

# DANONE WAY 2019 DATA

	Unit	2019	EXTERNALLY VERIFIED
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## OVERARCHING SECTION

### ADVANCING DANONE 2030 COMPANY GOALS WITH EMPLOYEES<sup>(a)</sup>

Number of entities that have local volunteers analyzed and synthesized the "One Person. One Voice. One Share" program's local data. The Committee of Direction has received a debrief from the volunteers on the feedbacks gathered in the consultation.	%	87%	✓
Number of entities that have provided feedback to all their employees on the key messages received during the "One Person. One Voice. One Share" consultation process and on the impact of employees' voices on the entities' plans.	%	77%	✓

<sup>(a)</sup> These practices are calculated on Danone Way scope, refer to our Methodology Note

### SUSTAINABILITY INTEGRATION<sup>(a)</sup>

Number of entities that have been co-creating Business Sustainability programs <sup>(b)</sup> with relevant business functions and external stakeholders, or supported by Danone Communities, Danone Ecosystem Fund, Livelihoods funds and similar; in order to tackle material sustainability issue(s).	%	74%	✓
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<sup>(a)</sup> This practice is calculated on Danone Way scope, refer to our Methodology Note

<sup>(b)</sup> The Business sustainability programs should satisfy both criteria:

- KPIs are defined and tracked either on social, environmental or health impacts;

- potential business benefits are identified (e.g. cost efficiency, reputation, employee engagement, etc.) and tracked.

## IMPACT PEOPLE'S HEALTH LOCALLY

### BETTER PRODUCTS<sup>(a)</sup>

Number of entities that put in place an active reformulation plan to achieve the 2020 nutritional targets, defined jointly with the Research and Innovation, Marketing and General Secretary functions	%	72%	✓
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<sup>(a)</sup> Refer to our Methodology Note

### BETTER CHOICES<sup>(a)</sup>

Number of entities having three major brands (or subranges) that have identified the other foods and beverages that are consumed in the same key moments of consumption by the targeted consumer(s) through : <ul style="list-style-type: none"> <li>• For EDP: usually through "share of stomach" analyses of local usage and attitude (U&amp;A) studies</li> <li>• For ELN: usually through "share of stomach" analyses of local U&amp;A studies, "share of stomach" studies, or "need states" studies</li> <li>• For Waters: usually through "share of throat" analyses of fluid intake studies</li> </ul> These studies are not more than five years old.	%	73%	✓
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<sup>(a)</sup> Refer to our Methodology Note

## BETTER CONSUMPTION<sup>(a)</sup>

Number of Danone's entities engaged in favor of a public health cause	%	79%	✓
Number of entities that have actively undertaken at least one action (e.g., a program or service) relevant to the cause during the past year. The reach of the action undertaken are quantitatively measured.	%	66%	✓

<sup>(a)</sup> These practices are calculated on Danone Way scope, refer to our Methodology Note

## GROW MANIFESTO BRANDS

### MANIFESTO BRANDS<sup>(a)</sup>

Number of entities having implementing at least one purpose-driven manifesto action on a single brand and/or at the cross-brand level related to sustainability topics. These actions must be (i) true to the brand purpose, (ii) create a dent in culture, (iii) empower people and (iv) contribute to Danone's vision One Planet. One Health.	%	69%	✓
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<sup>(a)</sup> This practice is calculated on Danone Way scope, refer to our Methodology Note

## PRESERVE AND RENEW THE PLANET'S RESOURCES

### REGENERATIVE AGRICULTURE<sup>(a)</sup>

Number of the entities developed concrete projects in line with at least one of the three pillars of the regenerative agriculture framework regarding the main raw materials it uses	%	76%	✓
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<sup>(a)</sup> This practice is calculated on Danone Way scope, refer to our Methodology Note

### CIRCULAR ECONOMY OF PACKAGING<sup>(a)</sup>

Number of the entities set up an assessment of recycling systems (collection, sorting and recycling) and identified the main stakeholders to improve the recycling and/or regulations	%	90%	✓
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<sup>(a)</sup> This practice is calculated on Danone Way scope, refer to our Methodology Note

### WATER<sup>(a)</sup>

Number of entities having implemented at least a reduction of water consumption in their operations <sup>(b)</sup> or the protection of the resources from which water is extracted <sup>(b)</sup> to make their products.	%	83%	✓
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<sup>(a)</sup> These practices are calculated on Danone Way scope, refer to our Methodology Note

<sup>(b)</sup> By reduction of water consumption in operations and protection of the resources from which water is extracted, we means that the entities have implemented one or several of these actions: Installation of low-flow faucets, taps, toilets, urinals, and/or showerheads/ use of gray-water usage for irrigation/ Use of low-volume irrigation methods /Harvesting of rainwater

## FOOD WASTE<sup>(a)</sup>

Number of the entities or supply points implemented at least one concrete measure to improve the food waste recovery rate. This measure had a significant impact.	%	74%	✓
Number of entities having engaged with external stakeholders via at least one of the following strategies: <ul style="list-style-type: none"> <li>• Partnering with at least one retailer and/or food bank and/or supplier and/or consumers on at least one concrete food waste reduction project</li> <li>• Launching innovative projects/partnerships with NGOs, startups, and/or solutions providers to tackle a food waste problem</li> <li>• Engaging directly with consumers on food waste reduction through at least one targeted communication campaign</li> </ul>	%	58%	✓

<sup>(a)</sup> Refer to our Methodology Note

## ENVIRONMENTAL MANAGEMENT SYSTEMS<sup>(a)</sup>

Number of entities having established an Environmental Management System <sup>(b)</sup> following the principles of ISO 14001 certification.	%	81%	✓
Number of entities having identified external stakeholders (NGOs, key opinion leaders, academics, associations, industry experts, etc.) relevant to the implementation of their environmental roadmap and initiated engagement with them.	%	57%	✓

<sup>(a)</sup> These practices are calculated on Danone Way scope, refer to our Methodology Note

<sup>(b)</sup> This Environmental Management System must include at minimum: an environmental policy, a resource person responsible for its implementation, set environmental targets, and an annual performance assessment.

## ENTRUST DANONE'S PEOPLE TO CREATE NEW FUTURES

### TALENT DEVELOPMENT<sup>(a)</sup>

Number of entities planned an annual development meeting for each executive, member of the entity's committee of directors, director or manager, making it possible to assess their functional skills and define a development plan	%	95%	✓
Number of the entities planned a development conversation with each employee at least once every two years in order to provide feedback, come up with an individual development plan and provide visibility on potential future development opportunities	%	84%	✓
Number of the entities anticipated the need to pass on rare competencies specific to their activities. That was reflected in the formalization of a succession plan for key functions	%	83%	✓

<sup>(a)</sup> These practices are calculated on Danone Way scope, refer to our Methodology Note

### INCLUSIVE DIVERSITY<sup>(a)</sup>


Number of entities having developed inclusive diversity KPIs, a roadmap and an action plan. The KPIs and roadmap shall include the contribution of the entities on the three inclusive diversity global KPIs (inclusive behaviors, gender balance, and culture and nationality). For its roadmap, the entity should set and monitor KPIs and share documentation of its progress with their Committee of Directors, as well as conducting gender pay equity analysis.	%	61%	✓
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<sup>(a)</sup> This practice is calculated on Danone Way scope, refer to our Methodology Note

## FOSTER INCLUSIVE GROWTH

### ACCESS AND EMPOWERING VULNERABLE PARTNERS<sup>(a)</sup>

Number of entities that offer one or more healthy products in its portfolio targeted at low-income populations<sup>(b)</sup>, and at least 10 percent of total sales volumes is generated from this population.

	%	39%	
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<sup>(a)</sup> This practice is calculated on Danone Way scope, refer to our Methodology Note

<sup>(b)</sup> By low-income populations, we are targetting economic groups from C2 to D1


## SERVE THE FOOD REVOLUTION WITH PARTNERS

### STAKEHOLDER ENGAGEMENT<sup>(a)</sup>

Number of entities having identified material risks and opportunities as a result of external stakeholder feedback and involving key internal functions (sustainability, regulatory, nutrition, food safety, communication, marketing, sales, etc.).

	%	90%	
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Number of entities that are capable of itemizing their advocacy expenses<sup>(b)</sup>.

	%	87%	
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<sup>(a)</sup> This practice is calculated on Danone Way scope, refer to our Methodology Note

<sup>(b)</sup> The advocacy expenses are including trade association fees, costs of engagement with/membership in tax-exempt groups, costs of advocacy representation (e.g., the engagement of an agency mandated to advocate on Danone's behalf).