

Particulars

About Your Organisation

1.1 Member Name

Danone

1.2 Membership Number

4-0295-12-000-00

1.3 Membership Sector

Consumer Goods Manufacturers

1.4 Membership Category

Ordinary

1.5 Country

France

2.0 Does your company or organisation produce, process, consume or sell any palm oil or any products containing derivatives of palm oil?

Yes

2.1 Please select all description(s) that describe the palm oil-related activities of your company or organisation. Multiple selections are allowed, and not limited to the primary sector of the member's RSPO membership. You will be required to complete the relevant ACOP section based on your selection(s).

- I own and operate oil palm estate(s) and/or palm oil mill(s)
- I represent a palm oil Independent Smallholder farmer Group
- I own and operate independent palm oil mills
- I own and operate independent palm kernel crushing plants - Processors and/or Traders
- I trade or broker palm oil, palm kernel oil or related products - Processors and/or Traders
- I am a refiner of palm oil or palm kernel oil - Processors and/or Traders
- I am a processor of intermediate (B2B) palm oil, palm kernel oil or related fractions/derivatives - Processors and/or Traders
- I am a B2B distributor or wholesaler of palm oil, palm kernel oil or related products - Processors and/or Traders
- I manufacture final consumer (B2C) products containing palm oil, palm kernel oil or related products. This includes products manufactured by 3rd party contractors - Consumer Goods Manufacturers
- I retail final consumer (B2C) products containing palm oil, palm kernel oil or related products - Retailers
- I operate food retail outlets that use palm oil, palm kernel oil or related products - Retailers
- I am a conservation and environmental NGO supporting the sustainable development of the palm oil industry
- I am a social and human development NGO supporting the sustainable development of the palm oil industry

Consumer Goods Manufacturers

1. Operational Profile

1.1 Please state your company's main activity within the palm oil supply chain.

- Food Good Manufacturer - own brand
- Food Good Manufacturer - third-party brand
- Home & Personal Care Good Manufacturer - own brand
- Home & Personal Care Good Manufacturer - third-party brand
- Ingredient Manufacturers
- Biofuels
- Other

Other

-

Late Submission

2. Palm Oil and Certified Sustainable Palm Oil Consumption

Information in Section 2.0 - Palm Oil and Certified Sustainable Palm Oil Consumption - is a mandatory declaration in your ACOP. This includes volume data on palm oil, palm kernel oil and related products consumed, to enable the RSPO to accurately calculate uptake of individual members, sectors and RSPO members as a whole. ACOP reports without reported volume data will be considered as incomplete and will not be accepted. Incomplete ACOP reports may lead to suspension or termination of RSPO membership.

2.1 Please list down all operations and subsidiaries using palm oil, palm kernel oil and related products that are owned and/or managed by the member, including those under Group Membership

Group wide operations and brands for Essential Dairy and Plant-based (EDP) and Specialised Nutrition (SN)

2.1.1 In which markets does your company sell goods with palm oil and oil palm products?

Europe ,North America ,China,India,Malaysia,Indonesia,Africa ,Latin America ,Rest of the World

DL.2.0 In order to facilitate ease of reporting and transparency, RSPO members operating within the palm oil demand supply chain can now choose to report palm oil and palm oil product volumes on:

an aggregate level (as in previous ACOP reporting cycles)

2.2 Total volume of uncertified and certified palm oil, palm kernel oil and related products purchased for use in your company's own-brand and third-party brand products

Description	Tonnes
Total volume of crude palm oil (tonnes)	48163.00
Total volume of crude palm kernel oil (tonnes)	318.00
Total volume of palm kernel expeller (tonnes)	0.00
Total volume of crude palm oil/palm kernel oil-based derivatives and fractions (tonnes)	19017.00
Total	67498.00

2.2.1 Please estimate the percentage of derivatives and fractions (reported in Question CG.2.2) derived from palm oil or from palm kernel oil. The default split for volumes is assumed to be 80% palm oil-based derivatives and 20% palm kernel oil-based derivatives.

Description	Percentage
Palm oil-based derivatives and fractions	83
Palm kernel oil-based derivatives and fractions	17

2.3 Please estimate the regional distribution of your company's uncertified and certified palm oil, palm kernel oil and related products sales (as declared in Question 2.2) in the following countries/regions.

Countries/Regions	Percentage
Europe	20
North America	49
Malaysia	0
Indonesia	20
China	0
India	0
Latin America	2
Africa	6
Rest of World	3

2.4 Volume of RSPO-certified palm oil, palm kernel oil and related products purchased for use in your company's own-brand and third-party brand products in the year:

Description	Crude/Refined Palm Oil (CSPO)	Crude/Refined Palm Kernel Oil (CSPKO)	Palm Kernel Expeller (CSPKE)	Certified Derivatives and Fractions
RSPO Credits from Mill / Crusher	0.00	0.00	0.00	0.00
RSPO Credits from Independent Smallholder	0.00	0.00	0.00	0.00
Mass Balance (MB)	83.00	27.00	0.00	3282.00
Segregated (SG)	46627.00	291.00	0.00	15735.00
Identity Preserved (IP)	0.00	0.00	0.00	0.00
Total	46710.00	318.00	0.00	19017.00

2.4.1 Please estimate the percentage of RSPO-certified derivatives and fractions (reported in Question CG.2.4) derived from RSPO-certified palm oil or from RSPO-certified palm kernel oil. The default split for volumes is assumed to be 80% palm oil-based derivatives and 20% palm kernel oil-based

Description	Percentage
Certified Palm oil-based derivatives and fractions	83
Certified Palm kernel oil-based derivatives and fractions	17

2.5 According to the volume information you have provided in Question 2.2 and Question 2.4, your company's certified palm oil and palm oil products uptake is:

97.85%

2.5.1 Please provide additional information on your certified palm oil, palm kernel oil and related products uptake. This may include your usage of RSPO Credits to cover gaps in certified uptake, changes due to business environment, variations due to stock positions or efforts to support independent smallholders beyond volume commitments.

Danone is committed to achieve 100% of certified RSPO Palm Oil. Danone will continue to push for a transformative approach in specific areas where RSPO certified and Segregated Palm Oil is not yet accessible, such as some countries in Africa.

The remaining 2% of Danone palm oil is produced in Africa, and is not RSPO certified. By continuing to source from Africa producers we are decreasing our reliance on imported palm oil: the volumes are sourced and used locally in products for Ghana and Nigeria. In parallel to the operational hurdles of transitioning to certified volumes, Danone has been working with our Africa suppliers to increase the level of traceability of the palm oil. This is reflected in our improved Plantation traceability score: in 2021 Danone achieved 99.9% Traceability to Mill and 99.9% Traceability to Plantation (vs 83% TTP in 2020).

Late Submission

2.6 Please estimate the regional sales volume distribution of your company's RSPO certified palm oil, palm kernel oil and related products (as declared in Question 2.4) in the following countries/regions:

Countries/Regions	Percentage
Europe	20
North America	49
Malaysia	0
Indonesia	20
China	0
India	0
Latin America	2
Africa	6
Rest of World	3

Late Submission

3. TimeBound Plan

3.1 Which year did your company achieve (or expects to achieve) the RSPO supply chain certification?

2011

3.2 Which year did your company begin (or expects to begin) using RSPO-certified sustainable palm oil and palm oil products in own-brand products

2011

3.2.1 If the previous target year has not been met, please explain why.

In 2014, Danone undertook to source 100% of its palm oil requirements from physically segregated sustainable palm oil suppliers certified by the Roundtable on Sustainable Palm Oil (RSPO) for the first time.

In 2021, Danone achieved 93% RSPO Segregated (SG) and 5% RSPO Mass Balance (MB). While Danone reported the same 98% RSPO certified in 2020, there was a major shift in certified volumes: where Danone sourced 32kton RSPO MB in 2020 (FY), in 2021 we sourced only 3.4kton, as the transition in NORAM was finalized. In the US, because there is no RSPO segregated palm oil available, we co-built new solutions with Traders and promoted this strategy to our peers.

The remaining 2% of Danone palm oil is produced in Africa, and is not RSPO certified. By continuing to source from Africa producers we are decreasing our reliance on imported palm oil: the volumes are sourced and used locally in products for Ghana and Nigeria. In parallel to the operational hurdles of transitioning to certified volumes, Danone has been working with our Africa suppliers to increase the level of traceability of the palm oil. This is reflected in our improved Plantation traceability score: in 2021 Danone achieved 99.9% Traceability to Mill and 99.9% Traceability to Plantation (vs 83% TTP in 2020).

Earthworm Foundation supports Danone to compile the list of mills and plantations at least once a year.

3.3 Which year did your company begin (or expects to begin) using only RSPO-certified sustainable palm oil and palm oil products from any supply chain option in own-brand products.

2014

3.3.1 If the previous target year has not been met, please explain why.

In 2014, Danone undertook to source 100% of its palm oil requirements from physically segregated sustainable palm oil suppliers certified by the Roundtable on Sustainable Palm Oil (RSPO) for the first time.

In 2021, Danone achieved 93% RSPO Segregated (SG) and 5% RSPO Mass Balance (MB). While Danone reported the same 98% RSPO certified in 2020, there was a major shift in certified volumes: where Danone sourced 32kton RSPO MB in 2020 (FY), in 2021 we sourced only 3.4kton, as the transition in NORAM was finalized. In the US, because there is no RSPO segregated palm oil available, we co-built new solutions with Traders and promoted this strategy to our peers.

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Earthworm Foundation supports Danone to compile the list of mills and plantations at least once a year.

3.4 Which year did your company begin (or expects to begin) using only RSPO-certified sustainable palm oil and palm oil products from physical supply chain options (Identity Preserved, Segregated and/or Mass Balance) in own-brand products.

2014

3.4.1 If the previous target year has not been met, please explain why.

In 2014, Danone undertook to source 100% of its palm oil requirements from physically segregated sustainable palm oil suppliers certified by the Roundtable on Sustainable Palm Oil (RSPO) for the first time.

In 2021, Danone achieved 93% RSPO Segregated (SG) and 5% RSPO Mass Balance (MB). While Danone reported the same 98% RSPO certified in 2020, there was a major shift in certified volumes: where Danone sourced 32kton RSPO MB in 2020 (FY), in 2021 we sourced only 3.4kton, as the transition in NORAM was finalized. In the US, because there is no RSPO segregated palm oil available, we co-built new solutions with Traders and promoted this strategy to our peers.

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Earthworm Foundation supports Danone to compile the list of mills and plantations at least once a year.

4. Trademark Use**4.1 Does your company use or plan to use the RSPO Trademark in own-brand products?**Yes

4.2 Please select the countries where your company uses or intends to use the TrademarkDenmark ,Finland ,France ,Germany ,Netherlands ,Norway ,Sweden

4.2.1 Which year did your company begin (or expects to begin) using the RSPO Trademark2020

Late Submission

5. Actions for Next Reporting Period

5.1 Please outline activities that your company will take in the coming year to promote the production or consumption of certified sustainable palm oil (CSPO)

- Participation in RSPO Working Group or Task Forces
- Support Independent Smallholders (ISH)
- Contribute to the RSPO Smallholder Trainer Academy
- Financial contribution to the RSPO Smallholder Support Fund
- Direct investments in Smallholder Certification projects
- Involvement/direct investments in Jurisdictional/Landscape approach
- Direct/collective investments in conservation and restoration initiatives
- Financial contribution to support members with Remediation and Compensation (RaCP) process, direct/collective investments in conservation and restoration initiatives
- Allocating FTE to promote the production or consumption of certified sustainable oil palm products
- Specific policies and action plans by the member to promote CSPO production or consumption in the upstream or downstream supply chain, including target dates or broader policies that include such efforts
- No activities planned
- Others

Other

Danone supports Independent smallholders, participates in Jurisdictional/Landscape approach, invests in Restoration initiatives, and has specific policies to promote CSPO production in the upstream supply chain.

Danone is committed to eliminating deforestation from its supply chain. We have taken significant steps to meet this commitment over the years. In 2012, we issued our Forest Policy, committing to No Deforestation, No Peat, No Exploitation (NDPE) supply chain by 2020. To clarify our global strategies on key materials and ingredients, we issued our Palm Oil Policy in 2015. In 2014, we signed the New York Declaration on Forests. Finally, we participated actively in the Consumer Goods Forum (CGF) resolution to achieve zero net deforestation and conversion in key commodity sectors. Danone believes that the journey towards responsible palm oil requires an innovative approach and a higher level of co-creation between all stakeholders involved, in order to develop positive solutions. Danone supports the principles of "The Palm Oil Innovation Group" (POIG) and signed up to the Charter for Retailers and Manufacturers.

Currently, Danone is working on renewing its commitment to Deforestation and Conversion Free (DCF) beyond 2020, and aligned with Accountability Framework Initiative (AFI). The new commitment will include a larger scope of topics, as well as monitoring progress toward NDPE, using IRF. The new policy will have more concise commitments, including eliminating conversion of natural ecosystems, remediation and restoration and cut-off dates. In parallel to managing global supply chain challenges due to the pandemic and economic crisis, in 2021 we focused on aligning the ambitions with the internal teams such as procurement, suppliers and operations. The new commitments and policy will be disclosed in due course.

Procurement of forest-related commodities allows one-to-one exchanges with suppliers on forest-related risks. Since 2020 we have been working with our top Tier 1 suppliers in a Connect4Growth program to integrate our One Planet commitments in supplier roadmaps. For these Strategic suppliers, it means understanding fully what their commitments are on Responsible Sourcing, such as improving Traceability, Deforestation and Conversion Free (DCF), upholding Human Rights and Carbon Reduction. The result of the program is a roadmap with short-, mid- and long-term goals to improve traceability, reduce carbon and to tackle relevant risks in the supply chain. The framework enables us to monitor supplier performance against the elements of Responsible Sourcing, including progress on delivery across the entire palm oil business. In 2021, Danone continued to develop the roadmaps that we started with palm oil traders in 2020. The roadmaps include steps to improve traceability of sourced ingredients, baseline Product Carbon Footprints, and embark on Livelihoods and Regenerative Agriculture projects. Throughout the year various working groups work on those topics, and the progress is discussed in quarterly supplier meetings.

We also work with suppliers to find solutions. Because there was no segregated palm oil in the US, we co-built new solutions with a few traders, using it as an opportunity to create demand for traceable and sustainable palm oil. In 2019, Danone negotiated long-term contracts with its US palm suppliers to co-build the first segregated RSPO Supply chain for the US market. The final deals were signed in 2020, and the transition was completed in H2 2021. At the end of 2021, 100% of US volumes are RSPO Segregated.

Danone has chosen to prioritize its direct support to smallholders by investing in pilot projects for smallholders in high-risk deforestation regions. For example, Danone has been a supporter of the Siak Pelalawan Landscape Programme (SPLP) since it was launched in Indonesia in July 2019. As a Supporter within the coalition, Danone's commitment focusses on 'Goal 2', which has the target to ensure that by 2025, for at least 50 high priority villages in Siak and Pelalawan districts, the livelihoods of palm oil farmers and their communities has improved. Project deliverables are monitored at least annually and publicly reported on the website <https://www.siakpelalawan.net/>

Finally, since 2019 Danone has been working with the Livelihoods Fund, Mars Inc., L'Oréal, Musim Mas, SNV and ICRAF to design a project that demonstrates that a transparent, inclusive and biodiverse palm oil model is doable for independent smallholders in Indonesia. The project will span ten years and has the main targets to sustain a deforestation-free supply chain for 13 villages, regenerate 8,000 hectares of degraded land, restore local biodiversity in 3,500 hectares, and improve the livelihoods of 2,500 independent smallholder farmers and their families. The targets will be achieved by training, coaching and supporting local farmers, communities and farmers groups on preventing Deforestation and conversion; by implementing Regenerative Agriculture practices; and by increasing income through on-farm diversification. In 2021 the Project was officially launched. Field staff was deployed, training modules were completed, and the baseline study was conducted in the 13 villages. 7 villages were selected to focus initial interventions on Regenerative Agriculture activities, and 14 farmer leaders were identified and trained to help accelerate action in the project area.

Late Submission

Shared Responsibility

The Board of Governors of the Roundtable on Sustainable Palm Oil approved new Shared Responsibility rules on 31 October 2019, requiring all members to share sustainability requirements and obligations. Reporting of Shared Responsibility (SR) requirements will be done through ACOP and MyRSPO. As the process of verification of the reports is in development, the Shared Responsibility section in ACOP may change in future ACOP cycles. Evidence to show compliance to the SR requirements shall be uploaded via your membership profile in MyRSPO. Please login to your MyRSPO account and upload the relevant policies, plans and relevant reports there. If you do not have a policy or your policy does not cover all items, you will be required to provide a Declaration of Support for the relevant policy items in your MyRSPO profile. Additional information on the required policies and plans applicable to all sectors as well as the annual uptake targets for supply chain actors can be found on <https://rspo.org/members/shared-responsibility> or email the Shared Responsibility team at sharedresponsibility@rspo.org.

Information & Public Availability

1.1 Does your company have organisational management documents publicly-available?

Yes

Ethical Conduct & Human Rights

1.2 Does your company have a publicly-available Policy covering Ethical Conduct & Human Rights?

Yes

1.2.1 Does the policy cover:

- Recruitment
- Contractors
- Suppliers and Sub-Contractors

Legal Compliance

1.3 Does your company comply with all applicable legal requirements?

Yes

1.4 Does your company require its third party contractors to comply with legal requirements, i.e. including a clause on legal compliance in the contracts?

Yes

Complaints & Grievances

1.5 Does your company have a Grievance Mechanism that is accessible to all affected parties?

Yes

1.5.1 Is your Grievance mechanism in line with the principles of the RSPO's Complaints System?

Yes

Land Use & FPIC

1.6 Does your company have a publicly-available policy covering Commitment to respect Free Prior and Informed Consent (FPIC) in the Palm Oil Supply chain?

Yes

1.6.1 Does your company have a procedure in place to identify legal, customary or user rights, and people entitled to compensation?

No

Smallholders

1.7 Does your company support oil palm smallholders (groups)?

Yes

1.7.1 Does your company report on the actions to support the inclusion of smallholders?

Yes

Labour & Labour Rights

1.8 Does your company have a publicly-available policy covering Labour & Labour Rights?

Yes

1.8.1 Does the policy cover:

- No discrimination and equal opportunities
- Pay and working conditions at least at legal or industry minimum standards and are sufficient to provide decent living wages (DLW)
- Freedom of association and Collective bargaining
- Protection of children, as well as the workforce of suppliers and third-party contractors
- Prevention of all forms of harassment, including sexual harassment
- No forced or trafficked labour

Occupational Health & Safety

1.9 Does your company have a publicly-available Policy covering Occupational Health & Safety?

Yes

1.9.1 Does your company have a Standard Operating Procedure (SOP) for Occupational Health & Safety?

Yes

Waste Management

1.10a Does your company have a waste management plan that includes reduction, recycling, reusing and disposal based on the hazardous characteristics?

Yes

1.10a.1 Is this plan implemented?

Yes

Water Management

1.11 Does your company have a water management plan to promote efficient use and continued availability of water sources?

Yes

1.11.1 Is this plan implemented?

Yes

Energy Use

1.12 Does your company have an energy use plan to improve the efficiency of the fossil fuels used and to optimise renewable energy?

Yes

1.12.1 Are there records of implementation of the plan ie. monitoring and reporting?

Yes

Climate Change & Greenhouse Gas (GHG)

1.13 Does your company have a publicly-available policy covering Climate Change & Greenhouse Gas (GHG) including identification and assessment of GHG emissions and implementation of a plan to reduce or minimise them?

Yes

Challenges and Support

1.1 What significant obstacles or challenges has your company encountered in the promotion of certified sustainable palm oil (CSPO)? What efforts has your company taken to address these obstacles or challenges?

- Awareness of RSPO in the market
- Difficulties in the certification process
- Certification of smallholders
- Competition with non-RSPO members
- High costs in achieving or adhering to certification
- Human rights issues
- Insufficient demand for RSPO-certified palm oil
- Low usage of palm oil
- Reputation of palm oil in the market
- Reputation of RSPO in the market
- Supply issues
- Traceability issues
- No challenges faced
- Others

Others

Danone is committed to eliminating deforestation from its supplychain and to working together with peers and other keystakeholders to help eradicate forced labor. That said, we recognize the systemic challenges that remain prevalent in the palm oil industry and act to address these challenges (such as deforestation, worker rights, livelihood). We are a member of Consumer Goods Forum Forest Positive Coalition which aims to take collective actions and accelerate a forest positive future and the role of certification such as RSPO is recognised as a key component of the coalition's approach. As a member of POIG, Danone supports the POIG recommendation on reviewing criteria. Furthermore, Danone supports RSPO efforts to reinforce its grievance process in case of noncompliance. In addition, we have developed segregated RSPO Palm Oil supplychain in US (first of its kind) and supported the transition towards sustainable Palm Oil in the US market.

Even with 98% certified volumes, Danone is aware of the various issues, including human rights concerns, that might affect our supply chain. In 2019, with the support of Earthworm Foundation, Danone put in place a dedicated Grievance mechanism and a team that meets weekly to address incoming NGO and media alerts. When allegations of noncompliance against palm oil producers arise, we carry out an investigation with support from internal and external experts. If the producers are confirmed as noncompliant, we work with our Tier 1 suppliers to suspend them until they demonstrate concrete progress vis-à-vis our Palm Oil Policy.

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Danone is working on renewing its commitment to Deforestation and Conversion Free (DCF) beyond 2020, and aligned with Accountability Framework Initiative (AFI). In parallel to managing global supply chain challenges due to the pandemic and economic crisis, in 2021 we focused on aligning the ambitions with the internal teams such as procurement, suppliers and operations. The new policy will bring balancing Pro Nature & Pro People to the fore and will be disclosed in due course.

1.2 In addition to the actions already reported in this ACOP report, what other ways has your company supported the vision of the RSPO to transform markets to make sustainable palm oil the norm?

- Communication and/or engagement to transform the negative perception of palm oil
- Engagement with business partners or consumers on the use of CSPO
- Engagement with government agencies
- Engagement with peers and clients
- Promotion of CSPO through off product claims
- Promotion of CSPO outside of RSPO venues such as trade workshops or industry associations
- Promotion of physical CSPO
- Providing funding or support for CSPO development efforts
- Research & Development support
- Stakeholder engagement
- No actions taken
- Others

Others

Danone is committed to eliminating deforestation from its supplychain, and to the principles of no deforestation, no development on peat, and no exploitation of rights of workers, indigenous peoples and local communities (NDPE). We signed the New York Declaration on Forests and are a member of the Roundtable on Sustainable Palm Oil (RSPO), the Palm Oil Innovation Group (POIG) and the North America Sustainable Palm Oil Network (NASPON). We also support the Consumer Goods Forum (CGF) resolution to achieve zero net deforestation in key commodity sectors, including palm oil, and participate in the CGF Forest Positive Coalition. In addition, Danone supports the CGF's Forced Labor Resolution and is a member of its Human Rights Coalition committed to working together with peers and other keystakeholders to help eradicate forced labor.

Procurement of forest-related commodities allows one-to-one exchanges with suppliers on forest-related risks. Since 2020 we have been working with our top Tier 1 suppliers in a Connect4Growth program to integrate our One Planet commitments in supplier roadmaps. For these Strategic suppliers, it means understanding fully what their commitments are on Responsible Sourcing, such as improving Traceability, Deforestation and Conversion Free (DCF), upholding Human Rights and Carbon Reduction. The result of the program is a roadmap with short-, mid- and long-term goals to improve traceability, reduce carbon and to tackle relevant risks in the supply chain. The framework enables us to monitor supplier performance against the elements of Responsible Sourcing, including progress on delivery across the entire palm oil business. In 2021, Danone continued to develop the roadmaps that we started with palm oil traders in 2020. The roadmaps include steps to improve traceability of sourced ingredients, baseline Product Carbon Footprints, and embark on Livelihoods and Regenerative Agriculture projects. Throughout the year various working groups work on those topics, and the progress is discussed in quarterly supplier meetings.

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1.3 If your company has any other publicly-available reports or information regarding its palm oil-related policies and activities, please provide the links here

2021 Annual Integrated Report: <https://www.danone.com/content/dam/danone-corp/danone-com/rai/2021/danone-integrated-annual-report-2021.pdf>

Danone annual report (Universal Registration Document), see

- Chapt 5 Sustainability

- chapt. 5.3 Palm oil Policy p.163

- chapt 5.5 Responsible Sourcing & Human rights p. 190

Palm Oil Mill list and Plantation H2 2021: <https://www.danone.com/content/dam/danone-corp/danone-com/about-us-impact/policies-and-commitments/en/2022/danone-palm-oil-suppliers-and-mills-h22021.pdf>

Forest Update - June 2021 : <https://www.danone.com/content/dam/danone-corp/danone-com/about-us-impact/policies-and-commitments/en/2022/forest-update-on-key-categories-2021-data.pdf>

Danone Sustainability Principles - 2021 version

<https://www.danone.com/content/dam/danone-corp/danone-com/about-us-impact/policies-and-commitments/en/2022/dsp-2022-implementation-business-partners.pdf>

Specific for Water :

Danone Water Policy

<https://www.danone.com/content/dam/danone-corp/danone-com/about-us-impact/policies-and-commitments/en/2020/danone-water-policy-2020.pdf>

Specific on Climate Change :

2015 : release of the "Climate Policy" at Paris COP21, committing to become zero net carbon by 2050

https://www.danone.com/content/dam/danone-corp/danone-com/about-us-impact/policies-and-commitments/en/2016/2016_05_18_ClimatePolicyFullVersion.pdf

2020 : adoption of the "Entreprise à mission" status, model of sustainable value creation for all stakeholders, embedding climate and Danone GHG emissions monitoring as a strategic KPI, audited yearly by PwC

<https://integrated-annual-report-2020.danone.com/wp-content/uploads/Rapport-comite-de-mission-EN.pdf>
page 13 for the KPI

2021 : the chapter 5.3 of our last Universal Registration Document describes Danone's commitments and achievements in the area of environmental responsibility.

<https://www.danone.com/content/dam/danone-corp/danone-com/investors/en-all-publications/2021/registrationdocuments/URD2021accessibleeng.pdf>

2011 Danone IUF agreement on Health , Safety, working conditions and stress

https://ec.europa.eu/employment_social/empl_portal/transnational_agreements/Danone_H&S%20Stress_EN.pdf