2024

Sustainability Progress Report

September 1st 2023 to August 31st 2024

Fruit d'Or

Key Accomplishments

For 2024

Caring for Nature

Full assessment

of our **residual materials** (organic and inorganic) completed

Residual Materials Management

37.17 tons of organic matters

were sent for biomethanation

Organic Waste Recovery

An agronomic research project

in progress on the use of filtering marshes to purify runoff water from fields

Water Conservation

An in-house eco-design tool

(calculator) developed to guide decision-making for packaging

Eco-design

Caring for People

56% of women

in senior management positions and **50%** in management positions

Balanced Representation of Women

Better-for-you campaign

for the B2B line of ingredients which promote healthy eating

Promotion of Healthy Products

Golden Rules

implemented as part of an initiative to prevent major risks

Workplace Safety

Caring for Communities

Supplier code of conduct

for responsible sourcing deployed

Responsible Sourcing

66% of our purchases

incurred **within a 100 km radius** of our headquarters in Villeroy

Local Supply

100% of our employees

paid above the **minimum viable wage** for the city of Trois-Rivières

Dignified Salary For All Our Workers

$348,820 donated

in money or products to charitable causes

Contribution in donations

Progress on our

Commitments

Achieved, to be maintained | Partially Achieved | In progress, on track | Needs acceleration/ behind schedule | Not started

Priority	Commitments	FY 2023	FY 2024	Target	Target Year	Status
Preserve Biodiversity, Ecosystems and Natural Resources	Achieve 95% of cranberries purchased with at least one environmental certification	94%	87%	95%	2026	
	Maintain at more than 60% our purchasing share of the Quebec organic cranberry market	55%	60%	≥ 60%	2026	
	Carry out at least two projects for agronomic research aimed at preserving or restoring ecosystems	-	1	≥2	2026	
	Reduce by 12% potable water consumption in our plants compared to 2023 (in intensity)	1.688 liters / lb of fruit entering	-0.7%	-12%	2026	
	Reduce by more than 13% our plants wastewater compared to 2023 (in intensity)	1.708 liters / lb of fruit entering	-0.06%	-13%	2026	
Fight Climate Change	Reduce by 49% our GHG emissions (scope 1 and 2) compared to 2023 (in intensity)	0.0782 kg of CO_2-eq / lb of fruit entering	-2%	-49%	2030	
	Reduce by 21% our total GHG emissions (scope 1 and 2) by September 2030 compared to 2023 (absolute)	7,968 MT of CO_2 equivalent	-2.2%	-21%	2030	
	Set reduction GHG emissions targets for our scope 3 by September 2025	-	-	Established targets	2025	
	Review our reduction targets (scopes 1, 2 and 3) with the Science Based Targets Initiative	-	-	Revised targets	2026	
	Reduce by 24% the energy consumption in our manufacturing plants by September 2030 compared to 2023 (intensity)	0.0270 GJ / lb of fruit entering	0.74%	-24%	2030	
	Increase by 15% the share of renewable energy in our energy supply by September 2030 compared to 2023	40.97%	0.9%	+15%	2030	
Reduce Our Residual Materials	Carry out a comprehensive assessment of our residual materials (organic and inorganic) for each of our 2 sites by September 2024	-	Assessment conducted	Assessment conducted	2024	
	Fix targets for improving residual materials (organic and inorganic) management for our 2 sites by September 2024	-	-	Established targets	2024	
	Establish at least one new solution for organic waste recovery by September 2024	-	1	1	2024	
Make Our Packaging More Sustainable	Integrate an eco-design tool into packaging decision-making by September 2024	-	Partially integrated	Integrated tool	2024	
	Identify innovative and eco-responsible packaging solutions that will minimize our environmental impact	-	0	≥ 1	2026	
	Implement measures to promote the recycling of our packaging intended for our customers (businesses) as well as our consumers	-	0	≥ 1	2026	

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Promote the Consumption of Healthy Products	Launch 3 new ingredients with functional benefits for the *nutraceutical* business segment	-	0	3	2026	
	Promote healthy eating through the promotion of the "Better for you" line of products (aim for one promotional campaign per year)	-	1	1 per year	Per year	
	Achieve 65% of products in the retail brand portfolio that are sugar-free or reduced in sugar	44%	47%	65%	2026	
Promote an Equitable, Diverse and Inclusive Environment	Train 100% of our employees on unconscious biases related to equity, diversity, and inclusion (EDI)	-	0%	100%	2026	
	Maintain a balanced representation of women in management positions: - Senior management positions: 50% - Management positions: 50%	Senior management: 50% Management: 52%	Senior management: 56% Management: 50%	Senior management: ≥ 50% Management: ≥ 50%	2026	
Ensure a Healthy and Safe Workplace for All	Achieve a frequency rate and a severity rate of work injuries lower than the provincial average	Villeroy: Freq. 0 | Sev. 0 Plessisville: Freq. 13.4 | Sev. 21.53	Villeroy: Freq. 6.5 | Sev. 48 Plessisville: Freq. 18 | Sev. 28.9	Prov. Frequency 5.4 Prov. Severity 21	2026	
	Train 100% of managers on psychosocial risks, to ensure the well-being and emotional health of our teams	-	0%	100%	2026	
Support Employee Development and Encourage Commitment to Our Purpose	Train 100% of managers on kindness at work	-	0%	100%	2026	
	Measure employee engagement rate by October 2024	-	-	Known rate	2024	

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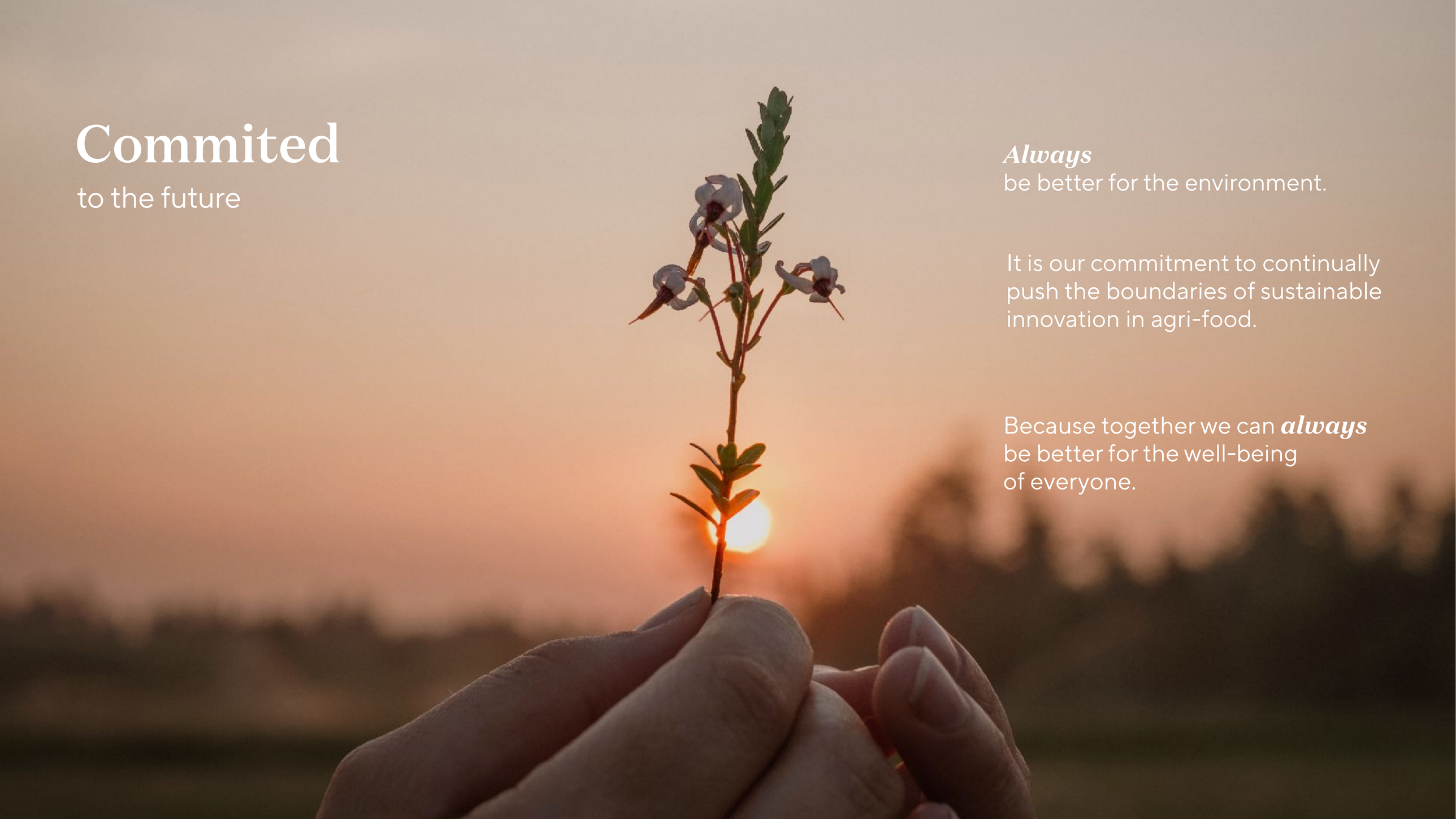
Strengthening the Resilience of Agricultural Growers	Maintain an increased rate of 2% in agricultural yields for the cultivation of conventional cranberries compared to the 6-year average	-	+6%	+2% than the average of the last 6 years*	Per year	
	Maintain agricultural yields for growing organic cranberries above the 6-year average	-	-28%	> than the average of the last 6 years*	Per year	
	Develop an access program to new varieties of cuttings for cranberry growers whose yields per acre are less than 25% of the average	-	-	Program developed	2026	
	Promote the electrification of cranberry farms by deploying a support guide for growers	-	-	Guide developed	2026	
Ensure a Responsible Supply Chaîne	Require all of our suppliers and grower-partners to adhere to our supplier code of conduct by September 2025	-	100% of grower-partners 0% of suppliers	100%	2025	
	Engage 100% of all our suppliers likely to have poor ESG performance in a CSR assessment program	-	0%	100%	2026	
	Systematically integrate sustainable development criteria into the selection of all suppliers		-	Responsible sourcing policy developed	2026	
Increase Our Involvement and Investments in Our Communities	Define a philanthropic strategy based on an analysis of the social, environmental and cultural needs of the communities where we work by September 2024	-	-	Strategy developed	2024	
	Gradually increase our contributions to charitable causes aiming for an increasing percentage of our revenue, up to 0.1% of our revenue for the year 2026	n.d.	0,16%	0,1%	2026	
	Encourage community involvement among our employees by offering scholarships to the most involved employees, so that they can give back to their community by September 2025	-	0 scholarship	≥ 1 scholarships	Per year, from 2025	
	Continually get involved in improving the context and social and environmental performance of our industry	Nbr of hours: n.d. Nbr of projects: n.d.	Nbr of hours: n.d. Nbr of projects: n.d.	Nbr of hours: n.d. Nbr of projects: n.d.	Per year, from 2025	
Support and Contribute to Local Economic Vitality	Formally commit to purchasing more than 50% of our core products within a 100 km radius of our head office	67%	66%	≥ 50% Formalized commitment	2026	
	Maintain at 100% the proportion of employees paid above the minimum viable wage for the city of Trois-Rivières	100%	100%	100%	Per year	

*Olympic average

Commited

to the future



Always
be better for the environment.

It is our commitment to continually push the boundaries of sustainable innovation in agri-food.

Because together we can ***always*** be better for the well-being of everyone.