

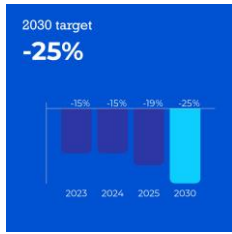
# life+nature 2030: Our Progress



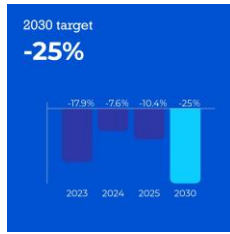
Our life+nature 2030 goals are aligned with 12 of the 17 United Nations Sustainable Development Goals (SDGs).



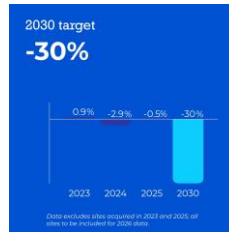
## PRESERVE the planet



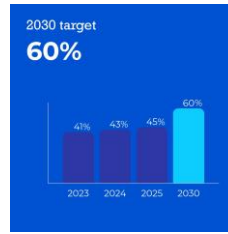
**Direct emissions: -25%**  
Reduce absolute direct CO<sub>2</sub> emissions by 25% compared to 2021, according to our trajectory validated by SBTi (Science Based Targets initiative).



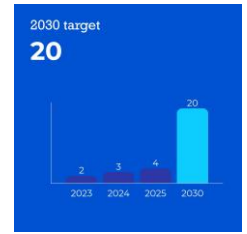
**Indirect emissions: -25%**  
Work with suppliers to reduce absolute selected indirect CO<sub>2</sub> emissions (scope 3) by 25%, according to our trajectory validated by SBTi (Science Based Targets initiative).



**Energy efficiency: -30%**  
Increase energy performance at the workshop level by 30% compared to 2021.



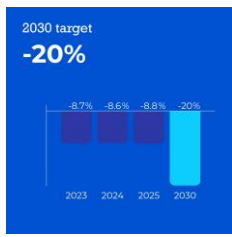
**Sustainable raw materials: 60%**  
Purchase 60% of sustainable plant-based raw materials.



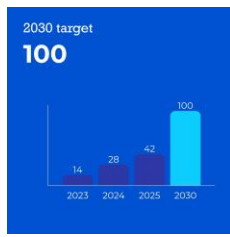
**Regenerative agriculture programs: 20**  
Support 20 regenerative agriculture programs worldwide with our business partners.



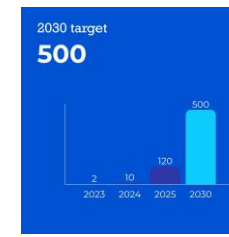
## INVENT for the future



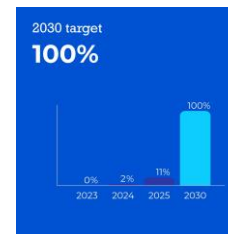
**Water withdrawals: -20%**  
Reduce water withdrawals by 20% in absolute, compared to 2021.



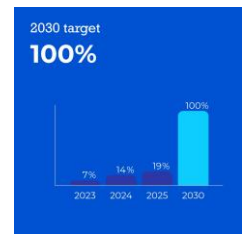
**Biodiversity: 100**  
Foster 100 initiatives to regenerate nature and biodiversity in our community and along our value chain.



**Eco-design training: 500+**  
Develop collective expertise in eco-design by training 500+ experts in our value chain.



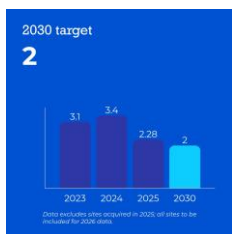
**Innovation projects: 100%**  
Power 100% of our innovation projects by eco-design.



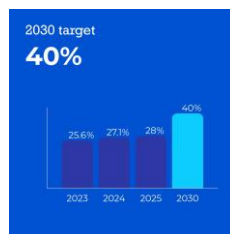
**Portfolio assessment: 100%**  
Achieve specific LCAs (Life Cycle Analysis) for all our products to execute our SPARQ (Sustainable Portfolio Assessment by Roquette) program.



## CARE for people



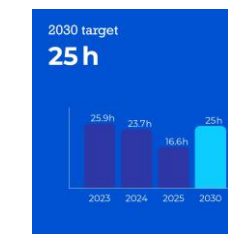
**Safety: 2**  
Achieve world-class safety performance with a Frequency Rate 2\* of 2.0.  
*\*Number of recordable accidents per million hours worked*



**Diversity: 40%**  
Have a diversified and more gender balanced workforce with 40% of management positions held by women.



**Human rights: 100%**  
Ensure compliance and respect of human rights by assessing 100% of strategic suppliers.



**Learning for employees: 25 h**  
Guarantee all employees a minimum of 25 hours of learning per year, on average, to develop their careers and skills.



**Local communities: 100**  
Implement around 100 initiatives every year that contribute to local communities.