bacteria. The severity of listeriosis varies and can be fatal in some cases, especially among more vulnerable individuals. <p>None of the recalls resulted in reports of consumer illness or injury.</p>
Resolution	<p>Products were voluntarily recalled and retrieved from the market.</p>
Implemented Management Practices	<p>Listeria cases Since the summer of 2022, the company has implemented a Listeria-free control plan for agricultural raw materials upon receipt. The company has consistently maintained this control plan throughout the year. Additionally, the company's HACCP (Hazard Analysis & Critical Control Point) system is certified by IFS (International Featured Standard).</p> <p>EtO case The company has implemented a purchase screening of ingredients to ensure that other products are not affected. A new internal requirement has been introduced to restrict sourcing from Turkey and India due to high contamination risks. Additionally, the company has included "Origin EtO risk" in all relevant products to address this concern.</p>

	<p>The following corrective actions have been implemented:</p> <ul style="list-style-type: none">- Upstream traceability to identify the pallets concerned (products, cans, packages)- Downstream traceability to identify the quantities and customers concerned- Risk analysis about consumer exposure- Sorting of the affected products- Notification to concerned stakeholders- Launch of recall & destruction of the wrong products.
Related Incidents (Yes/No)	No.

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries

Issue Date	Ongoing
Topic	Water Intensive Industries
Summary of Issue	<p>Bonduelle France, Denmark, Belgium, Netherlands, Spain and Portugal is part of the Bonduelle group, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster consists of the following assessments (BIAs):</p> <ul style="list-style-type: none"> - Bonduelle Northern Europe - Bonduelle Champiland - Bonduelle Europe Long Life - Bonduelle Fresh France - Bonduelle Iberica <p>As a company that manages agricultural and industrial processes, Bonduelle operates in an industry in which water use is a material environmental issue.</p> <p>At Bonduelle plants, water is used as an ingredient in the finished product (liquids and sauces) and in the manufacturing process as a way of transporting and transferring heat or cold. Water is also used to clean vegetables and production lines.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the previous fiscal year, 100% of the company's revenue was earned from the sale of its food products.</p> <p>The company has determined its specific water intensity for various regions. The details are as follows (reporting year 22/23):</p> <ul style="list-style-type: none"> - BELL : 16,18L/kg for France and 7,97L/kg for Santarem. - FRESH : 9.2 L/kg for France, 30,5 L/kg for Italy.
Impact on Stakeholders	<p>Water intensive industries pose risks such as water stress or depletion of local water sources if water use is not appropriately managed.</p> <p>Bonduelle utilizes a combination of well water and drinking water:</p> <ul style="list-style-type: none"> - GROUP: well water 76%, drinking water 21%, and surface water (2%, exclusively in Brazil). - BELL: Well water 94%, 6% drinking water. - FRESH FRANCE: 71% well water + 39% drinking water. - FRESH ITALY: 99% well water + 1% drinking water.

	<p>The company continuously monitors consumption and adheres to regulatory requirements, including during periods of drought and low groundwater levels. Operations are located in several water-stressed regions. A 2020 study identified sites in northern France, Santarém (Portugal), and Poland as being in areas projected to experience water stress by 2030. Furthermore, specific sites in Battipaglia (Italy), Straelen (Germany), and Murcia (Spain) have also been identified as being in water-stressed regions. Each site has an action plan to temporarily reduce water consumption during periods of high stress, in addition to long-term plans to reduce overall water usage. Over the past two years, all of France has faced water stress due to summer droughts and low groundwater levels. In response, regulatory requirements to reduce water consumption were implemented during these periods, with additional goals set for 2025. Notably, in 2024, groundwater levels have returned above average.</p>
Implemented Management Practices	<p>To manage their water intensity, the company has set ambitious reduction targets at both the group and entity levels (see CSR report link below for more details). Specifically, they aim for a 30% reduction in water usage at the group level and a 35% reduction in water intensity (m^3/tfp) by 2035 compared to 2020 levels.</p> <p>For FRESH, each site has its specific target, ranging from 20% to 40%, based on its current water intensity. These targets are driven by their commitment to sustainability and are tailored to each site's baseline water intensity.</p> <p>Bonduelle benchmarks its water use through professional organisations such as Adepale, the Association of Food Product Manufacturers or CTCPA (the agri-food technical centre and equivalent European organisations; see link below). These benchmarks and water stress context and projections have led to the implementation of water grid best practices, focusing on daily management, and water efficiency through leak detection, standardizing consumption monitoring, setting standards, closely tracking consumption, and raising awareness among employees.</p> <p>Additionally, Bonduelle have established a network among its most water-intensive sites to share best practices and provide mutual support. They invest in technical improvements such as new, more water-efficient equipment. A new project focusing on water reuse, now permitted in the agro-industry in France since 2024, is currently under investigation (BELL) but does not yet</p>

	<p>have an implementation date.</p> <p>Within their supply chain, Bonduelle actively promotes responsible water management with their supplier farmers, including the promotion of responsible use of water through moderate and reasoned use of water sources. Specifically in France, irrigation systems are implemented on 85% of its cultivated land to optimize water use. This commitment is reflected in the group's Agronomic Charter (see link below), outlining their expectations and practices to promote sustainable and regenerative agricultural practices across all of their operations. Compliance is regularly monitored by evaluating the proportion of growers that have signed their Agronomic Sourcing Charter (more details in CSR report). The company's relevant goals within their Agronomic charter include:</p> <ul style="list-style-type: none">- 80% of growers engaged in regenerative agriculture by 2030;- 100% of cultivated area using pollinator protection plan by 2030;- 90% of farmers renew their contract with Bonduelle each year.- 100% of Agro employees trained in regenerative agriculture by 2030;- 80% of growers trained in regenerative agriculture by 2030. <p>With regards to water quality, the company ensures compliance with local, European, and French regulations. Their internal water grids integrate wastewater management, with regulatory controls in place to ensure the quality of water at discharge. The company also operates a farm in Spain that uses recycled water and employs drip irrigation systems and sensors to precisely meet water needs. (FRESH).</p>
Report	<ul style="list-style-type: none">- Bonduelle CSR report- Adepale- CTCPA
Other Management Comments	These comprehensive strategies and best practices enable us to manage water use effectively and responsibly, aligning with industry standards and environmental sustainability goals.

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries

Issue Date	Ongoing
Topic	Energy and Emissions Intensive Industries
Summary of Issue	<p>Bonduelle France, Denmark, Belgium, Netherlands, Spain and Portugal is part of the Bonduelle group, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster consists of the following assessments (BIAs):</p> <ul style="list-style-type: none"> - Bonduelle Northern Europe - Bonduelle Champiland - Bonduelle Europe Long Life - Bonduelle Fresh France - Bonduelle Iberica <p>As a company that manages agricultural and industrial processes, Bonduelle operates in an industry in which energy use is a material environmental issue.</p> <p>The company's primary contributors to their carbon footprint are identified within Scopes 1, 2, and 3: Scope 1 & 2: These include direct and indirect emissions from industrial operations and mushroom cultivation. Scope 3 encompasses emissions from product end-of-life, upstream agriculture, packaging, and industrial processes.</p> <p>Whether electric or thermal, energy is essential for the production process. Electricity feeds the deep-freezing process, the storage of frozen products and the air conditioning of refrigeration workshops. It is also used for the manufacture of compressed air, the production of chilled water, lighting and air conditioning of premises and for certain equipment: other engines, fans, conveyors, and certain forklifts. Thermal energy is used to generate steam and hot water. It is also used in the production of preserves, heat recovery ventilation and power handling equipment.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the previous fiscal year, 100% of the company's revenue was earned from the sale of its food products.</p> <p>The company's energy intensity varies by region (reporting year 22/23):</p> <ul style="list-style-type: none"> - BELL France: 1098 kWh/TPF. - BELL Portugal: 115 kWh/TPF.

Impact on Stakeholders	<p>As an energy-intensive industry, manufacturing poses risks such as energy waste or overuse if resources are not appropriately managed.</p> <p>Bonduelle utilizes a diverse mix of energy sources, including :</p> <ul style="list-style-type: none"> - Electricity, solar electricity, natural gas, biogas, heat from biomass, propane, domestic fuel, LPG, and gasoil (BELL) - Electricity, natural gas, propane, LPG (FRESH)
Implemented Management Practices	<p>Bonduelle is committed to near-term science-based targets (SBTi) for carbon reduction, and their detailed carbon intensity data is aligned with these targets, in order to meet their sustainability goals (more details in the company's Sustainability report linked below).</p> <p>To manage their energy use and carbon footprint effectively, 75% of their sites at BELL are certified under ISO 50001, 100% for FRESH. Each site has specific energy targets aligned with its overall carbon reduction trajectory. In addition, the company has dedicated energy managers responsible for implementing action plans and investing in energy efficiency projects, often supported by public funding. Bonduelle has a reduction target of 38% Scopes 1 and 2 greenhouse gas (GHG) emissions by 2035 (absolute), which is validated by SBTi. Bonduelle has set three priorities for its plants to help them achieve the group-wide climate target:</p> <ol style="list-style-type: none"> 1. achieve energy savings; 2. substitute renewable energies for fossil fuels; 3. Develop green electricity through direct long-term purchase contracts, as a priority in regions where grid electricity is carbon-intensive. <p>Bonduelle has set itself the target for 100% of its European sites to be ISO 50001 and/or ISO 14001 certified in the coming years. These international standards aim to continuously improve energy performance. 14 Bonduelle sites are ISO 50001 certified: in France, Germany and Italy.</p>
Report	<p>Bonduelle Sustainability Report 2022-2023 The Science Based Targets Initiative</p>
Other Management Comments	<p>Our commitment to continuous improvement in energy management and carbon reduction is demonstrated through these structured approaches and our adherence to international standards and best practices.</p>

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: On-the-job Fatalities

Topic	Fatality involving employee while on the job
Summary of Issue	<p>Bonduelle France, Denmark, Belgium, Netherlands, Spain and Portugal is part of the Bonduelle group, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster consists of the following assessments (BIAs):</p> <ul style="list-style-type: none"> - Bonduelle Northern Europe - Bonduelle Champiland - Bonduelle Europe Long Life - Bonduelle Fresh France - Bonduelle Iberica <p>Bonduelle experienced one accident leading to fatality over the last 5 years. In April 2021, one employee died in the field after being hit by a lightning bolt.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	One employee was involved in the incident.
Impact on Stakeholders	The incident caused one fatality. In addition, fatalities have emotional, mental and financial implications to family members, friends and colleagues of the people involved in the occurrence.
Resolution	The Spanish Labour Inspectorate's report found no fault on the part of the employer, given that the incident was caused by unpredictable circumstances and the company had mechanisms and protocols in place to reduce risks involved.
Implemented Management Practices	<p>Bonduelle has set up a lightning alert system (e-mail + telephone notification) to avoid any further risk and has also taken out death and disability insurance for all employees. The company also highlighted that workers are not required to work in stormy or potentially dangerous weather conditions.</p> <p>Additionally, the company's whistleblowing system makes it possible to collect alerts from employees or other stakeholders.</p>
Related Incidents (Yes/No)	No.

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Operations located in Conflict Zones

Topic	Company operates and has suppliers located in Conflict Zones
Summary of Issue	<p>Bonduelle France, Denmark, Belgium, Netherlands, Spain and Portugal is part of the Bonduelle group, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster consists of the following assessments (BIAs):</p> <ul style="list-style-type: none"> - Bonduelle Northern Europe - Bonduelle Champiland - Bonduelle Europe Long Life - Bonduelle Fresh France - Bonduelle Iberica <p>Champiland and Bonduelle Europe Long Life SAS, both French companies that are part of the Bonduelle group, have had suppliers located in Conflict Zones over the last 5 years. Both companies specialize in the processing of canned, frozen and fresh vegetables.</p> <p>-Bonduelle Champiland has sourced Champiland mushrooms from agricultural suppliers in Ukraine.</p> <p>-Bonduelle Europe Long Life has sourced products from agricultural suppliers of green beans in Cameroon. The supplier from Cameroon was removed from the company's list of active suppliers since the end of 2023.</p> <p>Ukraine and Cameroon are currently considered conflict zones according to the list of fragile and conflict-affected situations (FCS) released annually by the World Bank Group (WBG) (see link below).</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>During the fiscal year 2023:</p> <ul style="list-style-type: none"> - Approximately 0.53% of Bonduelle Champiland's supplier purchases were from conflict zones. - Approximately 0.3% of Bonduelle Europe Long Life's supplier purchases were from conflict zones.
Impact on Stakeholders	<p>Business activities located in conflict zones are considered high-risk as they are more likely to cause or contribute to the conflict and/or sociopolitical instability.</p> <p>Countries classified as conflict zones are more likely to have a weak rule of law or a corrupt judicial system, which could undermine the effectiveness of operational grievance</p>

	mechanisms for these businesses and their suppliers. In addition, the safety of the company's workers and other potential human rights violations are at risk.
Implemented Management Practices	<p>Bonduelle Champiland has been providing support to its suppliers in Ukraine, helping them relocate from conflict zones if they choose to do so. They have introduced a third-party assessment process to evaluate suppliers and providers, scoring them based on various risk criteria and selecting them accordingly. Since the conflict began, the Ukraine management team has been reporting to the Western Europe business unit. The company is committed to complying with international sanctions and is supported by specialists in ensuring employee safety. To achieve this, the company is studying how to comply with international compliance programs imposed on groups, taking into account any conflicts with local constraints.</p> <p>Bonduelle Europe Long Life does not consider that the supplier is in the area affected by the conflict; however, the company has, over time, withdrawn business from the supplier, and in 2023, made final purchases from the supplier in Cameroon.</p>
Report	<p>Bonduelle's public statement on work in Ukraine and Russia</p> <p>World Bank list of fragile and conflict-affected situations (FCS)</p>

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Outcomes & Penalties

Issue Date	2024
Topic	Anti Competitive Behaviour
Summary of Issue	<p>Bonduelle France, Denmark, Belgium, Netherlands, Spain and Portugal is part of the Bonduelle group, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster consists of the following assessments (BIAs):</p> <ul style="list-style-type: none"> - Bonduelle Northern Europe - Bonduelle Champiland - Bonduelle Europe Long Life - Bonduelle Fresh France - Bonduelle Iberica <p>In January 2024, the Bonduelle Group was accused of engaging in anti-competitive practices in relation to the communication related to the absence or presence of BPA in their packaging. The company has contested the French Competition Authority's characterization of the technical and scientific cooperation in the sector as an anti-competitive practice, and appealed the decision on April 18th, 2024. More details can be found in the Just Food article below.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The company was fined approximately €2.9 million, representing 0.12% of the company's revenue.
Impact on Stakeholders	The claims of this case make the company one of the affected stakeholders. The potential impact of the claims, of the continued use of BPA linings in products could cause health problems to humans exposed, and environmental damage.
Resolution	The company has filed for an appeal in relation to this decision. The case is ongoing.
Implemented Management Practices	The company has not implemented any practices in response to this case at this time, as it is still pending an outcome.
Report	Bonduelle BPA Law Breach_ Just Food



Bonduelle Germany

Disclosure Report

Date Submitted: September 24th, 2024

Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company

Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<u>Energy and Emissions Intensive Industries</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<u>Water Intensive Industries</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries

Issue Date	Ongoing
Topic	Energy and Emissions Intensive Industries
Summary of Issue	<p>As a company that manages agricultural and industrial processes, Bonduelle operates in an industry in which energy use is a material environmental issue.</p> <p>Whether electric or thermal, energy is essential for the production process. Electricity feeds the storage of frozen products and the air conditioning of refrigeration workshops. It is also used for the manufacture of compressed air, the production of chilled water, lighting and air conditioning of premises and for certain equipment: other engines, fans, conveyors, certain forklifts. Thermal energy is used to generate steam and hot water. It is also used in the production of preserves, heat recovery ventilation and power handling equipment.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the previous fiscal year, 100% of the company's revenue was earned from the sale of its food products. Bonduelle Germany's total energy consumption was calculated as 27471.8GJ. and total emissions (scopes 1,2 and 3) were calculated as 230,800 CO2E, 1469 tCo2/tons of FRESH related product.</p>
Impact on Stakeholders	<p>In the previous fiscal year, 100% of the company's revenue was earned from the sale of food products.</p> <p>Bonduelle Germany has the following energy sources: Electricity 83.8% (conventional energy sources 53.7% and renewable energy sources 46.3%); gasoline 11.1%; natural gas 5.1%.</p>
Management Practices	<p>Bonduelle Group has set a Net Zero target for 2050 and Bonduelle commits to reduce absolute scopes 1 and 2 GHG emissions 38% by 2035 from a 2020 base year. Bonduelle also commits to reduce scope 3 GHG emissions 30% per ton of manufactured product within the same timeframe. The target boundary includes biogenic emissions and removals from bioenergy feedstocks; both validated by the Science Based Targets Initiative (SBTi). Bonduelle has set three priorities for its plants to help them achieve the group-wide climate target:</p> <ul style="list-style-type: none"> - Achieve energy savings; - Substitute renewable energies for fossil fuels; - Develop green electricity through direct long-term purchase contracts, as a priority in regions where grid electricity is

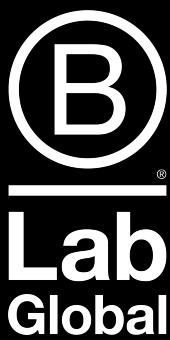
	<p>carbon-intensive.</p> <p>Bonduelle has also set the target for 100% of its European sites to be ISO 50001 and/or ISO 14001 certified in the coming years. These international standards aim to continuously improve energy performance. 14 Bonduelle sites are ISO 50001 certified: in France, Germany and Italy.</p> <p>Bonduelle Germany set a target of -3.1% in energy consumption by FY24/25 and -38% in FY34/35); targets established in their environmental policy and tracked monthly. The Group's Energy and Water Management Network assesses and benchmarks energy reuse potentials, management and energy monitoring and decarbonization. Improvements are exchanged between plants in a network meeting every 6 weeks. As part of Bonduelle Germany's actions to reduce energy emissions, the company has connected vacuum pumps of the packing robots to the central vacuum supply to increase the efficiency of the vacuum supply, eliminating waste heat emission.</p> <p>The company's commitment to reduce resource consumption and their product footprint is through their packaging. As part of Bonduelle's B!PACT, they have set the goal to design all single-use plastic packaging and products to be recyclable and/or reusable by 2025. As part of this effort, since 2021, all multipacks were switched from plastic film were changed to FSC certified cardboard. Currently, the majority (97.9%) of packaging materials used by Bonduelle are designed to be recyclable or reusable, while the remainder presents technical and operational challenges in order to become recyclable or reusable at this time. The company continues to aim for 100% of all packaging to be recyclable. In addition the company aims to have 0 virgin fossil-based plastic in their packaging (-100% vs FY20 in volume) and to reduce the use of virgin materials overall (across all materials, including plastic) by 10% and the Bonduelle Group has already achieved a 21% reduction in 2023-2024.</p>
Report	Bonduelle Group CSR report Bonduelle Germany Sustainability Commitments The Science Based Targets Initiative

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries

Issue Date	Ongoing
Topic	Water Intensive Industries
Summary of Issue	<p>As a company that manages agricultural and industrial processes, Bonduelle operates in an industry in which water use is a material environmental issue.</p> <p>All canned and frozen products sold by Bonduelle Germany are bought from other Bonduelle entities; only Fresh products are manufactured in the German factories.</p> <p>At Bonduelle plants, water is used as an ingredient in the finished product (liquids and sauces) and in the manufacturing process as a way of transporting and transferring heat or cold. Water is also used to clean vegetables and production lines.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the previous fiscal year, 100% of the company's revenue was earned from the sale of water intensive food products.</p> <p>On average, Bonduelle uses 13 liters of water to make one kilo of finished product.</p>
Impact on Stakeholders	<p>Water intensive industries poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.</p> <p>Bonduelle Germany's water sources are 100% from tap water. The sites and their wider surroundings are not threatened by water shortages.</p>
Implemented Management Practices	<p>Bonduelle Group has integrated water management into its new environmental management system. Bonduelle's plants self-assess their industrial processes. The group has chosen an approach by business unit: each sets its reduction target and its roadmap with regard to the overall objective for the industrial scope (-30% by 2035). Bonduelle Germany has set a target of -2.5% in FY24/25, -25% in FY34/35); a target which is monitored on a monthly basis.</p> <p>The group conducts their Energy and Water Management Network annually, carrying out an assessment on various topics including water consumption and management. Fresh factories are compared to eachother and ideas are exchanged in their meeting every 6 weeks.</p>

	<p>The two plants run by Bonduelle Germany are continuously implementing targeted action plans:</p> <ul style="list-style-type: none">- The consumption of the corresponding meters in the Reutlingen plant is automatically recorded and reported. The introduction of this system in the Straelen plant is being developed;- Monitoring performance indicators and water losses;- Installation of equipment to control and manage consumption;- Water recirculation loop processes for cooling canned food;- A detailed and close-meshed consumption monitoring (hourly, daily, weekly and monthly, separated into fresh and ice water, per production line).- Implementation of standard monitoring of the machines in order to check deviations from the targets and to take immediate corrective action (per line on shift level).- Long-term efforts to increase sensitivity of employees with regards to water losses, leading to quick response of employees in the event of problems, to avoid significant losses.- Water dosage in the washing lines during production adapted to the flow (if the line stops, the water supply is cut off) and the reuse of water (in the 1st washbasin ice water is reused from the washbasin No. 2, 1.5-1.8 m³ per hour) during the washing process.- In addition, the company has implemented low-flow faucets, water-saving faucets, toilets, etc. in all areas (including the central office).- In the "water maturity grid" the company defines annually the most important areas of action in order to achieve the set goals (country and group goals). The action plans derived from this are incorporated into the annual budget planning process.- Frequency of Water exchange rates due to water turbidity project scheduled to be finished by end of 2024 which could be responsible for a reduction of 20% in water consumption.
Report	Bonduelle Group CSR report Bonduelle Sustainability Commitments



Bonduelle do Brasil Alimentos

Disclosure Report
Date Submitted: August 28th, 2025

Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.

Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Biodiversity impact

Issue Date	Ongoing
Topic	Biodiversity impact
Summary of Issue	<p>Bonduelle do Brazil is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. Bonduelle do Brasil achieved independent certification with one assessment that includes:</p> <p>1- A commercial office in São Paulo. 2- A Manufacturing facility in Cristinalina, State of Goiás.</p> <p>As a company that manages agricultural and industrial processes, Bonduelle do Brasil Alimentos operates in an industry in which biodiversity impact is a material environmental issue due to its dependency on agricultural input.</p> <p>All companies' agricultural suppliers are located in Brazil. Sweet corn and peas are the company's main agricultural inputs.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Approximately 18% of the company's purchases come directly from farmers' suppliers.
Impact on Stakeholders	Conventional agriculture poses a risk to local ecosystems of flora and fauna, as well as the potential degradation of cultivated land.
Implemented Management Practices	<ul style="list-style-type: none"> • Brazil has strict biodiversity and environmental laws for commercial agriculture activities. • The company does not set specific targets for biodiversity preservation or conservation within its local supply chain. However, at the beginning of each commercial relationship with farms, a document outlining best practices for environmental and biodiversity protection is shared with farmers' suppliers. • Bonduelle uses a Producer Evaluation Form (ficha de avaliação de produtor) to assess farms. This form collects detailed information about farming practices, including activities such as crop rotation. Based on the

	<p>evaluation, farmers receive guidance on implementing best practices to minimize land degradation and improve sustainability. If a farm does not meet Bonduelle's environmental requirements, the company generally does not engage with it. In exceptional cases, when the farm is the only viable option, the company provides consulting support to help improve their practices so that they can meet the required standards. All farms are re-evaluated annually to ensure ongoing compliance.</p> <ul style="list-style-type: none">• All farmers, without exception, are required at the time of planting to report pesticides and/or chemical fertilizers used, along with the dates of application. In addition, Bonduelle's technicians provide regular consultations to farmers, advising them on how to minimize the use of chemical pesticides (defensivos químicos), which may harm biodiversity (eg, pollinators such as bees).
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Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Energy Intensive Industries

Issue Date	On-going
Topic	Energy Intensive Industries
Summary of Issue	<p>Bonduelle do Brazil is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. Bonduelle do Brasil achieved independent certification with one assessment that includes:</p> <ul style="list-style-type: none"> 1- A commercial office in São Paulo. 2- A Manufacturing facility in Cristinalina, State of Goiás. <p>As a company that manages agricultural and industrial processes, Bonduelle do Brasil Alimentos operates in an industry in which energy use is a material environmental issue due to its manufacturing processes.</p> <p>Bonduelle do Brasil Alimentos utilizes a combination of energy sources: 40.7% hydroelectricity, 51.11% biomass, and 8.18% diesel, which serves as a backup option when hydroelectricity fails.</p> <p>The company's primary contributors to their carbon footprint are identified within Scopes 1, 2, and 3: Scope 1 & 2: These include direct and indirect emissions from industrial operations. Scope 3 encompasses emissions from product end-of-life, upstream agriculture, packaging, and industrial processes.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the last fiscal year, 2023/2024, 100% of Bonduelle do Brasil Alimentos' revenue was earned from the sale of its food products.</p> <p>Bonduelle do Brasil Alimentos's manufacturing facility has an energy intensity of 197 kWh per tonne of finished product for its standard manufacturing processes in the last fiscal year.</p>
Impact on Stakeholders	Energy-intensive activities, such as manufacturing, pose an environmental risk due to the related emissions derived from energy use.

	<p>The extent of environmental impact is dependent on the energy sources utilised and the management practices in place to manage energy use.</p>
Implemented Management Practices	<p>Bonduelle is committed to near-term science-based targets (SBTi) for carbon reduction, and their detailed carbon intensity data is aligned with these targets, in order to meet their sustainability goals (more details in the company's Sustainability report linked below).</p> <p>Each site has specific energy targets aligned with its overall carbon reduction trajectory. In addition, the company has dedicated energy managers responsible for implementing action plans and investing in energy efficiency projects, often supported by public funding. Bonduelle has a reduction target of 38% Scopes 1 and 2 greenhouse gas (GHG) emissions by 2035 (absolute), which is validated by SBTi.</p> <p>Bonduelle do Brasil Alimentos has a target of an average of 172 kWh of energy use per month. Monthly best practices include installing automatic lights in the factory, reducing air pressure in the production process, adapting steam pressure in the boiler, installing solar lamps on roads leading to the factory, and applying heat recuperation techniques by using heat from products that are cooling down to warm the next batch during sanitation.</p> <p>As of now, Bonduelle do Brasil Alimentos has not conducted any benchmarking assessments to evaluate its energy usage or management performance in comparison to others in the sector. At the group level, a Metrio report is prepared by the global team, which compiles energy rate data from different factories.</p>
Report	Sustainability report (2023/2024)

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Water Intensive Industries

Issue Date	On-going
Topic	Water Intensive Industries
Summary of Issue	<p>Bonduelle do Brazil is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. Bonduelle do Brasil achieved independent certification with one assessment that includes:</p> <ul style="list-style-type: none"> 1- A commercial office in São Paulo. 2- A Manufacturing facility in Cristinalina, State of Goiás. <p>As a company that manages agricultural and industrial processes, Bonduelle do Brasil Alimentos operates in an industry that is recognized as a water-intensive industry due to its manufacturing processes.</p> <p>At Bonduelle do Brasil Alimentos, water serves as an ingredient in the production of brine and manufacturing processes to clean vegetables and production lines. The company's manufacturing site has a reservoir that collects rainwater and springwater. In the last 10 years, Bonduelle do Brasil has not experienced a severe drought. Moreover, Cristinalina, where the manufacturing site is located, is not in a water-stress area.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the previous fiscal year, 100% of the company's revenue was earned from the sale of its food products.</p> <p>Bonduelle do Brasil Alimentos determined its specific water intensity to be 14.82 L/kg in the previous fiscal year.</p>
Impact on Stakeholders	<p>As a water-intensive industry, agricultural and industrial processes pose risks such as water stress or depletion of local water sources if water used is not appropriately managed.</p> <p>Bonduelle do Brasil Alimentos primarily uses surface water sourced from a dam fed mainly by rainwater and partially by groundwater for its manufacturing process.</p>

	<p>The main stakeholders affected are other water users in the regions of operation, such as local water authorities & regulators, residents, other industrial plants, farmers, and the local biodiversity.</p>
Implemented Management Practices	<p>To manage their water intensity, the company has set reduction targets at both the group and entity levels (see CSR report link below for more details). Specifically, they aim for a 30% reduction in water usage at the group level and a 35% reduction in water intensity (m^3/tfp) by 2035 compared to 2020 levels.</p> <p>Bonduelle do Brasil Alimentos has set a target of an average of 11 cubic meters of water use per month. To support reduction efforts, Bonduelle do Brasil Alimentos has created a mapping of water usage to monitor and control consumption, identify opportunities for efficiency, and map the cleaning process of cans to reduce water use.</p> <p>As of now, Bonduelle do Brasil Alimento has not conducted any benchmarking assessments to evaluate its water usage or management performance in comparison to others in the sector. At the group level, a Metrio report is prepared by the global team, which compiles water usage data from different factories.</p>
Report	Sustainability report (2023/2024)



Bonduelle Eurasia Markets

Disclosure Report

Date Submitted: September 16th, 2025

Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

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- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

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Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

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- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.

Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chemicals	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input checked="" type="checkbox"/>	<input type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Practices

	Yes	No
<p>Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."</p>		
Animal Testing	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<u>Facilities located in sensitive ecosystems</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Supply Chain Disclosures

	Yes	No
<p>Please indicate if any of the following statements are true regarding your company's significant suppliers.</p>		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Biodiversity Impact

Issue Date	Ongoing
Topic	Biodiversity impact
Summary of Issue	<p>Bonduelle Eurasia Markets is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster is part of Bonduelle's group certification, and includes 1 assessment (BIA) with operations in Russia and Kazakhstan.</p> <p>1- Bonduelle Russia (Corporate office, 3 manufacturing plants, 2 agricultural farms) & Bonduelle Kazakhstan (Corporate office).</p> <p>As an agro-food company, the company depends directly on agricultural input, and therefore operates in an industry in which biodiversity impact is a material environmental issue.</p> <p>Bonduelle Russia manages manufacturing activities for canned and frozen vegetables, as well as agricultural activities for growing vegetables as raw materials input for its own production. On the company's fields, there is the presence of regional melioration forest belts and natural landscape ecosystems nearby: gullies, rivers, ravines, and groves. Forest belts are protected by law, and there are hunting grounds for public use on the territory of the farms, which means maintaining the natural eco-environment in the required condition.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Approximately 24% of the company's material input comes directly from farms.
Impact on Stakeholders	Conventional agriculture poses a risk to local ecosystems of flora and fauna, as well as the potential degradation of cultivated land.
Implemented Management Practices	<p>Bonduelle has taken concrete steps to address its biodiversity footprint, particularly through its Regenerative Agriculture Roadmap:</p> <ul style="list-style-type: none"> • Pollinator Protection Plans deployed across cultivated

	<p>surfaces, with a target of 100% coverage by 2030</p> <ul style="list-style-type: none">• Reduction of chemical inputs and substitution with biological alternatives• Promotion of cover crops, reduced tillage, and crop diversification• Soil health monitoring• Training programs to support partner farmers in adopting agroecological practices <p>These actions are supported by internal KPIs and partnerships with external stakeholders and experts.</p>
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Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Chemical Intensive Industries

Issue Date	Ongoing
Topic	Chemical Intensive Industries
Summary of Issue	<p>Bonduelle Eurasia Markets is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster is part of Bonduelle's group certification, and includes 1 assessment (BIA) with operations in Russia and Kazakhstan.</p> <p>1- Bonduelle Russia (Corporate office, 3 manufacturing plants, 2 agricultural farms) & Bonduelle Kazakhstan (Corporate office).</p> <p>As a company that manages agricultural processes directly, Bonduelle uses agricultural crop protection products such as Fungicides, Insecticides, and Herbicides in its agricultural farms. Dosage is made in g/ha depending on the crop and product.</p> <p>The handling of agricultural crop protection products is regulated by the state and recorded in the Federal information system. The company complies with all requirements has the following practices in place:</p> <ul style="list-style-type: none"> • 100% of used empty containers from agricultural crop protection products are handed over to a specialised company for correct disposal. • All chemical manipulations are recorded. • The introduction of chemical products is carried out in compliance with all requirements and safety standards. • Dosage control is carried out at several stages by the relevant staff. • All movements of agricultural crop protection products are recorded in the Federal information systems.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the last fiscal year (2023/2024), 98.9% of the company's agricultural farms use chemical crop protection.
Impact on Stakeholders	The primary potential impacts of chemical use in agriculture are

	<p>the potential negative effects on the environment and health impacts on workers and consumers exposed to chemical ingredients.</p> <p>Risks to workers exposed to chemical ingredients are mitigated through appropriate controls, such as the use of Personal Protection Equipment (PPE), regulated dosing, and mandatory training.</p>
Implemented Management Practices	<p>The company uses biological analogues of chemical products where these analogues are available. Moreover, 110 hectares (1.1%) of the company's agriculture fields are certified for organic production, where chemicals have not been used for over 7 years.</p> <p>The company applies the following practices in order to reduce chemical input on its fields:</p> <ul style="list-style-type: none">• Combining chemical methods with agrotechnical (crop rotation, soil cultivation) and biological (use of entomophages) methods to reach maximum efficiency and minimise negative impact on the environment.• Use of cover crops (weed suppression, improving soil fertility and biodiversity).• Optimisation of the use of crop protection products. The actual needs for agricultural crop protection products processing are monitored. Quantities and terms are regulated depending on the degree of damage strictly within the permissible limits.• Pollinator protection schemes by interacting with local apiaries to eliminate the risk of bee death during treatments by agricultural crop protection products.• Improving the safety of crop protection products use (mandatory training for agro specialists, compliance with safety standards, and use of personal protective equipment).

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Energy Intensive Industries

Topic	Energy Intensive Industries
Summary of Issue	<p>Bonduelle Eurasia Markets is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster is part of Bonduelle's group certification, and includes 1 assessment (BIA) with operations in Russia and Kazakhstan.</p> <p>1- Bonduelle Russia (Corporate office, 3 manufacturing plants, 2 agricultural farms) & Bonduelle Kazakhstan (Corporate office).</p> <p>As a company that manages agricultural and industrial processes, Bonduelle operates in an industry in which energy use is a material environmental issue.</p> <p>The company utilises a mix of energy sources, such as electricity from the grid (67%), natural gas (26%), propane (7%), and a small portion of solar electricity (~1%).</p> <p>The company's primary contributors to their carbon footprint are identified within Scope 1 & Scope 2. Scope 1 & 2: These include direct and indirect emissions from industrial operations and agricultural production, while scope 3 encompasses emissions from product end-of-life, upstream agriculture, packaging, and industrial processes.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the last fiscal year (2023/2024), 100% of revenues were derived from the sale of food products.</p> <p>In the last fiscal year, the total energy consumption for the manufacturing sites was 29,113.2 GJ.</p>
Impact on Stakeholders	<p>Energy-intensive activities, such as agricultural and industrial processes, pose an environmental risk due to the related emissions derived from energy use.</p> <p>The extent of environmental impact is dependent on the energy sources utilised and the management practices in place to manage energy use.</p>

Implemented Management Practices	<p>Bonduelle is committed to near-term science-based targets (SBTi) for carbon reduction, and its detailed carbon intensity data is aligned with these targets, in order to meet its sustainability goals (more details in the company's Sustainability report linked below).</p> <p>Each site has specific energy targets aligned with its overall carbon reduction trajectory. In addition, the company has dedicated energy managers responsible for implementing action plans and investing in energy efficiency projects.</p> <p>Bonduelle at the group level has a reduction target of 38% Scopes 1 and 2 greenhouse gas (GHG) emissions by 2035 (absolute), which is validated by SBTi.</p> <p>As of now, the company has not conducted any benchmarking assessments to evaluate its energy usage or management performance in comparison to others in the sector.</p>
Report	Sustainability report (2023/2024)

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Water Intensive Industries

Issue Date	Ongoing
Topic	Water Intensive Industries
Summary of Issue	<p>Bonduelle Eurasia Markets is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster is part of Bonduelle's group certification, and includes 1 assessment (BIA) with operations in Russia and Kazakhstan.</p> <p>1- Bonduelle Russia (Corporate office, 3 manufacturing plants, 2 agricultural farms) & Bonduelle Kazakhstan (Corporate office).</p> <p>As a company that manages agricultural and industrial processes, Bonduelle operates in an industry in which water use is a material environmental issue.</p> <p>Industrial production</p> <p>At Bonduelle plants, water is used as an ingredient in the finished product (liquids and sauces) and in manufacturing processes as a way of transporting and transferring heat or cold, and to clean vegetables and production lines. As water sources, the company utilises wells (manufacturing plants in the Krasnodar region) and utility water supply (plant in the Kaluga region).</p> <p>Agro production</p> <p>In the company's farms, water is used for irrigation of the crops' production fields. The company utilises its own water extraction from the river and reservoir for agricultural purposes and well water for technical use.</p> <p>The company operates two (2) manufacturing plants and two (2) agricultural farms in the Krasnodar region, an area of low/medium water stress. The remaining two (2) manufacturing plants are located in Kaluga and Belgorod regions, areas of medium/high and high water stress, respectively.</p>

	The company continuously monitors consumption and adheres to regulatory requirements, including during periods of droughts and low groundwater levels.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the last fiscal year (2023/2024), 100% of revenues were derived from the sale of food products.</p> <p>In the last fiscal year, the company's total water consumption was 28,627,340m³.</p>
Impact on Stakeholders	<p>As a water-intensive industry, agricultural and industrial processes pose risks such as water stress or depletion of local water sources if the water used is not appropriately managed.</p> <p>The main stakeholders affected are other water users in the regions of operation, such as local water authorities & regulators, residents, other industrial plants, farmers, and the local biodiversity.</p>
Implemented Management Practices	<p>To manage their water intensity, the company has set reduction targets at both the group and entity levels (see CSR report link below for more details). Specifically, the company aims for a 30% reduction in water usage at the group level and a 35% reduction in water intensity (m³/tfp) by 2035 compared to 2020 levels.</p> <p>In agro production, Bonduelle determines the rational use of resources. The company implements practices to reduce water use: monitoring water consumption, soil moisture sensors, and weather stations for optimal irrigation.</p> <p>Regarding the intake of water from the river or reservoir, the company operates in accordance with authorisations and limits provided by local authorities.</p> <p>The use of water in the field is regulated by the needs of specific crops, depending on rain, the development phase, the moisture reserves in the soil, the weather forecast, etc. The total volume of consumption depends on crop rotation, sowing dates, precipitation during the growing season, and moisture reserves before sowing, etc.</p> <p>As of now, the company has not conducted any benchmarking assessments to evaluate its water usage or management performance in comparison to others in the sector.</p>
Report	Sustainability report (2023/2024)

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation, Arbitration, and/or Penalties

Issue Date	2022
Topic	Labour litigation related to occupational safety
Summary of Issue	<p>Bonduelle Eurasia Markets is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster is part of Bonduelle's group certification, and includes 1 assessment (BIA) with operations in Russia and Kazakhstan.</p> <p>1- Bonduelle Russia (Corporate office, 3 manufacturing plants, 2 agricultural farms) & Bonduelle Kazakhstan (Corporate office).</p> <p>An accident involving a trainee in the Shebekino plant (Belgorod) on 10 September 10th 2021. The trainee put her hand into the mechanism to fix the problem, suffering a minor hand injury. According to the standard operating procedure, the trainee was supposed to be under supervision, but was alone at the time of the accident.</p> <p>Following the accident, the employee filed a claim for compensation for moral damages in the amount of 300,000 rubles and medical expenses of 4,504 rubles in connection with the accident.</p> <p>The legal dispute was about the amount of compensation (the company did not dispute its guilt).</p> <p>According to the Court Decision of November 30, 2022, compensation was paid to the employee.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	1 employee & 1 labour litigation in the last five years.
Impact on Stakeholders	The main stakeholder affected is the company's employee who suffered physical harm due to a lack of appropriate Health & Safety measures and compliance.
Resolution	The Court Decision of November 30, 2022, established to pay a compensation of 300,000 rubles for moral damage to the employee.

Management Practices	The shift supervisor was reprimanded for the incident. To prevent such accidents, mechanical protective devices were installed on the conveyors, eliminating the possibility of entering dangerous zones.
Related Incidents	No

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other disclosures

Issue Date	2022 - 2023
Topic	Negative News (the company is the target of misinformation)
Summary of Issue	<p>During 2022-2023, Bonduelle Group was the target of a misinformation and destabilisation campaign. Specifically, the group's operations in Russia were targeted as a sponsor of the Russian army in the Russian-Ukrainian conflict through food donations. The group has formally denied this misleading information in two (2) press releases.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The company is directly implicated in the false claims and is the key affected stakeholder.
Impact on Stakeholders	The spread of misinformation online has become a severe threat to the general mass public. Information that is fake or misleading and spreads unintentionally is known as misinformation. Prior research on misinformation in social media and online has highlighted various characteristics of misinformation and interventions thereof in different contexts. The issue of misinformation has become dominant with the rise of social media, attracting scholarly attention. The word 'misinformation' was listed as one of the global risks by the World Economic Forum.
Resolution	The company has released a public statement on the issue.
Implemented Management Practices	The company has refuted the claims. For further details, please see the company's public statement on the matter linked below.
Report	Bonduelle's public statement
Related Incidents (Yes/No)	No

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Facilities located in sensitive ecosystems

Issue Date	Ongoing
Topic	The company has agricultural fields located on the site of archaeological importance.
Summary of Issue	<p>Bonduelle Eurasia Markets is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This independent certification cluster is part of Bonduelle's group certification, and includes 1 assessment (BIA) with operations in Russia and Kazakhstan.</p> <p>1- Bonduelle Russia (Corporate office, 3 manufacturing plants, 2 agricultural farms) & Bonduelle Kazakhstan (Corporate office).</p> <p>There are archaeological (burial) mounds on the Bonduelle farms' territory located in the Krasnodar region that are protected by the state. These archaeological (burial) mounds are objects of historical and cultural heritage of regional and local significance of the Krasnodar Region. Therefore, any land works (except agriculture-related activities) require preliminary approval by authorities to exclude the risk of damaging the burial mounds.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>Within 10,000 ha cultivated, there are approximately. 231 ha (~2%) with archaeological mounds:</p> <ul style="list-style-type: none"> • On a land plot of 3,133 hectares, there are 21 archaeological monuments (a total area of approx. 157 hectares). • On a land plot of 2,869 hectares, there are 10 archaeological monuments and 3 burial mounds with a protection zone on the land plot (a total area of approximately 74.8 hectares).
Impact on Stakeholders	Impact and damage to protected archaeological sites has a wide-ranging impact that affects a variety of stakeholders. The effects can be cultural, economic, scientific, and social, including archaeologists and the scientific community, local

	communities, government agencies and cultural heritage authorities, the local tourism industry, and current and future generations.
Implemented Management Practices	<p>In the Krasnodar region, burial mounds are objects of archaeological heritage and are protected by law.</p> <p>Despite not having restrictions for soil cultivation, before carrying out any work near or on the territory of burial mounds, Bonduelle has to obtain permits from authorised bodies.</p> <p>Any construction or repair works can only be realised after approval by the archaeological state body.</p>



Bonduelle HQ & BELL **(Bonduelle Europe Long Life)** **Emerging Markets**

Disclosure Report

Date Submitted: November 14th, 2025

Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.

Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Practices

	Yes	No
<p>Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."</p>		
Animal Testing	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<u>Conduct Business in Conflict Zones</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Supply Chain Disclosures

	Yes	No
<p>Please indicate if any of the following statements are true regarding your company's significant suppliers.</p>		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Biodiversity Impact

Issue Date	Ongoing
Topic	Biodiversity impact
Summary of Issue	<p>Bonduelle HQ & BELL (Bonduelle Europe Long Life) Emerging Markets (Central & East Europe), is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This certification cluster is the last independent certification within Bonduelle's group certification, which includes two assessments and spans operations in Hungary, Romania, Ukraine, the Czech Republic, Poland, and Lithuania.</p> <ol style="list-style-type: none">1. Bonduelle France (HQ/ Corporate office)2. Bonduelle Hungary (3 manufacturing plants & 2 corporate offices), Bonduelle Romania (1 corporate office), Bonduelle Ukraine (1 corporate office), Bonduelle Czech Republic (1 corporate office), Poland (2 manufacturing plants & 1 corporate office), and Lithuania (1 corporate office). <p>As an agro-food company, the company depends directly on agricultural input, and therefore operates in an industry in which biodiversity impact is a material environmental issue.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Aproximately 36.2 % of purchases from BELL Central & Eastern Europe come directly from farmers and suppliers.
Impact on Stakeholders	Conventional agriculture poses a risk to local ecosystems of flora and fauna, as well as the potential degradation of cultivated land.
Implemented Management Practices	<p>Bonduelle has taken concrete steps to address its biodiversity footprint, particularly through its Regenerative Agriculture Roadmap:</p> <ul style="list-style-type: none">• Pollinator Protection Plans deployed across cultivated surfaces, with a target of 100% coverage by 2030• Reduction of chemical inputs and substitution with biological alternatives

- Promotion of cover crops, reduced tillage, and crop diversification
- Soil health monitoring
- Training programs to support partner farmers in adopting agroecological practices

These actions are supported by internal KPIs and partnerships with external stakeholders and experts.

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Energy Intensive Industries

Topic	Energy Intensive Industries
Summary of Issue	<p>Bonduelle HQ & BELL (Bonduelle Europe Long Life) Emerging Markets (Central & East Europe), is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This certification cluster is the last independent certification within Bonduelle's group certification, which includes two assessments and spans operations in Hungary, Romania, Ukraine, the Czech Republic, Poland, and Lithuania.</p> <ol style="list-style-type: none"> 1. Bonduelle France (HQ/ Corporate office) 2. Bonduelle Hungary (3 manufacturing plants & 2 corporate offices), Bonduelle Romania (1 corporate office), Bonduelle Ukraine (1 corporate office), Bonduelle Czech Republic (1 corporate office), Poland (2 manufacturing plants & 1 corporate office), and Lithuania (1 corporate office). <p>As a company that manages agricultural and industrial processes, Bonduelle operates in an industry in which energy use is a material environmental issue.</p> <p>The company's primary contributors to their carbon footprint are identified within Scopes 1, 2, and 3: Scope 1 & 2: These include direct and indirect emissions from industrial operations. Scope 3 encompasses emissions from product end-of-life, upstream agriculture, packaging, and industrial processes.</p> <p>The company utilises a mix of energy sources.</p> <p>In Poland, the energy mix consists of approximately 54% electricity, 44% gas, and 2% liquefied petroleum gas (LPG).</p> <p>In Hungary, the energy mix is approximately 22% electricity, 65% gas, 10% biogas from wastewater treatment plants, and 3% LPG.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the last fiscal year (2023/2024), 100% of revenues were derived from the sale of food products.</p> <p>In the last fiscal year, the total energy consumption for the manufacturing sites was 270,564 GJ.</p>
Impact on Stakeholders	<p>Energy-intensive activities, such as agricultural and industrial processes, pose an environmental risk due to the related</p>

	<p>emissions derived from energy use. The extent of environmental impact is dependent on the energy sources utilised and the management practices in place to manage energy use.</p>
Implemented Management Practices	<p>Bonduelle is committed to near-term science-based targets (SBTi) for carbon reduction, and its detailed carbon intensity data is aligned with these targets, in order to meet its sustainability goals (more details in the company's Sustainability report linked below).</p> <p>Each site has specific energy targets aligned with its overall carbon reduction trajectory. In addition, the company has dedicated energy managers responsible for implementing action plans and investing in energy efficiency projects, often supported by public funding. Bonduelle at the group level has a reduction target of 38% Scopes 1 and 2 greenhouse gas (GHG) emissions by 2035 (absolute), which is validated by SBTi.</p> <p>Energy management is integrated into the Environmental and Social Management (ESM) program, certified under ISO 14001, with the three factories in Hungary also certified under ISO 50001. The cluster has an environmental policy target to reduce energy consumption by 10% by the 2034/35 season compared to the 2019/20 baseline.</p> <p>Best practices include daily energy monitoring and analysis, measuring separate areas to identify deviations, the progressive implementation of remote measurement systems, the installation of frequency variators on motors, automation modifications, and annual investments to enhance energy efficiency. Solar energy projects are being developed in both countries: in Poland, a 1000 kWp installation is underway, accounting for 3.4% of total energy use and 8.3% of electricity consumption, with work scheduled to commence in August 2025. In Hungary, solar systems with a capacity of 950 kWp each are being installed at both sites. Electricity is contracted with guarantees of origin.</p> <p>As of now, the company has not conducted any benchmarking assessments to evaluate its energy usage or management performance in comparison to others in the sector.</p>
Report	<u>Sustainability Report (2023/2024)</u>

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Water Intensive Industries

Topic	Water Intensive Industries
Summary of Issue	<p>Bonduelle HQ & BELL (Bonduelle Europe Long Life) Emerging Markets (Central & East Europe), is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This certification cluster is the last independent certification within Bonduelle's group certification, which includes two assessments and spans operations in Hungary, Romania, Ukraine, the Czech Republic, Poland, and Lithuania.</p> <ol style="list-style-type: none">1. Bonduelle France (HQ/ Corporate office)2. Bonduelle Hungary (3 manufacturing plants & 2 corporate offices), Bonduelle Romania (1 corporate office), Bonduelle Ukraine (1 corporate office), Bonduelle Czech Republic (1 corporate office), Poland (2 manufacturing plants & 1 corporate office), and Lithuania (1 corporate office). <p>As a company that manages agricultural and industrial processes, Bonduelle operates in an industry in which water use is a material environmental issue.</p> <p>At Bonduelle manufacturing plants, water is used as an ingredient in the finished product (liquids and sauces) and in the manufacturing processes as a way of transporting and transferring heat or cold, and to clean vegetables and production lines.</p> <ul style="list-style-type: none">• Both Poland & Hungary entities use 100% of well water for manufacturing activities. <p>In Hungary, two (2) manufacturing plants are located in areas with low water stress and one (1) plant in an area of low/medium stress. In Poland, the factory located in Ruchoice is located in an area of high water stress, while the other factory is located in located in an area of medium/high water stress.</p> <p>The company continuously monitors consumption and adheres to regulatory requirements, including during periods of droughts and low groundwater levels.</p>

Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	
	<p>In the last fiscal year (2023/2024), 100% of revenues were derived from the sale of food products.</p> <p>For BELL Central & East Europe's manufacturing sites, the total water consumption (reporting year 23/24) is:</p> <ul style="list-style-type: none"> • Poland: 512, 639 m³ • Hungary: 662,549 m³
Impact on Stakeholders	<p>As a water-intensive industry, agricultural and industrial processes poses risks such as water stress or depletion of local water sources if water used is not appropriately managed.</p> <p>The main stakeholders affected are other water users in the regions of operation, such as local water authorities & regulators, residents, other industrial plants, farmers, and the local biodiversity.</p>
Implemented Management Practices	<p>To manage their water intensity, the company has set reduction targets at both the group and entity levels (see CSR report link below for more details). Specifically, the company aims for a 30% reduction in water usage at the group level and a 35% reduction in water intensity (m³/tfp) by 2035 compared to 2020 levels.</p> <p>The company incorporates water management into its Environmental and Social Management (ESM) program, which is certified under ISO 14001. Initiatives include the partial collection and use of rainwater, the reuse of treated wastewater, and a continuous reduction of groundwater extraction through industrial investments. Each site operates under specific water permits that outline maximum withdrawal volumes, conducts daily analyses of consumption, performs annual water table testing in wells, and oversees the infrastructure and water supply network. Each site aims for a 5% annual reduction in water withdrawal compared to the previous year.</p> <p>As of now, the company has not conducted any benchmarking assessments to evaluate its water usage or management performance in comparison to others in the sector.</p>
Report	Sustainability Report (2023/2024)

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: On-Site Fatality

Issue Date	August 2023
Topic	On-the-job fatality due to a pipe failure.
Summary of Issue	<p>Bonduelle HQ & BELL (Bonduelle Europe Long Life) Emerging Markets (Central & East Europe), is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This certification cluster is the last independent certification within Bonduelle's group certification, which includes two assessments and spans operations in Hungary, Romania, Ukraine, the Czech Republic, Poland, and Lithuania.</p> <ol style="list-style-type: none"> 1. Bonduelle France (HQ/ Corporate office) 2. Bonduelle Hungary (3 manufacturing plants & 2 corporate offices), Bonduelle Romania (1 corporate office), Bonduelle Ukraine (1 corporate office), Bonduelle Czech Republic (1 corporate office), Poland (2 manufacturing plants & 1 corporate office), and Lithuania (1 corporate office). <p>The company has experienced one fatal accident in the last five years. This incident took place in August 2023 at the Békéscsaba factory (Hungary) when an employee suffered an accident caused by a pipe failure, which ultimately led to their death in the hospital.</p> <p>The incident was reported to labor authorities, the police, and the labor court.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Over the past five years, the company has had one on-the-job fatality involving one employee.
Impact on Stakeholders	Loss of life experienced by the deceased person and the related loss experienced by their family.
Resolution	Investigations were concluded with a settlement and compensation arranged for the employee's family, finalized in November 2024.
Implemented Management Practices	The following safety corrective actions have been implemented at the Békéscsaba factory:

	<ol style="list-style-type: none">1. Safety grids were installed over the hot water pipe tunnels, which can be opened with a tool.2. Elbows were added to the drainage pipes to prevent inadvertent splashing.3. Mobile and fixed safety gates were installed around the two OHS equipment to prevent unauthorized access to the hazardous area.4. Red floor paint was applied around the two OHS equipment to draw attention to the hazardous area.5. Pictograms were placed on the machine covers to indicate the present hazards.6. A detailed work instruction and a hazard map were created and posted in the OHS area.7. Special hazards related to the OHS area were emphasized during the annual safety training.8. Unauthorized access to the OHS area is strictly prohibited, as stated in the plant's Internal Rules.
Related Incidents (Yes/No)	No

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Recalls

Issue Date	June-September 2020
Topic	Voluntary Recalls
Summary of Issue	<p>Bonduelle HQ & BELL (Bonduelle Europe Long Life) Emerging Markets (Central & East Europe), is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This certification cluster is the last independent certification within Bonduelle's group certification, which includes two assessments and spans operations in Hungary, Romania, Ukraine, the Czech Republic, Poland, and Lithuania.</p> <ol style="list-style-type: none">1. Bonduelle France (HQ/ Corporate office)2. Bonduelle Hungary (3 manufacturing plants & 2 corporate offices), Bonduelle Romania (1 corporate office), Bonduelle Ukraine (1 corporate office), Bonduelle Czech Republic (1 corporate office), Poland (2 manufacturing plants & 1 corporate office) and Lithuania (1 corporate office). <p>In the last five years, BELL Central & East Europe has experienced recalls related to the following products: Mexican kidney beans, white beans spicy tomato, white curry beans (bon menu curry), & black beans under the brands Bonduelle and Freshona.</p> <p>The company has detected a welding defect on cans from a Hungarian supplier that was used on the Hungarian manufacturing process. The defect was punctual and could lead to a loss of tightness and instability. After risk analysis, the conclusion was that the defect affected 1% of the cans, potentially leading to product contamination, can explosion, or product leak.</p> <p>Therefore, the company has decided to block products packaged with the defective material and recall products that were already in distributors' possession.</p> <p>The company recalled in total 4,506 packages of 12 units in the following countries: Bosnia and Herzegovina, Bulgaria, the</p>

	Czech Republic, Hungary, Estonia, Croatia, Lithuania, Latvia, Poland, Romania, & Slovenia.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The recalls represent 0,03% of BELL Central & East Europe's production in that fiscal year
Impact on Stakeholders	None of the recalls resulted in consumer illness or injury.
Implemented Management Practices	<p>The following corrective actions have been implemented:</p> <ul style="list-style-type: none"> • Upstream traceability to identify the pallets concerned (products, cans, packages) • Downstream traceability to identify the quantities and customers concerned • Risk analysis of consumer exposure • Sorting of the affected products • Notification to the customers concerned and to the authorities. • Launch of recall & destruction of the wrong products. <p>Management practices:</p> <ul style="list-style-type: none"> • Audits in suppliers' factories every 3 years • Quality check improvement process on the pack material upon receipt.
Related Incidents (Yes/No)	No

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Operations located in Conflict Zones

Issue Date	2022
Topic	The company operates in Conflict Zones
Summary of Issue	<p>Bonduelle HQ & BELL (Bonduelle Europe Long Life) Emerging Markets (Central & East Europe), is part of Bonduelle, a fresh, frozen, and canned vegetable multinational company. This certification cluster is the last independent certification within Bonduelle's group certification, which includes two assessments and spans operations in Hungary, Romania, Ukraine, the Czech Republic, Poland, and Lithuania.</p> <ol style="list-style-type: none"> 1. Bonduelle France (HQ/ Corporate office) 2. Bonduelle Hungary (3 manufacturing plants & 2 corporate offices), Bonduelle Romania (1 corporate office), Bonduelle Ukraine (1 corporate office), Bonduelle Czech Republic (1 corporate office), Poland (2 manufacturing plants & 1 corporate office), and Lithuania (1 corporate office). <p>Through this cluster, the company has operations in Ukraine. According to the Global Conflict Tracker, Ukraine is currently classified as a conflict zone due to the Russia-Ukraine conflict</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the last fiscal year (2023), 0.4% of this cluster's revenues came from a conflict zone.
Impact on Stakeholders	<p>Business activities located in conflict zones are considered high-risk as they are more likely to cause or contribute to the conflict and/or sociopolitical instability.</p> <p>Countries classified as conflict zones are more likely to have a weak rule-of-law or a corrupt judicial system, which could undermine the effectiveness of operational grievance mechanisms for these businesses and their suppliers. In addition, the safety of the company's workers and other potential human rights violations are at risk.</p>
Implemented Management Practices	Bonduelle Group applies due diligence procedures to assess legal, operational, and supply chain risks. Business activities

	<p>are reviewed to ensure alignment with applicable laws, including international sanctions, trade regulations, and Bonduelle Group's anti-corruption policies. On the latter, employees have completed the global anti-corruption training and adhere to the group's Anti-Corruption Code.</p> <p>Regarding health and safety, the company prioritises the well-being of employees in Ukraine. During critical periods, all employees who wished to relocate were supported, and arrangements were made for transfers abroad for the long term. The remaining employees in Ukraine benefit from private healthcare and life insurance.</p> <p>Lastly, communication in Ukraine is managed at the global level as part of crisis communication protocols.</p>
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