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## OLVEAct Now Report (2019-2020)

Scope: OLVEA France (unless stated otherwise)

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**O**ur company's commitment is a reflection of its people. Employees, managers and shareholders: we all are convinced that it is our responsibility to contribute, at our level, to a **better world.**

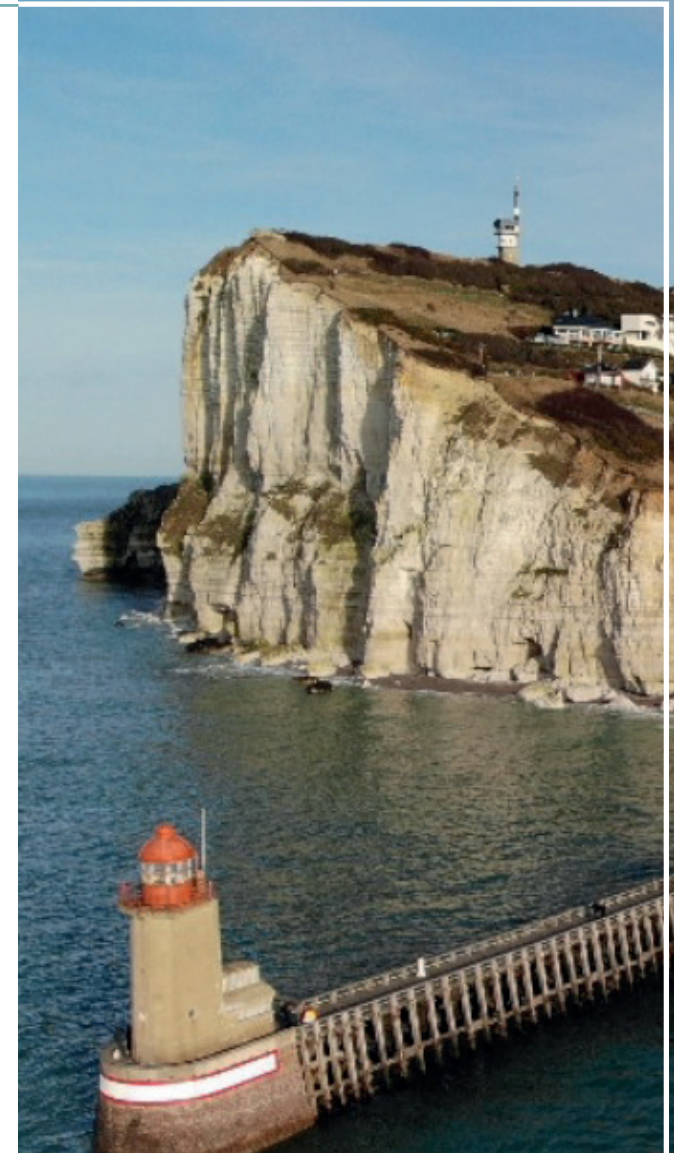
For a long time, the strong decisions taken by OLVEA have shown that **investing** in industrial units in the native countries of the raw material (Morocco, Burkina Faso and Mauritania) is a risky but virtuous economic model, with a strong **social and environmental impact.**

Every year, we further implement **sustainable development** in our activities. For the 5<sup>th</sup> consecutive year, we reaffirm our **support to the 10 principles of the United Nations Global Compact** and our desire to take part in the achievement of the **Sustainable Development Goals.**

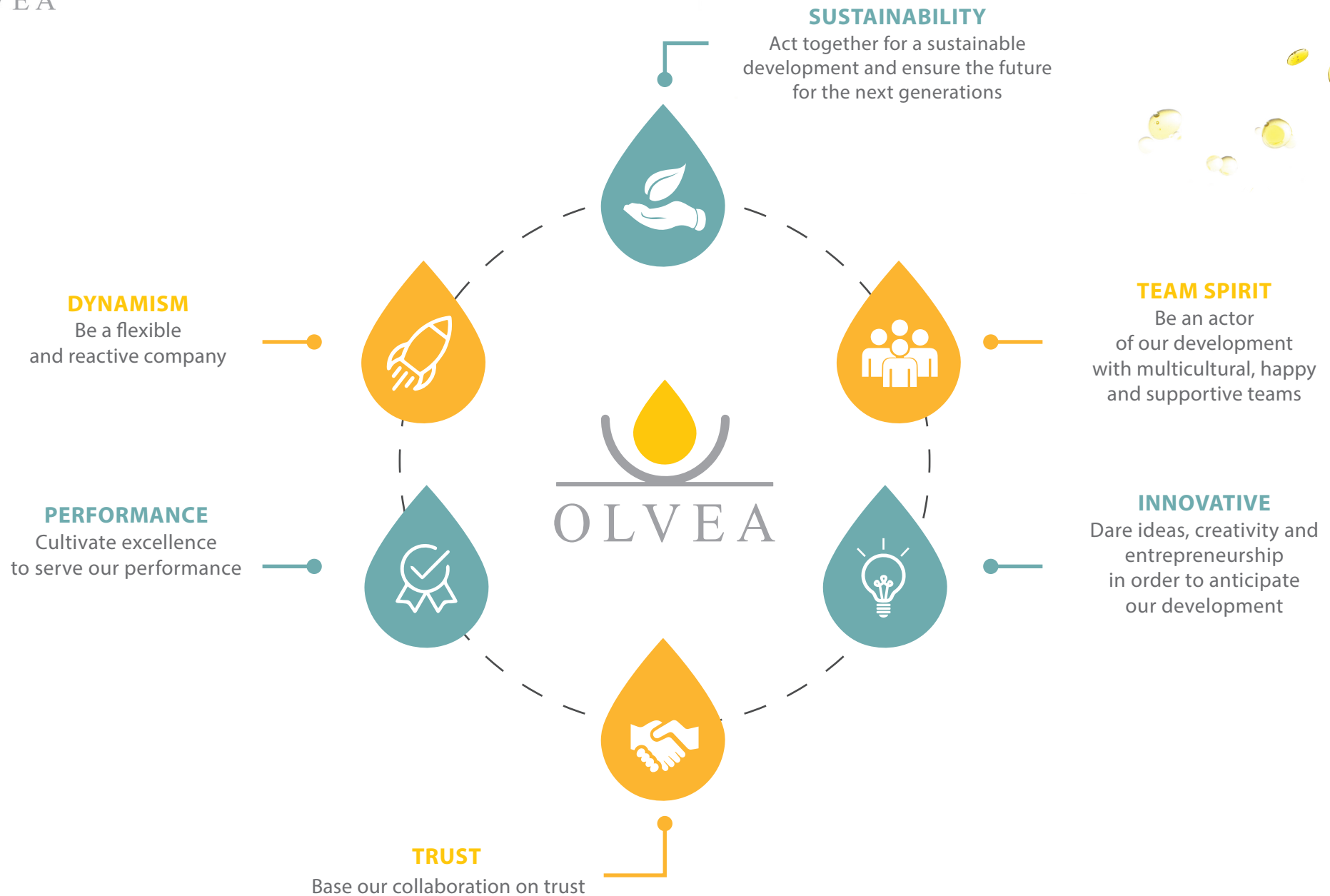
Since 2018, we have formalized this approach, with **dedicated leading employees**, through a **CSR Policy**, a CSR action plan and, today, this first report. This commitment will continue in 2020 with the strong will to set **ambitious and quantifiable goals**, in the medium and long term, with the horizon of **OLVEA's 100<sup>th</sup> anniversary in 2029.**

We are aware of the urgent need for **concrete action on CSR issues**; therefore, we are pleased to share with you today **our first OLVEAct Now report.**

**Arnaud Daudruy & Caroline Mayaud-Daudruy**  
President & Managing Director of the OLVEA Group



## Our values

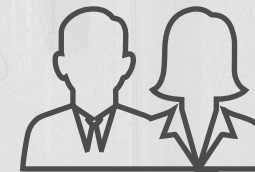




4<sup>TH</sup> GENERATION OF  
THE DAUDRUY FAMILY



90  
YEARS  
OF EXPERTISE &  
KNOW-HOW



266  
EMPLOYEES



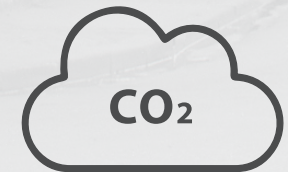
138 M€  
SALES TURNOVER



64,000  
TONS



100%  
OF OUR PRODUCTS  
ARE NATURAL AND FROM  
RENEWABLE SOURCES



2.15  
t CO<sub>2</sub>-eq  
PER TON OF  
OIL SOLD



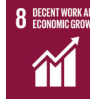

































# Table of equivalences

6 pillars of OLVEA's CSR policy / UN Global Compact 4 pillars / 17 Sustainable Development Goals (SDGs)

WE SUPPORT



CSR Policy Theme of the OLVEA Group	Specific field of action of the OLVEA Group's CSR policy	UNGC pillars	United Nations Sustainable Development Goals
 <b>GOVERNANCE</b>	Management commitment, management, communication, risk management, regulations, stakeholders, purchasing policy, fair practices	Human rights Anti-corruption	     
 <b>ENVIRONMENT</b>	Environmental management, pollution prevention, sustainable use of resources, climate change, environmental protection (biodiversity and rehabilitation of natural habitats)	Environment	    
 <b>LOCAL DEVELOPMENT</b>	Community and local development, solidarity	Human rights Anti-corruption	           
 <b>CLIENTS</b>	Protection of customer health and safety, customer information, sustainable consumption, education and awareness, customer expectations, management of customer complaints, protection of consumer data	Labor rights	
 <b>ECONOMIC PERFORMANCE</b>	Commercial relations and economic risks, sustainability and investments, profitability and sharing of added value	Human rights Anti-corruption Labor rights Environment	
 <b>WORKING CONDITIONS &amp; RELATIONS</b>	Employment and employer/employee relations, occupational health and safety, working conditions, social dialogue, human capital development, issues of equity and discrimination	Labor rights	  



# Governance

OLVEA's management fulfills its commitments to its employees, whether in terms of **business ethics**, **regulatory compliance** or **responsible purchasing**.



## 2019 HIGHLIGHTS

- ➔ **20 CSR-leading employees** involved in the CSR action plan
- ➔ Among the **top 3%** companies in our industry on the **Ecovadis** CSR assessment platform
- ➔ Implementation of **OLVEA's Ecogestures**, shared quarterly to all employees
- ➔ Creation of **Responsible Purchasing Policies** for our 2 Business Units (Fish & Veg)
- ➔ Establishment of a **Supplier Code of Conduct**
- ➔ Organization of **Open Days** and **OLVEA's 90<sup>th</sup> anniversary**
- ➔ Creation of an **intranet** to facilitate the information-sharing with the employees



## OLVEA's contribution

to the United Nations Sustainable Development Goals (SDG)

SDG

Sub target

OLVEA's contribution



**5.5** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

### Gender equity



OLVEA France



Operational Committee



Works Council



**8.2** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors.

• **2005, 2007, 2008, 2012 and 2016**  
Installation of our **storage, crushing and refining units** in the native countries of the raw material

• **2018**  
Inauguration of our **eco-refining plant** in Normandy

• **2019**  
Appointment of an **Industrial Performance Director**





# Governance

SDG

Sub-target

OLVEA's contribution



**9.2** Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries.

**OLVEA's investment over the last 10 years:**

Mauritania

**600 K€**

Burkina Faso

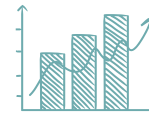
**3 M€**

Morocco

**4.2 M€**

France

**30 M€**



Saint Léonard, France



**13.3** Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

The Executive Committee followed

**32**  
hours

of training on CSR issues



Agadir, Morocco



Bobo Dioulasso, Burkina Faso



Nouadhibou, Mauritania





# Governance

SDG

Sub-target

OLVEA's contribution



**14.4** By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics.

- Commitment to purchase **90%** of our **fish oils** from **sustainable sources** by 2022
- **SFPT75** membership



**15.1** By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.

**15.6** Promote fair and equitable sharing of the benefits arising from the utilization of genetic resources and promote appropriate access to such resources, as internationally agreed.

- Goal to double our volumes of **vegetable oils** coming from **sustainable sources** by 2022



Argan fruit harvesting, Morocco

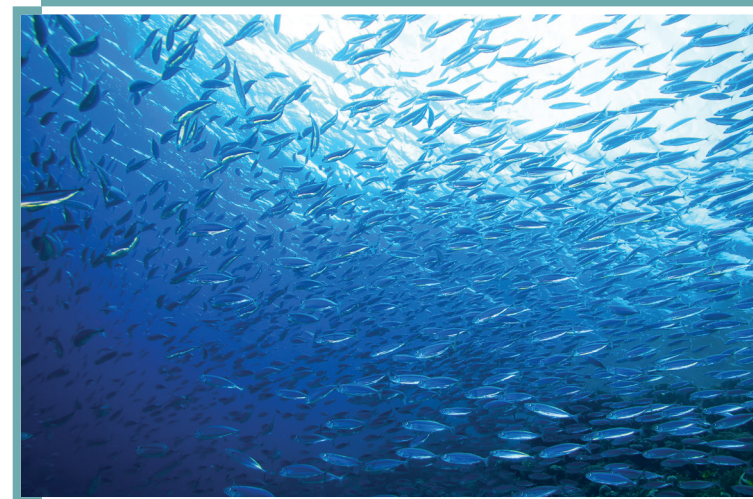
- Active watch on the **Nagoya Protocol** in the native countries of our raw materials



## Did you know?

OLVEA works with the **Sustainable Fisheries Partnerships** (SFP), an environmental NGO, to support its work on **sustainable fisheries**.

In October 2019, OLVEA became a SFP «**Champion - Target 75**», meaning that we have joined the initiative to set the goal of seeing **75% or more** of global seafood volumes in key sectors being produced in a **sustainable manner**, or improving towards sustainability, **until 2020**.



**90%**  
of our fish oils  
coming from  
sustainable sources



# Environment

OLVEA is committed to improving its environmental impact through an effective **environmental management**, which results in regular **protection** and **prevention** actions.



## 2019 HIGHLIGHTS

-  **Elimination of single-use plastic**
-  Implementation of a **monitoring dashboard** for regulatory controls and emissions (excluding GHGs): carbon monoxide, nitrogen oxides, methane...
-  Addition of a **CSR clause** to our carriers specifications to encourage them to sign the **CO<sub>2</sub> goal charter**
-  Evaluation of our environmental performance on the **CDP** (Carbon Disclosure Project) **platform** for the 3<sup>rd</sup> consecutive year
-  Organization of **waste collection** on OLVEA's sites in France and Burkina Faso on a voluntary basis
-  **Provision of bicycles** to limit the use of cars to travel between French sites



## OLVEA's contribution

to the United Nations Sustainable Development Goals (SDG)

### SDG

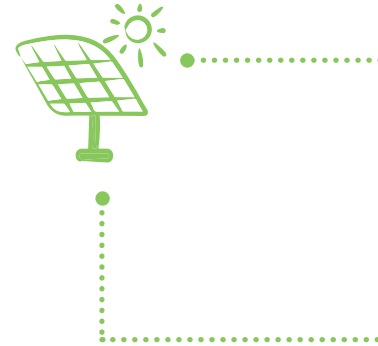
### Sub-target

### OLVEA's contribution



**7.2** By 2030, increase substantially the share of renewable energy in the global energy mix.

Production of **solar electricity** using photovoltaic panels:



**1 300 m<sup>2</sup>** in France



**350 m<sup>2</sup>** in Burkina Faso



**9.4** By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

Eco-conception of:

- **OLVEA Burkina Faso**  
**Shea butter & sesame oil production unit**, built in Bobo Dioulasso (Burkina Faso) in 2016
- **OLVEA Green Technologies**  
**Eco-refining plant**, built in Normandy (France) in 2018



# Environment

SDG

Sub-target

OLVEA's contribution



**12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.



**Elimination of single-use plastic** from our French sites



**13.2** Integrate climate change measures into national policies, strategies and planning.



**carbon neutrality of our French sites**

Implementation of a policy to **reduce our carbon footprint**:

- Production and purchase of **green electricity**,
- **Life Cycle Analysis** of our fair trade (FFL) Shea supply chain



## OLVEA's Shea Butter Life Cycle Analysis

In 2019, in cooperation with **L'Oréal** and the **CIRAD research center**, OLVEA carried out a **Life Cycle Assessment (LCA)** of its shea supply chain in order to evaluate the **different environmental impacts** of its **Fair For Life** certified shea butter and olein.

Actively committed to **reducing its environmental footprint**, OLVEA has made major investments since 2016. Significant progress has been achieved at each stage of production:

**1. Shea kernel production:** the supply of improved cookstoves, supported by L'Oréal as part of its *Carbon Balanced* program, has enabled women collectors to **reduce by 47% the consumption of wood** needed to boil the shea nuts and thus, reduce the associated deforestation.

**2. Crushing almonds into shea butter:** OLVEA's new green plant in Bobo Dioulasso (Burkina Faso), equipped with photovoltaic panels and a biomass boiler fueled by shea cakes, has led to a **major reduction in energy consumption**.

**3. Crude butter refining:** the implementation of our own eco-refining plant, OLVEA Green Technologies in Saint Léonard, has enabled us to considerably reduce the impact thanks to a **simplification of logistics flows** and a **neutral electricity mix**: 1,300 m<sup>2</sup> of photovoltaic panels and an exclusive green electricity supply for the remainder.



# Environment

SDG

Sub-target

OLVEA's contribution



**15.3** By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world.

Increase of our Shea butter, Sesame oil and Argan oil production, whose **sustainable and well-monitored production** allows to **preserve the local biosphere** and prevent the **desert spread**.

## Did you know?

In November 2019, the 4<sup>th</sup> **BioSourced Chemistry Meetings** took place in Normandy (France). On this occasion, OLVEA - as a member of *France Chimie Normandie* - was awarded the **Responsible Care 2019 Trophy** in the **CSR and Local Integration** category!



Improved cookstoves, Burkina Faso

## Tree planting in Burkina Faso



From 2016 to 2018, in partnership with our client **Yves Rocher** and the burkinabé research institute **INERA**, we have set up workshops and trainings on the **techniques of preservation and protection** of the natural shea resource: **assisted natural regeneration, nurseries and sanitary pruning**.

**1,753 shea trees** were sown, planted, protected, pruned, and **549 producers**, including **361 women**, followed technical trainings.



1,753 trees



549 producers



66% of women





# Local Development

OLVEA is committed to being a **major and sustainable player in local development** in the regions where the Group is located, particularly through its **Philanthropic Fund**, its Moroccan charity **Marocavie** and the **development funds** of its fair trade supply chains.



Fécamp, France



Agadir, Morocco

## 2019 HIGHLIGHTS

- ➡ OLVEA initiated a **FIP** (Fishery Improvement Project) on small pelagic in Mauritania in 2017, which aims to provide **transparency**, ensure the **sustainability** of the resource and **certify** fisheries and suppliers.
- ➡ Distribution of **2,562 improved cookstoves** within our Shea butter supply chain
- ➡ Thanks to our **Philanthropic Fund**:
  - **Sponsorship of students from Fécamp** to finance some or all of their first two years of higher education
  - Organization of **4 medical caravans** in Morocco allowing **1,700 people** to benefit from **specialized medical consultations**
  - Distribution of **school supplies** and **winter blankets** in Morocco



## OLVEA's contribution

to the United Nations Sustainable Development Goals (SDG)

### SDG

### Sub-target

### OLVEA's contribution



**1.2** By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.

- Donation of **protection equipment** during the COVID-19 pandemic to rural populations in **Burkina Faso**
- Actions for the **socio-economic development of women** and their families in **Morocco** through our charity Marocavie



**2.1** By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.

**2.3** By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.

- Distribution of **food baskets** during **Ramadan** and the **COVID-19 pandemic** to rural populations in Morocco



- **Public-Private Partnerships** in Burkina Faso and Mali in order to contribute to their **food security**



# Local development

SDG

Sub-target

OLVEA's contribution



**3.8** Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.



### In Morocco

- Organization of **medical caravans**

### In Burkina Faso

- Coverage of 100% of OLVEA's employees' **health costs**
- Coverage of shea producers' **medical costs**
- **Renovation and equipment** (beds, blood pressure monitors, etc.) of the Health and Social Promotion Center



**4.6** By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.



Children schooling, Burkina Faso

### In Burkina Faso

- **Literacy campaigns** in Burkina Faso since 2013, enabling **824 people** to learn to **read, write and count**
- **Schooling** of a hundred disadvantaged children
- **Rehabilitation & equipment** of classrooms



**+ 800**  
people have  
learned to read,  
write and count



**8**  
literacy  
campaigns  
(since 2013)



# Local development

SDG	Sub-target	OLVEA's contribution
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**5.1** End all forms of discrimination against all women and girls everywhere.



### In Morocco

- Installation of toilets in rural schools to **help young girls' access to education**
- Construction of **training centers** for young girls



**6.1** By 2030, achieve universal and equitable access to safe and affordable drinking water for all.

**6.2** By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations.

**Wells construction and drilling** in isolated villages in Morocco and Burkina Faso



**7.3** By 2030, double the global rate of improvement in energy efficiency.

Distribution of **improved cookstoves** and **clean energy equipment** to the populations of Burkina Faso

## Improved cookstoves in Burkina Faso



Shea producers are using cookstoves for the nuts boiling. Traditional cookstoves have a **major impact on their health and deforestation.**

2019 saw the start of the 2<sup>nd</sup> phase of the **Improved Cookstoves distribution** project within our shea supply chain. We carried out this project in partnership with our client **L'Oréal** and the **NGO Nafa Naana/Entrepreneurs du Monde.**

The phase 1 of the project (2016-2018) made possible to **avoid the emission of more than 9,000 tCO<sub>2</sub>e** and the **cutting of more than 4,500 t of wood** traditionally taken from the forest. In total, **5,370 cookstoves** were provided to women shea producers. Beyond the environmental impact, this project generates co-benefits: on the **reduction of unpaid working time** for women and on their health.



**5,370**  
improved  
cookstoves



**9,000**  
t CO<sub>2</sub>-eq  
avoided



# Local development

## SDG Sub-target OLVEA's contribution



**8.4** Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead.

**Yield increase of sesame plots** thanks to the IFIS project in Burkina Faso



**10.1** By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average.

Reinforcement of **women's involvement in the Sesame supply chain** through the IFIS project in Burkina Faso



**14.4** By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics.

Establishment and monitoring of the Fishery Improvement Project (**FIP**) in Mauritania



## IFIS project in Burkina Faso



OLVEA Burkina Faso is part of the «**Innovating for Impact of Sesame in Burkina (IFIS)**» project, an initiative organized by OLVEA, ICCO Cooperation and the Danish Agency for International Development (DANIDA), which aims to **improve the Sesame supply chain** through the **reinforcement of the technical capacities** of producers and the introduction of **technological innovations**.

## The FIP in Mauritania



The **FIP (Fishery Improvement Project) on small pelagic in Mauritania** was initiated by OLVEA in 2017, with the appropriate national authorities, the national specialized research institute, and private operators.

The FIP aims to provide **transparency**, ensure the **sustainability** of the resource and, ultimately, the certification of fisheries and OLVEA suppliers according to the **MarinTrust** or **MSC** standards.

**OLVEA is the leader of this FIP**, and coordinates it jointly with a third party, Key Traceability. In 2019, the FIP received support from the «**MarinTrust Improver program**» to accelerate the fisheries and suppliers' certifications.





# Local development

SDG

Sub-target

OLVEA's contribution



**15.1** By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.

**Sustainable agricultural production and actions for the protection and conservation of natural resources** within the scope of our sustainable supply chains: shea, sesame, avocado, olive, argan



**17.17** Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.

• **Implementation of projects with clients, NGOs and other technical and financial partners**, around a profitable economic supply chain, with social and environmental goals

• **Public/private partnerships** in Burkina Faso with RVO, ADA and USAID, implemented with the support of ICCO and Fair Match Support, based on:

- **Technical support** for our supply chains
- **Reinforcement of organizational and governance** capacities of producers organizations
- Support for the **equipment of our green plant**



## Since the launch of our eco-refining plant



In 2018, we inaugurated in Normandy (France) OLVEA Green Technologies, **one of the first green and eco-designed refining plants in Europe.**

This plant was built to have the lowest environmental impact: 1,300m<sup>2</sup> of **photovoltaic panels**, **100% green electricity**, installation of 3 **rainwater storage tanks** allowing the recovery of up to 12 million litres per year.



With **OLVEA Green Technologies**, OLVEA:

- is a pioneer in the **industrial relocation** process
- has created **45 jobs**
- avoids nearly **410 trucks** on the roads (230,000 km) every year
- produces nearly **250 MWh of photovoltaic electricity** every year



# Clients

Thanks to the daily involvement of its employees, OLVEA guarantees to its customers **attention, transparency** and **responsiveness**.



## 2019 HIGHLIGHTS

- ➔ Certifications renewal: **For Life** and **Fair For Life** for OLVEA Vegetable Oils, **Friend of the Sea**, **MarinTrust Chain of Custody** and **MSC Chain of Custody** for OLVEA Fish Oils
- ➔ **FSSC 22000** certification for OLVEA Green Technologies
- ➔ Development of our **fair trade** (Fair for Life certified) **vegetable oils** portfolio
- ➔ Numerous **customer visits to our sites** in France and in our integrated supply chains, **regular visits and audits** of our suppliers
- ➔ Implementation of a **management software for drivers' reception** at our French sites in order to improve the traffic flow on site and the efficiency of our logistics
- ➔ Development of an **IT charter**, including **GDPR regulations** and digital best practices



## OLVEA's contribution

to the United Nations Sustainable Development Goals (SDG)

SDG

Sub-target

OLVEA's contribution



**12.8** By 2030 ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.

Strong development of **certified products linked to responsible consumption** (organic, fair trade, MarinTrust, MSC)



## Our certifications & commitments

OLVEA is committed to **actively participating in various professional and sectoral organizations**, including:



Sedex

ecovadis



OLVEA **formalizes its vision and actions in terms of quality and sustainability** through several certifications, among which:



# Economic Performance

OLVEA invests continuously and responsibly, in order to offer products that are ever more suited to the needs of its customers and the market.





## 2019 HIGHLIGHTS

- Integration of **CSR criteria** in the investments review
- 4<sup>th</sup> renewal of a **three-year profit-sharing agreement**:
  - distribution of **1,794€** per employee in average for 2019
  - additional contribution of **30%** by OLVEA when placed on the saving plan
- Production investments** allowing us today to transform **92% of our products** (process and packaging)



## OLVEA's contribution

to the United Nations Sustainable Development Goals (SDG)

SDG	Sub-target	OLVEA's contribution
	<b>8.1</b> Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries.	Sales turnover <b>increased by 4x</b> over the past 10 years. 



## Our sites

- Normandy, France**  
OLVEA Group - Headquarters  
OLVEA Vegetable Oils  
OLVEA Fish Oils  
OLVEA Green Technologies
- Agadir, Morocco**  
OLVEA Atlantic  
OLVEA Morocco
- Nouadhibou, Mauritania**  
OLVEA Mauritania
- Bobo Dioulasso, Burkina Faso**  
OLVEA Burkina Faso
- Amsterdam, Netherlands**  
OLVEA Netherlands
- New York, USA**  
OLVEA USA



# Working conditions & relations

OLVEA is committed to having **happy and fulfilled employees**, and ensures that the working conditions in the company allow the **personal and professional development** of each.



## 2019 HIGHLIGHTS

-  Setting up of « **Lunch & Learn** » sessions: presentation of a specific topic by an employee around a lunch offered by OLVEA
-  Setting up of « **Take my seat** »: **half-days of immersion** in another department in order to discover different jobs to help understand their issues and challenges
-  Creation of « **OLVE'Attitudes** », good practices derived from our corporate values for working and living together at OLVEA, jointly determined during employees' workshops
-  Creation of **skills matrices** for a better work flexibility in the different departments
-  Renewal of our **working time agreement**
-  Implementation of **KPI** on workplace accident rate (frequency, injury)



## OLVEA's contribution

to the United Nations Sustainable Development Goals (SDG)

### SDG

### Sub-target

### OLVEA's contribution



**1.1** By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day.

- Development of **integrated and sustainable supply chains** in Burkina Faso and Morocco
- OLVEA's **salary policy** ensuring that each employee receives a **salary higher than the conventional minimum wage**



**8.5** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

- Optimal working conditions to ensure the **well-being of employees** in France: health coverage, mutual insurance, home office, gym, company sailboat, sit and stand desks



**10.2** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

- Emphasis on the **fight against all forms of discrimination**
- **16%** of new employees hired under **inclusive contracts** in 2019

In 2019  
**16%**  
INCLUSIVE  
CONTRACTS

## The involvement of our employees



### OLVEA'S SAILING BOAT

OLVEA's sailboat, at the disposal of our employees, had a good 2019 season thanks to the **dedicated team** of 8 employees. **More than 20 boat trips** were organized, mixing discovery and pleasure!



### FRESH, VEGETABLE BASKETS

Baskets of **100% organic and local vegetables**, harvested the very morning of delivery, were proposed to the employees. This project, led by 3 OLVEA employees, has made it possible to set up **21 commitments** with the *Graine en Main* association, which only works with **people who are part of social reintegration programs**.



FRESH Team

### SEWING WORKSHOPS

Sewing workshops have been organized since 2019, at the initiative of an experienced and enthusiastic employee, in order to **share techniques, methods and know-how**. These workshops made it possible to manufacture **washable wipes** and **masks** at the start of the COVID-19 pandemic.

## La Rose - Race in Fécamp



Every year, the Philanthropic Fund of OLVEA finances the **participation of OLVEA's employees** (as well as their spouses and children) in the La Rose race, organized in Fécamp in favor of the fight against breast cancer.



GOVERNANCE

Equity



OLVEA France



Operational Committees



Works council

6.5%



of the OLVEA Group's net profit donated to charities and community projects

WORKING CONDITIONS & RELATIONS

24 h

of training per employee



16%

of employees recruited within inclusive contracts



ENVIRONMENT

98%

of the electricity used coming from renewable origin



100%

of by-products reused to produce renewable energy

0.3%

of waste generated per ton of oil sold



-13%

t CO<sub>2</sub>-eq per ton of oil sold vs. 2016



CLIENTS

7%

of OLVEA France's operating expenses dedicated to Quality



ECONOMIC PERFORMANCE

92%

of products are transformed by OLVEA



88%

of investments made with local companies



LOCAL DEVELOPMENT

98%

of OLVEA's Philanthropic Fund's budget dedicated to local actions





We would like to thank **all the people who are contributing to OLVEA's CSR actions** in France and abroad, and in particular our employees, who share and promote **OLVEA's values** every day.

Thanks to **their daily involvement**, this report was made possible.

**Christophe Godard**  
CSR Manager of the OLVEA Group



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