



October 2025

Bonduelle EurAsia Markets - Business Operations in Russia & Belarus

In response to Russian-Ukraine conflict, B Lab has implemented additional requirements for companies with business operations in Russia and/or Belarus. As Bonduelle EurAsia Markets has business operations in Russia or Belarus, the company is required to meet such requirements outlined below in order to move forward with certification.

B Lab is implementing a **phase-in approach** composed of **(1) requirements applicable immediately and (2) requirements to be met by recertification**.

1. Respond to questionnaire (Annex I)

B Lab will require companies with operations (including subsidiaries and business partners) in Russia or Belarus to respond to the questionnaire in Annex I. The questions assess a company's ability to implement heightened human rights due diligence in line with UNGP and UNDP's guide on conflict-affected areas. The questions are designed to assess companies' ability to analyze changes in this context and to act accordingly, their willingness to ensure their own human rights commitments are respected, and their ability to identify tipping points, or stages of the conflict that would trigger specific decision-making by the company.

2. Implement heightened due diligence

B Lab will require for companies to publicly commit to have implemented heightened due diligence by the date of their next recertification, or within 36 months, whichever is later. Heightened due diligence is an **internationally-recognized best practice** and B Lab recognizes that implementing it meaningfully takes time. Within corporate contexts, the level of maturity on heightened human rights due diligence remains low and requesting companies to implement adequate processes in a short time would invariably lead to inadequate application, be irresponsible and/or result in claims of green/cause-washing.

With the publication of this disclosure, B Lab confirms that the company is currently meeting the above requirements. The company's responses to the Questionnaire can be reviewed below. If you or someone you know is aware of any specific practices of this company related to their Business Operations in Russia or Belarus that have had a negative impact, and that may constitute a violation of the B Corp standards, please contact us via our [public complaints procedure](#).

Company Responses to Questionnaire

Company Reaction to Russian-Ukraine conflict

The company has been operating in Russia for over 25 years, employing more than 1,000 people and producing basic foodstuffs, including canned peas, corn, and beans, in three local factories. Their products not only serve Russian consumers but also reach 90 million consumers in neighboring countries such as Georgia, Armenia, Azerbaijan, Belarus, Kazakhstan, and Central Asia.

Guided by their mission and sense of responsibility as an agro-industry, the company has decided to ensure the continuity of their activities in Russia, adhering to international sanctions and upholding their values. The agricultural, food, and pharmaceutical sectors are not affected by European sanctions against Russia.

The company's operations are built on long-term agricultural practices; for nearly 20 years, they have been farming 10,000 hectares and collaborating with agricultural partners. They believe they have a responsibility to their partners, employees, and their families. Their aim is to guarantee the continuity of agricultural and food supply chains, supported by major international organizations such as the Food and Agriculture Organization of the United Nations (FAO).

To ensure that the company identifies human rights risks related to its activities in Russia, it has committed to operating without compromising its values. The ongoing conflict has not undermined this commitment to ethical operations and regulatory compliance. As a result, no changes to their operating methods have been implemented due to the conflict, and they continue to operate without interruption from the pre-war context.

The company has established a process to monitor its actions regarding governance, particularly in relation to its risk and compliance program. Their business model is pacifist and apolitical, with a core aim of providing a healthy, sustainable, and affordable plant-based diet.

Since the Russian-Ukraine conflict in February 2022, Bonduelle, in line with the Sapin 2 French law and its vigilance program, has developed a third-party assessment process. This process evaluates suppliers and providers by scoring them on various risk criteria before they are referenced. To operate in Russia, the company must comply with local regulations; the controls and verifications of their activities have remained consistent for years and have not changed since the onset of the war.

From this conflict, the company has learned key lessons regarding the critical importance of proactive risk identification and continuous monitoring through a comprehensive vigilance plan. Additionally, their experience has underscored the necessity of clear and transparent communication with all stakeholders. Maintaining open channels of dialogue with employees, suppliers, and partners ensures that expectations are aligned and that any concerns are promptly addressed. This transparency builds trust and reinforces the company's commitment to ethical business practices.

Human Rights Due Diligence

In the event of a new conflict affecting company operations, the safety and well-being of employees will be the top priority. The company will refrain from engaging in conjectures or speculative assessments regarding potential future conflicts and will instead focus on current, factual situations to guide its actions. The company is committed to pursuing its mission while ensuring the continuous safety of its workers.

During the fiscal year 2023-2024, the Bonduelle Group continued its operations in Russia through its local subsidiaries, prioritizing employee safety and compliance with international sanctions. In this regard, the group received exemptions from the Direction Générale du Trésor in June 2024, which allowed it to maintain its activities in Russia. The plant located in the Belgorod region remained shut down throughout the fiscal year, and alternative solutions established in 2022-2023 were maintained. The group is actively monitoring this situation, requiring ongoing reassessment of operational conditions. Crisis units convene regularly to evaluate the impact of the situation on the company's activities, especially in Russia.

Human rights considerations fall within the scope of the company's legal team and are integrated into the company's governance and risk management framework. This ensures that all business decisions adhere to their standards of human rights and ethical practices. The legal team collaborates closely with operational teams to ensure strict compliance with international sanctions and regulations, providing essential expertise to guide the strategic initiatives.

Regarding the development of new activities in high-risk zones, any new initiatives will be rooted in the company's commitment to human rights, employee safety, and strict compliance with international regulations.