

B Lab Statement on Danone Group's Baseline Requirements

B Lab's independent Multinational Standards Advisory Council determined that to become a Certified B Corp, companies with \$5 billion or more in revenue must meet minimum baseline requirements in addition to the other certification requirements (i.e. adopting stakeholder governance, overall verified score over 80 on B Impact Assessment, passing Disclosure Review process for controversial issues). These additional requirements recognise that the overall scale and influence of these companies also entail higher obligations to society and are designed to ensure that B Corp Certified multinationals have strong records of performance on important aspects of their social and environmental performance in addition to achieving a score of 80 or above on the B Impact Assessment.

In December 2021, the [Guidelines for Acceptance for the Baseline Requirements](#) were created to provide transparency for stakeholders into the processes that both the B Lab Large Enterprise team and the MNC SAC will use to determine whether a company is meeting the Baseline Requirements or not. As companies undergo a formal review by the MNC SAC, these Guidelines ensure consistency in the review process and the creation of precedents that demonstrate concrete actions that companies can undertake to meet each individual Baseline Requirement.

On October 15th, 2024, the Multinational Standards Advisory Council determined that Danone Group's actions meet the Baseline Requirements. Danone Group's Baseline Requirements will be reviewed, including progress on their Aspirational Goals.

This Baseline Requirements disclosure, issued in July 2025, is part of Danone Group's full B Corp certification process scheduled for 2025. Please note that since B Lab approved Danone's Baseline Requirements in 2024 after several months of review, some of the information outlined below might have since evolved. Therefore, updates will be provided under each section to reflect the most current status.

Summary of Company – Danone Group

Danone founded in 1919 and headquartered in France is a food and beverages manufacturer of dairy and plant-based products, waters and specialised nutrition. Danone operates throughout Europe, Africa, Middle East, North America, Latin America and Asia Pacific and employs up to 90,000 employees. Danone's portfolio includes brands such as Actimel, Activia, Alpro, Aptamil, Danette, Danio, Danonino, evian, Nutricia, Nutrilon, Volvic etc.

Company Actions towards meeting the Baseline Requirements

1. Reporting: An annual, comprehensive impact report transparent to the public using a third-party standard (GRI, BIA, etc).

Danone releases a [comprehensive online annual report for 2023](#) that is transparent to the public. The company also releases an [Exhaustive Extra Financial Data Report](#) which is set to the GRI framework¹.

Update in July 2025: Danone releases and updates its impact reportings on an annual basis; see updated links to the [2024 Exhaustive Extra Financial Data Report](#) and [the 2024 Integrated Annual Report](#).

2. Materiality Assessment: A transparent materiality assessment and stakeholder engagement process, conducted on a regular basis (minimum every other year with mechanisms for intermediate updates as appropriate), and used to identify relevant megatrends and material topics to the company, that includes a transparent grievance / complaint mechanism, and that is overseen by the Board of Directors.

Danone conducts a formal materiality analysis every three years, and the most recent analysis was conducted in 2021². The company adopted a three-step process methodology to (1) identify the topics that are connected to Danone's business and stakeholders' interests; (2) assess the material topics through a global consultation with more than 380 internal and external stakeholders, including more than 230 external and local stakeholders (national authorities, NGO representatives, academics, experts, suppliers, investors, etc.); (3) define the key topics that Danone must address as priorities. Danone has published the methodology and outcomes of the materiality assessment, which is publicly available in the [2023 Universal Registration Document](#). Between materiality assessments, Danone maintains several channels to collect regular, transparent and honest feedback from stakeholders to feed into its strategy and address key concerns. Examples include regular meetings with Union representatives at different levels within the company, including board member level; annual anonymous employee surveys and engagement polls, an open dialogue with a number of NGOs with whom we work or that are part of our ecosystem (Ellen McArthur Foundation, ATNI, FoodWatch, WWF, Client Earth, etc). They also have a public grievance mechanism in the form of the [Danone Ethics Line](#) and issues related to suspected environmental and human rights, among others, are monitored and investigated where necessary. The CSR Committee a subcommittee of the Board¹ is responsible for the review of the reporting and non-financial control systems as well as the results of non-financial information disclosed by Danone².

¹ The Audit Committee, a subcommittee of the Board is additionally responsible for overseeing non-financial information. The Audit Committee is responsible for monitoring the sustainability reporting process and the mandates, works and independence of the sustainability auditors.

² [URD, Page 165](#)

Update in July 2025: Between 2023 and 2024, Danone's materiality assessment was updated in order to meet new regulatory requirements based on the European Corporate Sustainability Reporting Directive (CSRD) and the associated European Sustainability Reporting Standards (ESRS) published in the Official Journal of the EU in December 2023, which require sustainability reporting to be based on the double materiality concept. Danone used a 3-step approach: (1) identification of relevant sustainability topics based on desk research and (2) identification of associated impacts, risks and opportunities with insights from internal and external experts, (3) validation of the material impacts, risks and opportunities with the Danone Impact Journey leaders, with the Global Engagement Committee, and with the Board of Directors. The detailed process and Danone's double materiality assessment are available in Danone's [Universal registration document - Annual financial report 2024](#), Chapter 5.

3. Materiality Issue Management: Management strategies on the most material issues relevant to the business that are overseen by the Board of Directors, and includes specific, aspirational performance goals, and demonstrated progress towards those goals. Management strategies and performance goals must be made transparent to stakeholders.

A list of Danone's Aspirational Goal Review is as follows³:

Goal 1: Danone is committing to maintaining the healthiness of its product portfolio by 2025.

To achieve this goal, Danone is committing:

- To maintain ≥85% of its Volumes of dairy, plant-based, water, and aqua drinks rated ≥ 3.5 stars by the Health Star Rating system by 2025.

Goal 2: Danone is committing to net zero emissions by 2050.

To achieve this goal, Danone is committing:

By 2025:

- To source 30% of its key ingredients directly from farms that have begun to transition to regenerative agriculture

By 2030:

- To reduce by 30% its methane emissions from fresh milk
- To reduce its CO2 emissions in line with 1.5C SBTi

By 2050

- To achieve net zero emissions

Goal 3: Danone is committing to packaging that is 100% circular, and low carbon, keeping materials in use and out of nature.

To achieve this goal, Danone is committing:

By 2030:

- To have 100% reusable, recyclable or compostable packaging

By 2040:

- To halve the use of virgin fossil-based packaging by 2040, with a 30% reduction by 2030 from a 2020 baseline, accelerating reuse and recycled materials

Goal 4: Danone is committing to preserve and restore watersheds where it operates and drive water footprint reduction across its value chain, while enhancing access to safe drinking water.

To achieve this goal, Danone is committing:

By 2025:

- To provide positive hydration for a healthier life, by supporting social businesses that provide 20 million people with access to safe drinking water

By 2030:

- To implement watershed preservation and restoration plans for 100% of in its production sites located in highly water-stressed areas.

Update in July 2025: The goals presented above reflect Danone's sustainability strategic plan, in line with [the Danone Impact Journey](#) 2025 targets. As we approach the end of 2025, Danone Impact Journey's targets are currently being updated.

4. Tax & Government Affairs Disclosure: A disclosure statement on the company's tax philosophy / approach and government affairs (lobbying / advocacy) including the company's overall effective tax rate, that is overseen by the Board of Directors.

Danone publicly discloses its annual effective tax rate³ and has a publicly available [Tax Policy](#) from 2020, that outlines the company tax strategy including its alignment with organisational values, relationship with tax authorities, company approach to tax risk and compliance, accountability and third party tax assurance. Tax is also included as a topic in the company's materiality assessment. Danone also supports the OECD BEP's initiative and endorses the [B Team Responsible Tax Principles](#). They released a [tax transparency report](#) in 2022. The Audit Committee of the Board of Director oversees the Tax Policy and updates the Board of Directors fully and completely on main tax matters on an annual basis⁴

Danone has a publicly available [Advocacy Policy](#) and [Integrity Policy](#) that outlines their position on lobbying and advocacy, political donations, conflict of interest, corruption and bribery, revolving door policy, trade associations, reporting of government affairs-related information, accountability and third-party assurance. Danone's Advocacy Policy is overseen by the CSR Committee which is a sub-committee of the [Board of Directors](#).

Update in July 2025: Danone has released an updated [tax transparency report in 2023](#).

³ [URD, page 52](#)

⁴ [URD, page 323](#)

5. Human Rights Policy: A specific human rights policy that is overseen by the Board of Directors, and includes EITHER an explicit commitment to key human rights covenants (including the UN Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, and ILO Principles), OR identifies the most salient human rights issues relevant to the business and its overall operations through a human rights risk assessment.

Danone has a publicly available [Human Rights Policy](#) which states its explicit commitment to upholding the Universal Declaration of Human Rights, The United Nations Guiding Principles on Business and Human Rights and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work. Danone confirmed that the CSR committee a subcommittee of the Board of Directors is responsible for overseeing the Human Rights policy⁵. Danone has also publicly published its identified [salient human rights issues](#).

⁵ [URD. page 325](#)