



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"



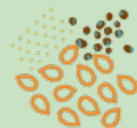
80% Organic (and counting!)

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**.



96% Plant-based

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 2021
79%

Scope 2021*
100%

Target 2025
85%

Target 2030
90%

Plant - based (% TO)

Figures 2021
96%

Scope 2021*
100%

Target 2025
> 95%

Target 2030
> 95%

Alternative ingredients (%)

Figures 2021
64%

Scope 2021*
85%

Target 2025
66%

Target 2030
> 67%

Strategic raw material agricultural hains fostering biodiversity (%)

Figures 2021
accurate measure

Scope 2021*
-

Target 2025
tbd 2022

Target 2030
33%

Number of active iconic ecosystem restoration projects

Figures 2021
2**

Scope 2021*
59%

Target 2025
3 per year

Target 2030
3 per year

**Empl
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mitte
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missi
on :
Food
for
Biodi
versit
y**

Figures 2021
88%

Scope 2021*
100%

Target 2025
continuous
improvement

Target 2030
continuous
improvement

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

Figures 2021
91,7

Scope 2021*
99%

Target 2025
100

Target 2030
> 100

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

Figures 2021
73%***

Scope 2021*
75%

Target 2025
tbd 2022

Target 2030*
100%

**Carbo
n
inten
sity
(Scop
es
1,2,3,
tonne
s/k€)**

Figures 2021
0,42

Scope 2021*
100%

Target 2025
0,35

Target 2030*
0,25

Women in senior leadership (%)

Figures 2021
36%

Scope 2021*
100%

Target 2025
50%

Target 2030
50%

**Percentage of Ecotone Net Revenue per year covered by KPI calculation*

***French scope of foundation*

****Covers BBCie + core categories*

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 900 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.

Our carbon footprint

Climate change is one of the five major causes of the destruction of biodiversity.

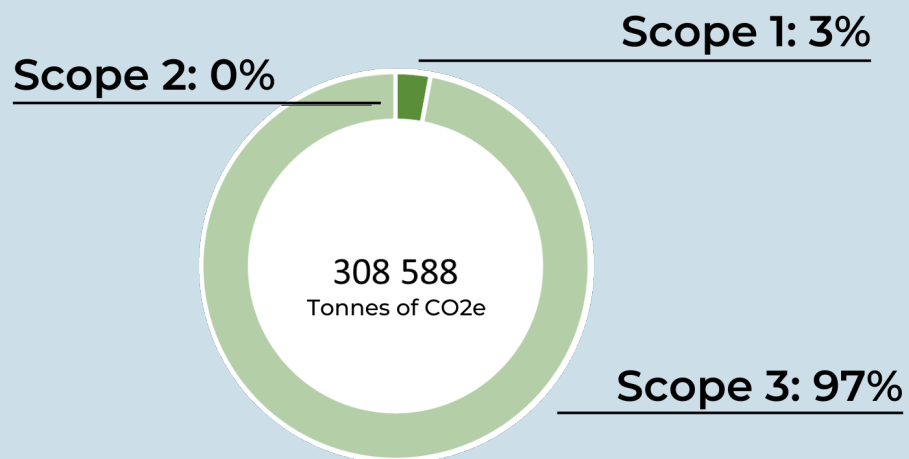
Nearly 20% of habitats and 12% of species of interest in Europe are threatened by climate change¹. In line with its mission to preserve biodiversity, Ecotone has set ambitious impact reduction targets and initiatives throughout its value chain to reduce its footprint.

Ecotone has set up a low-carbon strategy in 3 steps:

1 - Since 2017, we have been measuring annually CO2 emissions for all Ecotone's activities on:

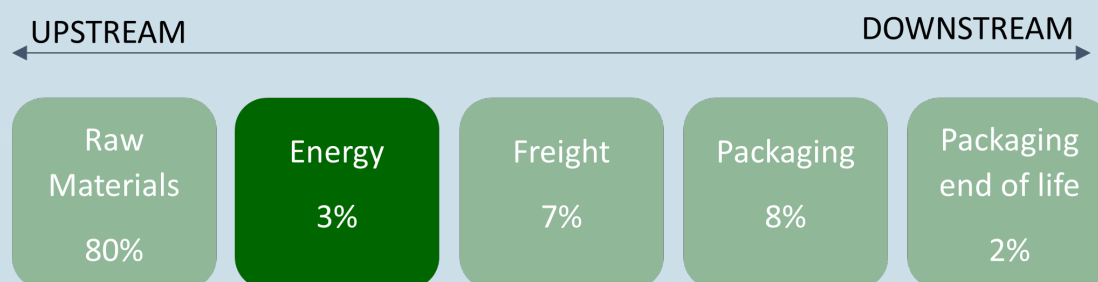
- **Scope 1** = Direct emissions: own gas consumption mainly (buildings + factories)
- **Scope 2** = Indirect emission related to electricity purchase for Ecotone's activities
- **Scope 3** = All our indirect emissions (raw materials production, upstream and downstream transport, packaging...)

[1] Source: French Ministry for the Ecological Transition



The most important part of our CO₂ emission is in scope 3 and mainly due to the impact of raw materials production.

Our scope 2 is near 0 thanks to 95% of the electricity consumed by Ecotone was from renewable sources.



2 - Since 2019, Ecotone is part of a trajectory to reduce its greenhouse gas emissions according to the Paris Agreement, whose objective is to keep global warming under 1.5°C by 2100.

See our targets in the table below

3 - To achieve these objectives, Ecotone has developed an ambitious action plan:

- **Scope 1 & 2:** Use 100% renewable electricity in offices and production sites by 2025 ; Improve energy efficiency and gradually replace gas with green biogas in production sites (100% biogas by 2030)
- **Scope 3:** Work jointly with the various stakeholders on agricultural practices, transportation of goods and packaging and engage our supply chain partners in a carbon strategy

Our results and targets:

2021 results on Scope 1,2,3:

Carbon footprint
in intensity
0,42
tonnes of CO2e/K€
-7% compared
to 2020

Carbon footprint
in absolute
308 588
tonnes of CO2e
-9% compared
to 2020

S c o p e 1 , 2	2017 7693 tonnes of CO2e	2020 8709 tonnes of CO2e	2021 9020 tonnes of CO2e	Evolution 2017- 2021 + 15%	Target - 55% (in CO2e by 2030 versus 2017)
S c o p e 3	2017 0,462 tonnes of CO2e/K€	2020 0,443 tonnes of CO2e/K€	2021 0,414 tonnes of CO2e/K€	Evolution 2017- 2021 -12%	Target -43% (in CO2e/K€ by 2030 agricultural material and pack- aging versus 2017)
	2017	2020	2021 11% PTO of third part suppliers engaged	Evolution	Target Engage 20% of our third party suppliers in 2030 strategy

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**

**Ecotone
Health, Safety & Environment Statement Policy**



See what our team of
change-makers are saying

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Allos Hof-Manufaktur

Biogran

Bjorg & Cie

Bonneterre & Cie

Danival

Destination

Ecotone UK

Wessanen Benelux

Useful links

B Corp

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Certified



Corporation

This company meets the
highest standards of social
and environmental impact

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