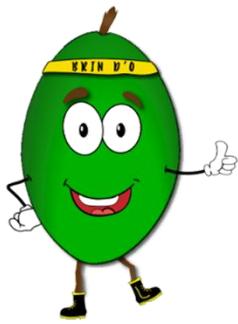


# CSR CHARTER

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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