



## Biodiversity & Responsibility

As a purpose-driven company, organic pioneer and plant-based food leader, our Corporate Social Responsibility is rooted in green action with genuine impact.

Our impact  
Our projects  
CSR dashboard  
B-Corp Certification  
Engagement stakeholders  
Supply chain  
Carbon footprint  
Nutrition  
Sustainable development goals  
Diversity & Inclusion  
Policies

## Our Impact (100% fact, 0% spin)

By feeding biodiversity through the food we grow and make, we are changing our home planet for the better. Our CSR performance speaks for itself.

Our commitments are built around our biodiversity mantra:

**"Protect, Grow, Care"**



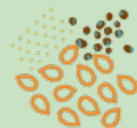
### **79% Organic (and counting!)**

Our farming feeds nature instead of holding her back. That means **no chemicals** on the vast majority of the land we farm, **protecting biodiversity for good**.



### **97% Vegetarian**

We **help everyone rethink meat and milk** with our plucky plant-first alternatives, reducing demand for animal proteins that drive deforestation and climate change.



### **64% Alternative Ingredients**

Today, 2/3 of what humankind eats is made of only 9 plant species... We are committed to offering the opposite: **alternative ingredients for more nutrients and more biodiversity!**



### **95% Renewable Electricity**

Carbon footprint reduction was a target way back in 2012. **100% of our factories and offices will be green energy powered** by 2030. We've greened it because we mean it!



### **Planet-First Packaging**

From sugar cane caps to paper alternatives, we're on a journey to cut down plastic packaging across our brands. Our mantra is **reduce, recycle and use renewable materials**.



## Europe's first largest B Corp food business

We were the **first and largest international food business to be fully B-Corp certified**.  
Ahead of the green curve as ever!

## Biodiversity-Boosting Projects

Through our daily work as a **mission-driven company**, and **our foundation**, we act at all levels to cherish biodiversity!



### Planting 200,000 Trees in Peru

Our Alter Eco team has funded a huge agroforestry project (35000 ha) to help wildlife and cocoa farmers alike. It's an uplifting tale of community and ecosystem restoration.

[read the story](#)



### Ancient Almonds, New Thinking

In Europe we cultivate forgotten local varieties including Montone and Rachele piccola that are packed with flavour. Better almonds, better almond milk. In France, we're reviving organic almond farming.



[find out more](#)



### Sowing Wildflowerst at Work

Since 2012, our nature-loving team at Allos have planted 12 hectares of biodiversity-enhancing wildflower meadows in Germany, and they are still going!

[discover more](#)

Want the full picture? Here's where we're at:

#### Organic (% TO)

Figures 2020  
79%

Scope 2020\*  
100%

Target 2025  
85%

Target 2030  
90%

#### Vegetarian (% TO)

Figures 2020  
97%

Scope 2020\*  
100%

Target 2025  
> 95%

Target 2030  
95%

**Alter  
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Figures 2020  
64%

Scope 2020\*  
85%

Target 2025  
66%

Target 2030  
> 67%

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Figures 2020  
tbd 2021

Scope 2020\*  
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Target 2025  
tbd 2022

Target 2030  
33%

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Figures 2020  
2\*\*

Scope 2020\*  
56%

Target 2025  
3 per year

Target 2030  
3 per year

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Figures 2020  
84%

Scope 2020\*  
99%

Target 2025  
continuous  
improvement

Target 2030  
continuous  
improvement

**B  
Corp  
score  
(100  
%  
turno  
ver)**

Figures 2020  
91,7

Scope 2020\*  
99%

Target 2025  
100

Target 2030  
> 100

**Recyc  
lable  
pack  
aging  
items  
(%)**

Figures 2020  
42%\*\*

Scope 2020\*  
56%

Target 2025  
tbd 2022

Target 2030\*  
100%

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Figures 2020  
0,46

Scope 2020\*  
99%

Target 2025  
0,35

Target 2030\*  
0,25

**Women in senior leadership (%)**

Figures 2020  
32%

Scope 2020\*  
99%

Target 2025  
50%

Target 2030  
50%

\*Percentage of Ecotone Net Revenue 2020 covered by KPI calculation \*\*Figure 2020 covers BBCie only, Scope to be extended

## B-Corp Certification



In a world with so many challenges, we are convinced that companies should play a role by having a positive impact. But this impact must be measurable in an objective and trustable way.

Certified B Corporations are leaders of a global movement of people using business as a force for good. They meet **the highest standards of overall social and environmental performance, transparency and accountability** and aspire to use the power of business to solve social and environmental problems.

B Corps are for profit companies certified by the nonprofit B Lab to meet rigorous standards of social and environmental performance, accountability, and transparency.

**We are proud to be Europe's first largest B Corp certified food business** in December 2019 with a score of 91.7 points.

The next certification will take place in 2022. In the meantime we are actively working on improving our positive impact on the different B Corp dimensions (governance, workers, environment, community, customers).

# Engagement stakeholder

**Cooperating with our ecosystem is not only necessary, it is vital.** We interact on a daily basis with most of our stakeholders and take all opportunities to get their feedback to improve our performance and as a result, our relationship.

We collect feedback from our employees with the **Great Place to work** survey. This is a very practical way to measure the quality of the communication and the engagement of our people.

**Our consumer care service does its utmost to answer all questions from consumers** , we track the level of complaints but also the consumer care service level to ensure all contacts receive an answer as soon as possible. We have daily discussions with our Customers and **measure our service quality level, as our key performance** .



All stakeholders engagement

## Supply chain engagement





**Modern slavery statement for financial year 2020/21**

**Our Product Quality Booklet**

**Our Supplier Code of Conduct**

**We cooperate on a daily basis with more than 600 suppliers (raw materials, packaging, finished goods).** It is obvious that we cannot achieve our ambition on biodiversity and have a positive impact on the world around us without engaging many of them in this journey.

We first ask them to respect the **fundamental rules** of the ILO (International Labour Organisation) convention by signing our suppliers **Code of Conduct**. We also require for all of them to engage in Sedex. To guarantee the quality and safety of our products, we defined the minimum requirements applicable to any Ecotone supplier, in our **Product Quality Booklet**. Our quality experts verify that the defined requirements are met.

We also engage in a specific partnership contract with some suppliers through which we create the conditions of a **long term relationship with mutual engagement to have together a positive impact** on our ecosystem.

## Carbon footprint

**As climate change contributes directly to the erosion of biodiversity, we measure our emissions and implement actions to reduce them.**

We are developing a tailor-made climate and carbon strategy with the help of respected and leading consultancy firms.

We're also working hard on an ambitious energy efficiency action plan.

**Climate change is one of the 5 major causes of biodiversity erosion.**



We are measuring our CO2 emissions annually on scopes 1, 2 and 3 and in 2019 we **defined CO2 reduction targets based on the Paris Agreements\***:

*\*Paris agreement: limitation of climate change to 1.5°C by 2100 compared to the pre-industrial era (1790).*

- **Scope 1 & 2:**
  - - 55% (absolute) CO2 by 2030 versus 2017
- **Scope 3:**
  - -43% (TCO2e/K€ intensity) CO2 on agricultural raw materials, transport and packaging by 2030 versus 2017

To reach them, we have built an action plan :

- **Scope 1 & 2:**
  - On our production sites: **energy efficiency** improvement and progressive replacement of gaz with **Green Biogas** by 2030
  - **100% renewable electricity** in our offices and factories by 2025 (today 95%)

- **Scope 3**, we will work in co-construction with our stakeholders:
  - on **agricultural practices** in our supply chains to carry out reduction actions in line with biodiversity conservation.
  - on **freight transport**
  - on **packaging**
  - with **our suppliers** to engage them in a carbon strategy

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**Scope 1 & 2  
(absolute)  
CO2**

	2017	2025	2030	
	7800	-	4290	- 55%

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**Scope 3  
(TCO  
2e/K€  
intensity)  
CO2**

	2017	2025	2030	
	0,43	-	0,246	- 43%

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## Nutrition



**In addition to the EU organic regulation which prohibit chemical pesticides, ban synthetic fertilisers and limit the use of additives, we pay extra attention to the nutritional quality of our products.**

It is our job and passion to put on the market products that will help consumers to have healthy diets.

In order to do so we consider the Nutriscore of products. Nutriscore is a method which classifies products based on their nutritional profile (levels of energy sugar, fats, fibres,...) from A (good profile) to E (bad profile).

We aim at having a **large part of our assortment classified as Nutriscore A, B or C** . We measure it on all innovations.

*KPI Nutriscore: for instance, 80% of Bjorg products are ABC*



# Diversity and Inclusion

**In nature, an ecosystem is more resilient when it's diverse: the more diverse an ecosystem is, the greater its richness!**

In 2020, we decided to combine our different processes into one and launched **the “I’m In”** program with the aim of aspiring to be a **“truly inclusive European food company** by 2025”.

We’re focusing on two areas: Gender diversity and gender balance, and social background.

A 3 tier Governance structure was put in place : an **Inclusion Board** which defines the main orientations , an **Operation Board** in charge of the follow-up and implementation , and **Local Inclusion Ambassadors** whose role is to develop and implement the actions locally.

This governance meets regularly and progress reports are publicly displayed.



## Sustainable development goals – SDGs

The world is facing many challenges: climate change, poverty, obesity, diabetes, inequalities, waste and many more.

The 17 Sustainable Development Goals (SDGs) were defined by the United Nations in 2015 as the key topics for Sustainable Development, as part of the 2030 agenda.

They represent the global society challenges. Each SDG is defined with specific objectives and targets which can be adopted by any organisation

**Ecotone is fully committed to these SDGs with a focus on 2, 3, 5, 12 and 15.**



## Policies at a glance

**Ecotone CSR Policy**

**Ecotone Responsible Sourcing Policy**

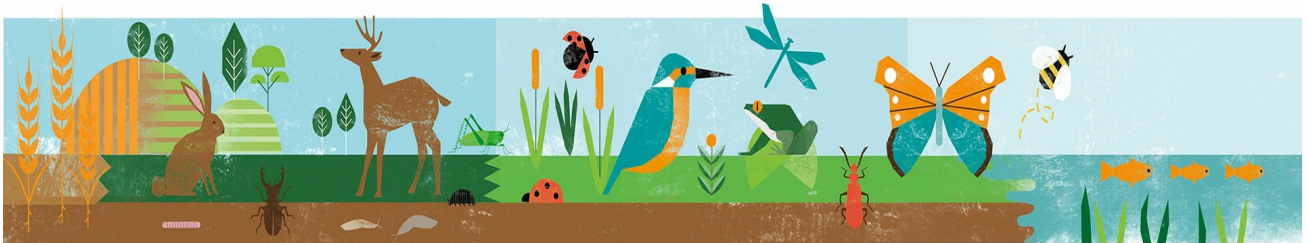
**Ecotone Ethical Marketing Policy**

**Ecotone Speak Up Policy**



See what our team of  
change-makers are saying

**Follow us on LinkedIn**



## Our family of businesses

Abafoods

Allos Hof-Manufaktur

Biogran

Bjorg & Cie

Bonneterre & Cie

Danival

Destination

Ecotone UK

Wessanen Benelux

## Useful links

B Corp

Tout Mon Bio

## Contact

Let's be in touch!

Join us

Certified



Corporation

This company meets the  
highest standards of social  
and environmental impact

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