

## SUSTAINABLE DEVELOPMENT POLICY

Fruit d'Or's mission is to offer berries and their by-products in an ecological perspective to reduce its environmental footprint. Since its creation, based on ecological foundations, Fruit d'Or has been working to improve its practices while respecting and advancing the standards of the environment and sustainability. The company wants to act as a responsible corporate citizen towards its employees, customers, suppliers, partners and the community.

### 1. Definitions

The company recognizes the following definitions of sustainable development:

- The *Brundtland Report's* definition of "Our Common Future" from the work of the United Nations Commission on Environment and Development of 1987: "Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs";
- The definition adopted by the Quebec government in the *Sustainable Development Act* of 2016: "Sustainable development" means development that meets the needs of the present without compromising the ability of future generations to meet their own needs. Sustainable development is based on a long-term approach which takes into account the inextricable nature of the environmental, social and economic dimensions of development activities".

### 2. Guiding principles

This policy is based on the principles established by the *Sustainable Food Trade Association (SFTA)*, an association dedicated to supporting members of the organic food industry in the adoption of sustainable and innovative business practices:

- Organic practices and land use
- Distribution and supply
- Energy consumption
- Climate change and atmospheric emissions
- Consumption and quality of water
- Reduction of waste
- Packaging and marketing
- Human resources
- Education for sustainable development
- Governance and local involvement

### 3. Field of application

The Policy applies to all employees of the company. It also helps to communicate the company's direction to customers, suppliers, partners and the community.

#### 4. Objectives of the Policy

This policy is a reference framework for Fruit d'Or to implement its commitment to sustainable development. The company has identified 5 strategic priorities:

- Integrate sustainability into the company's DNA;
- Produce a dashboard including indicators and objectives in sustainable development;
- Extend sustainability to the entire value chain;
- Publish our commitments and communicate our progress;
- Create internal initiatives to integrate this value among employees.

These orientations guided the selection of sustainable development action plan approved by Fruit d'Or management.

#### 5. Rights and obligations

This policy is a reference framework for Fruit d'Or to implement its commitment to sustainable development. The company has identified 5 strategic priorities:

- Set up a sustainable development committee;
- Develop and implement an action plan for sustainable development;
- Assess the progress and performance of the action plan;
- Develop and monitor indicators for sustainability;
- Produce an annual corporate report on sustainable development;
- Ensure the compatibility of any new or updated Policy with this Sustainable Development Policy.

#### 6. Structures and responsibilities

The Policy is under the responsibility of the President of the company. Any manager of the company is also responsible for the application of the Policy in the areas of its competence. The Sustainable Development Committee is responsible for implementing and monitoring the actions of the plan. One person on the committee acts as a leader to ensure ongoing monitoring of the process.



**Martin Lemoine**  
President  
Fruit d'Or