



CSR CHARTER

2025

A rooted vision

- 6 Ensure the long-term sustainability of our production in France, at the heart of the Baronnies Provençales, by maintaining a traditional olive confectionery know-how.
- 6 Affirm our identity as a French family-owned company with strong economic performance.
- 6 Demand impeccable quality to meet consumer expectations.
- 6 Share our values and our CSR policy with our stakeholders.
- 6 Create a caring working environment to ensure the fulfillment of our employees.

Our commitments

For the year 2025, we have chosen to focus our efforts on the 3 priority areas that were identified as the most sensitive during the assessment of our CSR approach. These areas will guide our strategy; however, all CSR goals will be monitored and developed in order to implement a broad and cross-functional strategy that includes all of our priority stakeholders.

Governance and Ethics : The company implements CSR indicators and manages its approach within a continuous improvement dynamic.

- 6 Bring our CSR management system to life internally through the implementation of actions within the company and communicate this CSR strategy to all of our stakeholders.
- 6 Involve our priority stakeholders in our corporate project through dedicated communication and the collection of their expectations in order to achieve smooth and proactive communication.
- 6 Manage a global CSR dashboard including an economic performance component, in which our priority areas will be the main focuses while ensuring that all areas are represented.

Employment Footprint : The company develops its human capital in support of the employability of its co-workers.

- 6 All of our co-workers benefit from an annual interview and a training plan based on a defined job description that is regularly reviewed with the employee.
- 6 We are committed to developing our employees' skills and therefore aim for 100% of employees to receive training every year. Training and workplace well-being are essential commitments; we aim to double the number of training hours.
- 6 We will implement diversity indicators, an adaptability grid, as well as a training needs assessment and plan so that each employee can progress within the company.
- 6 We wish to commit to youth training by increasing the number of apprenticeship and internship hours by 50%.

Environmental Management and Preservation : The company promotes eco-design of its products and services and the reduction of their environmental impacts.

- 6 We aim, in the long term, for all of our packaging to be 100% recyclable.
- 6 We plan to build a new factory that fully complies with legal regulations and to implement environmental protection measures such as the installation of solar panels and rainwater harvesting.

We are proud to have been awarded the « PME+ » label by FEEF since 2020!

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