

life+nature

2030

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



PRESERVE
the planet

-25% IN 2030 Reduce absolute **direct CO₂ emissions** (scope 1 and 2) by 25% compared to 2021, according to our trajectory validated by SBTi.*

-25% IN 2030 Work with suppliers to reduce absolute selected **indirect CO₂ emissions** (scope 3) by 25%, according to our trajectory validated by SBTi.*

100% IN 2030 Reach 100% of **sustainable/certified sourcing of key raw materials** (wheat, waxy corn, pea, cellulose, seaweed).

20 IN 2030 Support 20 **regenerative agriculture programs** worldwide with our business partners by 2030.

-15% IN 2030 Improve **energy performance** at the workshop level by 15% compared to 2021.

-20% IN 2030 Reduce **water withdrawals** by 20% in absolute terms, compared to 2021.

9 IN 2030 Roll out our **water stewardship program** in areas of high water stress (T1&2**).

100 IN 2030 Foster 100 **initiatives to regenerate nature and biodiversity** in our community and along our value chain.

INVENT
for the future

1,000 IN 2030 Develop collective expertise in **ecodesign** by **training** 1,000 experts in our value chain.

100% IN 2030 Power 100% of our **innovation projects** by **ecodesign**.

100% IN 2030 Cover the entire product portfolio with **Life Cycle Assessments** (LCAs), using generic, semi-specific and specific data.

CARE
for people

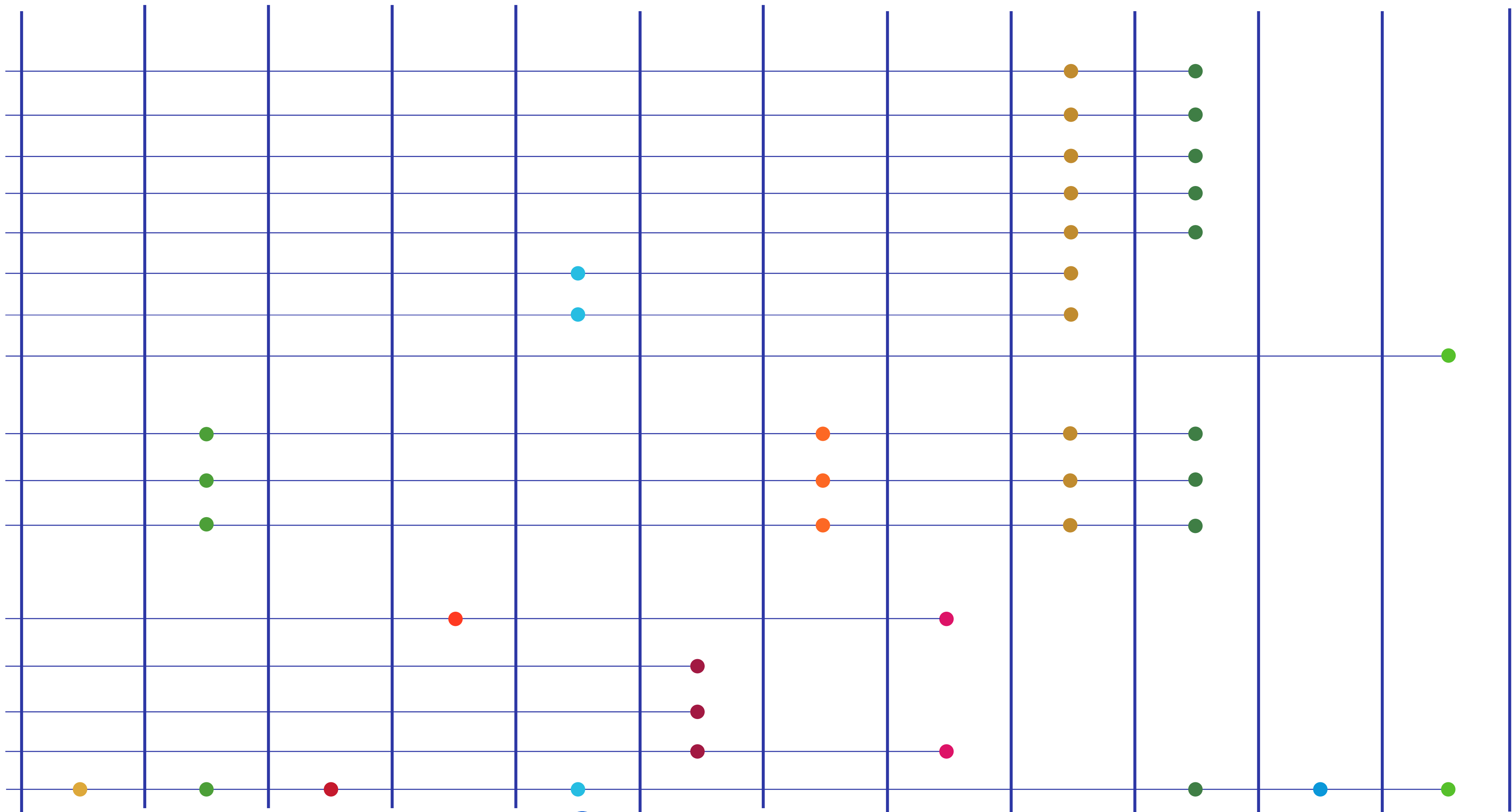
40% IN 2030 Have a **diversified and more gender-balanced workforce** with 40% of management positions (global professional grades) held by women.

25 h IN 2030 Guarantee all **employees** a minimum of 25 hours of **learning** per year, on average, to develop their career and skills.

1 IN 2030 Achieve world-class **safety performance** with a Frequency Rate 2*** of 1.0.

100% IN 2030 Ensure compliance and respect of **human rights** by assessing 100% of strategic suppliers.

100 IN 2030 Implement around 100 initiatives every year that contribute to **local communities**.



*Science Based Targets initiative
**Tier 1 and 2 cover the priority sites. The program implements the Alliance for Water Stewardship global standard.
***Number of recordable accidents per million hours worked