
SUSTAINABILITY PRINCIPLES



SUSTAINABILITY & ETHICAL PRINCIPLES

1. FUNDAMENTAL SOCIAL PRINCIPLES

The 7 social principles below refer to the international labour standards defined by the International Labour Organisation:

1.1 Child labour:

The Supplier does not employ children aged under 15.

If the law sets a higher minimum working age or compulsory schooling is to a higher age, it is this limit that applies.

Educational programs and training are not included in this limitation.

1.2 Forced labour:

The Company does not use forced or compulsory labour, meaning any work or service performed under threat or that is not consented to by the person concerned.

This refers to the three following Principles:

Every worker should have freedom of movement and freedom to leave employment subject to normal contractual provisions. The ability of workers to move freely should not be restricted by the Company through physical restriction (confinement) abuse, practices such as retention of passports and valuable possessions, threat of reporting illegal workers to the authorities or the menace of any form of penalties.

No worker should pay for a job. Fees and cost associated with recruitment and employment should be paid by the employer, not the employee (Employer Pays Principle).

No worker should be indebted or coerced to work. Workers should work freely, aware of the terms and conditions of their work in advance, and paid regularly as agreed. No worker should be indebted to work as a result of excessive recruitment fees, unauthorized deductions from wages, disciplinary measures, fines or inflated prices for company goods, tools or uniforms.

1.3 Discrimination:

With due regard for applicable law, the Supplier refuses to engage in any discriminatory practices.

Discrimination means any distinction, exclusion or preference limiting equality of opportunity or treatment. It may be based on race, color, sex, sexual orientation, religion, political opinion, age, nationality, family obligations or other considerations.

1.4 Freedom of association and right to collective bargaining:

The Supplier recognizes and respects employees' freedom of association and their right to freely choose their representatives.

The Supplier also recognizes employees' right to collective bargaining.

The Supplier ensures that employee representatives do not suffer any discrimination.

1.5 Health care and safety at work:

The Supplier ensures that the workplace and its environment do not endanger the physical integrity or health of employees.

Action to reduce the causes of accidents and improve working conditions is the object of ongoing programs. Sanitary equipment, canteens and housing provided to employees are built and maintained in accordance with applicable legal requirements.

As a minimum, the Supplier must provide employees with drinking water, clean toilets in adequate numbers, adequate ventilation, emergency exits, proper lighting and access to medical treatment.

1.6 Working hours:

The Supplier must ensure that national applicable legal restrictions on working hours, including overtime, are complied with. Employees have at least one day off each week, apart from exceptional circumstances and for a limited period.

1.7 Pay:

The Supplier ensures that:

- No wage is lower than the applicable legal minimum
- All employees receive a pay slip
- Employees receive a decent wage as compared to standard pay practices in their country
- Wage rates for overtime are in all cases higher than for normal hour

2. FUNDAMENTAL ENVIRONMENTAL PRINCIPLES

2.1 PRESERVATION OF RESOURCES

PRODUCTION

The Supplier shall work on minimising the consumption of energy coming from all the sources. It will develop the use of renewable energy.

PACKAGING

The Supplier shall work on minimising product's packaging for optimising the product service (Eco-conception). To do so, the Supplier shall privilege the recycled raw materials, contribute to developing recycling and recycling fields.

LOGISTICS

The Supplier shall optimise transportation to reduce fuel consumption.

3. WATER

The Supplier shall minimise the water consumption.

CHEMICALS

The Supplier shall reduce the use of chemicals and fertilisers and exclude the use of chemicals and fertilisers which are hazardous to the health of consumers.

CLIMATE CHANGE & GREENHOUSE GASES EMISSIONS

The Supplier shall work at measuring direct and indirect greenhouse gases emissions of its different activities. The Supplier shall work at minimising its overall greenhouse gases emissions.

ENVIRONMENTAL MANAGEMENT

The Supplier shall work at measuring and controlling its environmental risks.

The Supplier shall work at measuring its transported, imported and hazardous wastes according to the Basel Convention.

The Supplier shall aim to put in place the environmental management system recognized by national/international authorities.

ANIMAL TESTING

Suppliers who provide either milk or meat to Danone should incorporate measures to protect the welfare of their livestock. Animal testing should not be performed if another scientifically satisfactory method of obtaining the result sought, not entailing the use of an animal, is reasonably and practically available.

4. ETHICAL PRINCIPLES

Danone expects the Supplier, its agents and its sub-contractors, to be familiar with and comply with all applicable legal and contractual obligations relating to their business activities, including these Ethical Principles.

Supplier selection process and conflicts of interest

The Supplier shall cooperate and provide background information for the purpose of integrity screening as part of the selection and monitoring process. The Supplier shall declare any potential conflict of interest to us prior to the start of the selection process and at any time during the business relationship.

Anti-bribery and corruption, money laundering, competition law and international trade sanctions

The Supplier shall abide by all applicable anti-corruption, money laundering, international trade sanctions, data privacy and competition laws.

The Supplier shall not engage in any form of bribery or corruption to obtain an unfair or improper advantage, whether actual or perceived.

The Supplier shall not participate in activities which could prevent competition.

The Supplier shall not have dealings with restricted parties (in accordance with international trade sanctions law).

Gifts and hospitality

The Supplier is prohibited from offering gifts or hospitality above a nominal value to Danone employees, Danone customers or other relevant stakeholders (such as government officials) when working on behalf of Danone. Any gifts offered must be of a purely nominal value and must not be intended (or able to be perceived as such) to influence a business decision. Hospitality offered must be linked to business purposes, must be of an appropriate value and must not be intended (or able to be perceived as such) to influence a business decision. No gifts or hospitality may be offered during tender or contractual negotiations.

5. RAISING A CONCERN

Should anyone have any concerns regarding the Sustainability and Ethical Principles or its application please speak directly to your contact at Danone.

If you would prefer to report a concern confidentially through another channel we also have a dedicated reporting tool available called DANONE ETHICS LINE (www.danoneethicsline.com). This tool can also be used anonymously. Anyone who genuinely reports a concern shall be protected from retaliation

