

# 2020 Corporate Social Responsibility

## 2021 Performance report





# SUMMARY

## OLVEAct Now report (2021)

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## STATEMENT FROM THE EXECUTIVE COMMITTEE



This new decade marks a turning point for OLVEA. More than ever, we must be **active players of the environmental and social transition, and accelerate our change.**

For 15 years now, we have chosen to develop **sustainable and fully integrated supply chains** in the countries of origin of our raw materials. But we are aware that we still need to go further, and are **committed to improving our impact** in our supply chains and our eco-system. Thus, in 2020, OLVEA joined the board of the **Global Shea Alliance**, and became a founding member of the **Global RoundTable on Marine Ingredients** of the environmental NGO Sustainable Fisheries Partnership (SFP) and of the Marine Ingredients Organisation (IFFO).

In our first OLVEAct Now report released in 2020, we highlighted our contributions over the past 10 years to the **United Nations Sustainable Development Goals (SDGs)**. In this 2021 edition, we will share with you how **our products participate in the achievement of these objectives** as well as the 6 core values of OLVEA, carried on a daily basis by our company and our employees: **Sustainability, Dynamism, Performance, Trust, Team Spirit** and be **Innovative**. Our CSR performance report is also shared with the **United Nations** as part of our **membership to the Global Compact**.

In a **long-term perspective of transformation**, we have now set our **sustainable and performance objectives for 2029**, the year of **OLVEA's centenary** - and we will give ourselves the means to achieve them thanks to the **commitment of our 286 employees** and the support of our customers and partners.



### OLVEA's Executive Committee

**Arnauld Daudruy**, President - Managing Director Fish Oils Business Unit  
**Caroline Mayaud Daudruy**, Managing Director Support Services  
**Emmanuel Petiot**, Managing Director Vegetable Oils Business Unit  
**Bertrand Alfroid**, Managing Director OLVEA Green Technologies



# OUR VALUES

## SUSTAINABILITY

Act together for a sustainable development and ensure the future for the next generations

## DYNAMISM

Be a flexible and reactive company

## TEAM SPIRIT

Be an actor of our development with multicultural, happy and supportive teams



## PERFORMANCE

Cultivate excellence to serve our performance

## INNOVATIVE

Dare ideas, creativity and entrepreneurship in order to anticipate our development

## TRUST

Base our collaboration on trust





# KEY FIGURES

OLVEA GROUP - 2020/2021



**+90**

years of expertise & know-how



**286**

employees worldwide



**150 M€**

sales turnover



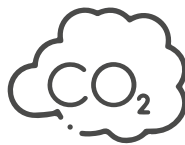
**65 000**

tons of oil



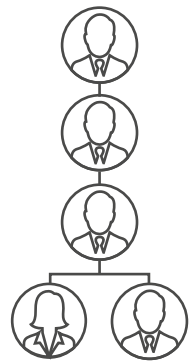
**100%**

of our products are natural  
and biosourced



**2,19**

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



**4<sup>th</sup>**







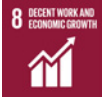
































generation of the Daudruy family





















# TABLE OF EQUIVALENCES

## Contribution of OLVEA's CSR policy ...

Theme of the CSR policy of OLVEA	Values of the OLVEA Group	United Nations Sustainable Development Goals
<b>Governance</b>	 Innovative  Sustainability  Trust   Performance  Team spirit	     
<b>Environment</b>	 Innovative  Sustainability  Trust   Performance  Team spirit  Dynamism	    
<b>Local development</b>	 Innovative  Sustainability  Trust   Team spirit  Dynamism	           

## ... to 15 Sustainable Development Goals (SDGs)

Theme of the CSR policy of OLVEA	Values of the OLVEA Group	United Nations Sustainable Development Goals
<b>Clients</b>	 Sustainability  Trust  Performance	
<b>Economic performance</b>	 Innovative  Trust  Performance  Dynamism	
<b>Working conditions &amp; relationships</b>	 Innovative  Dynamism  Performance  Team spirit	  





# CSR INDICATORS

OLVEA FRANCE - 2020/2021

## Governance



**+15%**

of the time dedicated to CSR  
by the Executive Committee



**5%**

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



Workforce	F = 43% M = 57%
Managers	F = 53% M = 47%
Works council	F = 75% M = 25%

## Environment



**100%**

of the electricity used comes  
from renewable sources



**90%**

of our oils are delivered in  
low-environmental impact packagings  
(bulk, IBC, cardboard boxes)



**-50%**

decrease in paper printing  
(versus 2019)

## Local development



**92%**

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

## Clients



**100%**

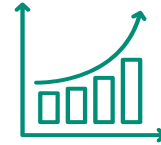
increase in the volumes of vegetable oils coming from  
fair trade supply chains (Fair For Life)

## Economic performance



**86%**

of our products processed by OLVEA  
(processing, packing)



**+10%**

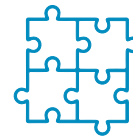
of sales turnover  
(2020 - 2021)

## Work conditions & relations



**15h**

of training  
(internal and external)  
per employee



**30%**

of employees hired  
under **inclusive contracts**

# F C U S

## Contribution of our products to the SDGs

---

Through our activities and our daily commitments, OLVEA actively contributes to the achievement of the United Nations Sustainable Development Goals.

In this focus, discover how our products also have a great impact on these goals.  
This is truly the leitmotiv for the development of our sustainable and inclusive supply chains.









# FOCUS

## Contribution of our argan oil to the SDGs



# Argan oil production in Morocco

As a historical player in the production of argan oil, we have developed a **production method** and **specific equipment** in order to offer a **competitive** and **high quality** oil to the cosmetics industry.

We have set up **our own integrated supply chain** with the establishment of our production unit, **OLVEA Morocco**, based in Agadir since 2007.



The argan forest has been declared the first **Biosphere Reserve** of Morocco by **UNESCO** in 1998, with its naturally grown argan trees. The argan fruit harvest is a **Berber tradition** reserved for **women**.



In order to be an active participant to sustainable development in Morocco, OLVEA Morocco's co-workers have set up a **charitable organization** called **Marocavie** to support projects that aim to **protect the argan forest** and improve the **socio-economic development** of the rural populations:



- Equipment of **2 wells** (water distribution network, solar panels, submerged pumps and water tanks) benefiting **70 families**,
- Set up of **medical caravans** benefiting to more than **5,500 people** since 2013,
- Construction of infrastructures in **6 schools** (electricity, sanitary facilities, fences & equipment),
- Distribution of **food baskets** to more than **10,350 people** since 2016.



Our argan oil is **ethically sourced** and will be verified as such by the **UEBT** (Union for Ethical BioTrade) in 2021.



Our next step in 2022 will be to obtain a **socially responsible certification** for our argan oil, to complete our portfolio of sustainable products.



<https://www.olvea-vegetable-oils.com/argan-oil-producer-morocco/>



<https://www.ethicalbiotrade.org/>





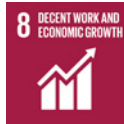
# FOCUS

## Contribution of our TrueShea™ (shea butter) to the SDGs



# TrueShea™ production in Burkina Faso

We have developed our own **integrated value chain** with **our production unit** located in Bobo-Dioulasso (Burkina Faso) since 2008.



The shea tree **grows wild in Sub-Saharan Africa** in the area known as the « Shea Belt » and is **protected** by the Burkinabe forestry code. The collection of shea fruit is an activity **reserved for women**. We have been leading shea tree **protection and preservation campaigns** for more than 5 years.



In order to concretely implement **sustainable practices** within this value chain, OLVEA Burkina Faso has developed supply chains that meet various demanding specifications: **organic farming** and **fair trade** (Fair For Life). In 2020, the majority of the shea produced by OLVEA came from these supply chains.

OLVEA Burkina Faso has been a **member of UEBT** since 2013 and implements several projects, **in collaboration with NGOs** or clients, with the aim of **improving the social and environmental impacts** of its supply chain.

To actively contribute to the strategic issues of the shea butter industry, OLVEA joined the **Executive Committee** of the **Global Shea Alliance** last year and chairs the Sustainability Working Group.



In 2020, we launched the **TrueShea™** range, which brings together all of our **pure, sustainable, 100% natural** shea butters **produced locally** in Burkina Faso.

For more than 10 years, **L'Oréal**, world leader in the cosmetics industry, has chosen OLVEA to develop its « **Solidarity Sourcing** » programme.

It was also with L'Oréal that we have set up the supply of **improved cookstoves** to women shea producers, enabling the **distribution of more than 9,000 clean cooking equipment** since 2016.



We have also been supported by **Yves Rocher** for more than 5 years to finance projects for **organic shea producers** with whom OLVEA works.

Today, more than ever, we continue to innovate in order to **improve the social and environmental impacts** of our supply chain, by involving different stakeholders in our projects (clients, NGOs, cooperation agencies).



<https://www.icco-cooperation.org/en/project/birds-bees-business/#background>



<https://www.fairclimatefund.nl/en/news/the-carbon-footprint-of-the-shea-value-chain>



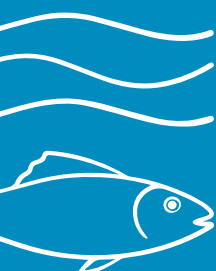
<https://www.loreal.com/fr/articles/sharing-beauty-with-all/burkina-faso-un-approvisionnement-solidaire-en-karite/>





# FOCUS

## Contribution of our Mauritanian fish oils to the SDGs





# Fish oils production in Mauritania

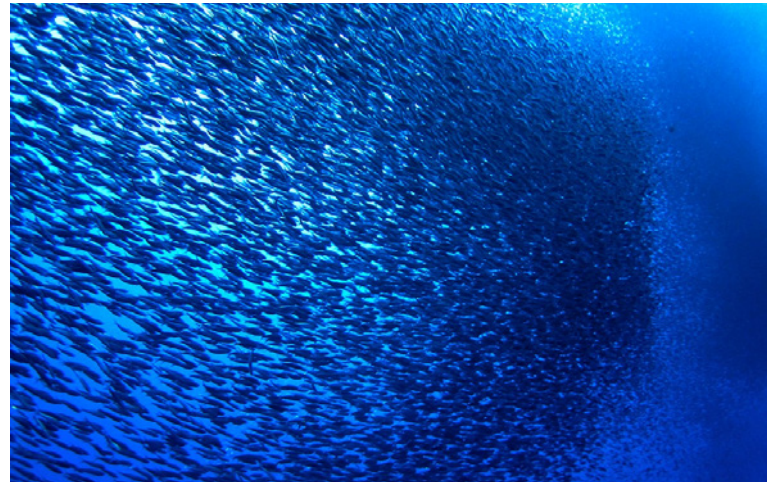
We have developed our own **integrated value chain** with **OLVEA Mauritania**, our storage unit located in Nouadhibou (Mauritania) set up in 2012.



Since 2017, OLVEA has **initiated a FIP** (Fishery Improvement Project) for **responsible management of small pelagics**, in partnership with the Mauritanian fisheries authority, the Mauritanian Institute for Oceanographic and Fisheries Research and local companies.



The small pelagic fishery is mainly composed of **artisanal and coastal purse seiners** as well as pelagic trawlers targeting **sardines** (*Sardina Pilchardus*) and **flat sardinella** (*Sardinella maderensis*), a shared regional stock, and **obo** (*Ethmalosa fimbriata*) in the Mauritanian Exclusive Economic Zone (EEZ), part of FAO zone 34 Central West Atlantic.



The FIP aims to bring **transparency** and ensure the **sustainability** of the resource. The **MarinTrust** and **MSC** standards have been chosen as a reference for the evaluation and the work plan.



In order to actively participate in **sustainable development** in Mauritania, OLVEA Mauritania created the non-profit organization **MauritaVie**, in 2020.

Set up by **OLVEA Mauritania's employees** willing to volunteer and to support collective actions with **social, cultural, educational** and **environmental** purposes, MauritaVie is managed by a voluntary team built among OLVEA Mauritania's staff and **supported by local people** and organisations.



<https://fisheryprogress.org/fip-profile/mauritania-small-pelagics-purse-seine>



<https://www.marin-trust.com/mauritania-small-pelagics-fip>

# GOVERNANCE



“ OLVEA's management enforces its commitments towards its employees, whether in terms of **business ethics, regulatory compliance** or **responsible purchasing**. ”

## 2020 HIGHLIGHTS

## OUR VALUES



Development of OLVEA's Climate strategy « **OLVEAct for the Climate** », aligned with the **Paris agreements**.



Innovative Sustainability



Deployment of a **digital traceability and technical assistance tool** in OLVEA's **integrated** organic and fair trade certified sesame supply chain. (see page 31)



Innovative Sustainability Trust



Integration of **CSR goals** in the people annual reviews.



Performance



Set up of **strategic CSR goals** for 2029.



Performance



**30% increase in our responsible purchases** in the vegetable oils business unit\*.



Sesame supply chain, Burkina Faso



Avocado supply chain, Kenya



Sustainability Trust



Assessment of OLVEA Green Technologies by **Ecovadis** for the first year: **silver** status.



Performance Team spirit

\* versus 2019



## Commitments & stakeholders

### OLVEA AT THE GLOBAL SHEA ALLIANCE

In 2020, OLVEA joined the **Global Shea Alliance's board** (Executive Committee), of which we have been member since 2015. This election allows us to bring **our expertise** and to actively participate in the **strategic decisions** of the Shea industry.



### IAM AFRICA CHARTER

OLVEA is a signatory of the **IAM Africa charter**, in favor of the development of **agro-pastoral supply chains in Africa**, and is committed to taking concrete actions to preserve and restore ecosystems.

By signing this charter, OLVEA joins the ambitious objective of reaching an **international agreement for biodiversity**, while participating in the promotion of a strategy combining **social, environmental** and **economic** developments.



### OLVEA AT THE GLOBAL ROUNDTABLE IFFO/SFP

In 2020, OLVEA has become a **founding member of the « Global Roundtable on Marine Ingredients »** initiated by the **IFFO** (The Marine Ingredients Organisation) and **SFP** (Sustainable Fisheries Partnership), committing once again to the development of **sustainable value chains in the fishing industry**.



Olive oil from a sustainable supply chain, Morocco

## Sustainable supply chains

For several years, OLVEA has been setting up **sustainable supply chains**, either **internally** or with its suppliers. In particular :

- **shea butter** and **sesame oil** in Burkina Faso and Mali (certified organic and fair trade),
- **palm oil** in Brazil (RSPO SG),
- **olive oil** in Morocco and Spain (sustainable supply chain),
- and **hazelnut oil** in Turkey (certified organic and fair trade).

In 2020, the development of these supply chains has allowed us to **secure** an income higher than the market price (+10% on average) for **more than 28,600 producers**. 100% of these producers have been **trained** to good agricultural practices, for an equivalent of more than **100,500 hectares** of exploited land.

THEME OF OLVEA'S CSR POLICY :

# ENVIRONMENT



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

## 2020 HIGHLIGHTS



**Increase of 5,000 kWh** of our solar electricity production with the same equipment (**1,300m<sup>2</sup> of photovoltaic panels**) installed on our eco-refining plant in Saint Léonard, France\*.



## OUR VALUES



Innovative



Sustainability

*OLVEA Green Technologies,  
(Saint Léonard - France)*



**100%** of the electricity used by OLVEA France now comes from **renewable sources**.



Sustainability



Performance



**100%** of our co-products are **recovered** in the energy supply chain.



Sustainability



For the 5<sup>th</sup> consecutive year, OLVEA has completed the **CDP Climate Change**. In 2020, we have achieved a **score above** the regional and industry averages.



Sustainability



Team spirit



Performance



**8% increase** in the number of kilometers traveled with **environment-committed carriers** (including CO<sub>2</sub> objective charter)\*.



Sustainability



Dynamism



Trust

\* versus 2019





## Local actions in France

Two **green initiatives** have been implemented at OLVEA's headquarters in Normandy (France):

- In order to **support the energetic transition**, we have installed a **charging station** for our employees' and visitors' electric cars.
- The fields around OLVEA's headquarters have been **lent for sheep grazing**.



## Plantation campaign in Burkina Faso



OLVEA has joined the « **Action for Shea Parkland** » initiative of the Global Shea Alliance (GSA), which aims to promote and **protect shea resources while empowering women collectors**.

As part of this sustainable development programme, the GSA has set the ambitious goal of planting **10 million of Shea trees** over the next 10 years.

Thanks to our colleagues in Burkina Faso and our partner farmers' organizations, OLVEA has been planting and taking care of a thousand trees in **protected areas**!





# LOCAL DEVELOPMENT



“

OLVEA is committed to being a **major and sustainable player in local development** in the regions where the Group is located.

”

## 2020 HIGHLIGHTS

## OUR VALUES

Main actions financed by **OLVEA's Philanthropic Fund** in **Fécamp** (Normandy, France):



- Creation and installation of **2 tide bins** on Fécamp's dike, dedicated to the **collection of marine debris** and waste polluting the coastline;
- **Sponsorship** of **students from Fécamp** for the 9<sup>th</sup> consecutive year: since 2013, **58 students** benefited from this operation.



Sustainability



Dynamism



Trust



Implementation of the « **Solidarity for Restaurants** » initiative to support restaurant owners of Fécamp and its surroundings during the closure periods linked to the **COVID-19**.



Team spirit



A new **literacy campaign** was financed in **Burkina Faso** by OLVEA's Philanthropic Fund, benefiting to **88 persons**.

Thanks to these campaigns, first launched in 2013, more than **5,500 people** have learned to **read, write and count**.



Team spirit



Dynamism



**YVES ROCHER**

Actions within our shea supply chains to **improve the living conditions of organic Shea producers**, with the financial support of **Yves Rocher** :

- construction of **3 warehouses** used by more than **900 women**,
- **training** of more than **2,800 women** to the production of shea butter based soap and to the processing of moringa powder to diversify their income.



Sustainability



Trust



**L'ORÉAL**

The **Carbon Balanced** project, carried out in partnership with L'Oreal, Entrepreneurs du Monde and Nafa Naana, continued for the 5<sup>th</sup> consecutive year, with the supply of **more than 1,000 improved cookstoves** to shea producers.



Innovative



Sustainability



Creation of **MauritaVie**, a sustainable and local development-oriented **charity in Mauritania**.



Team spirit



Sustainability

## OLVEAct With Us the fair trade calculator

As a pioneer in the development of inclusive and integrated value chains, OLVEA innovates once again by creating **OLVEAct With Us, the first online fair trade calculator!**

This brand new tool allows us to calculate the social and environmental actions to which our customers can contribute **thanks to their purchases of products from OLVEA's fair trade supply chains** (TrueShea™, Sesame).



Select a product from the drop-down list below:

TrueShea™

TrueShea™ Fair Trade

TrueShea™ Organic & Fair Trade

Sésame Fair Trade



Indicate your quantity (in tons):

100



By purchasing TrueShea™ Organic & Fair Trade, you are contributing to one of the following actions:

Improved cookstoves



271

Classroom renovation



13

Storage warehouses



8

Wells and drillings



1

Trees plantation



1 144



<https://www.olvea-vegetable-oils.fr/olveact-with-us-calculateur-projets-durables-filieres-equitables>



## Sustainable fishing in Mauritania



### THE FIP (*FISHERY IMPROVEMENT PROGRAM*)

The **IMROP** (Mauritanian Institute for Oceanographic Research and Fisheries) continues the implementation of the **small pelagic FIP** launched, in 2017 with the **financial support of OLVEA**. In order to maintain an operational dynamic of **scientific research**, many priority actions have been launched in 2020:

- **Comprehensive sampling** of fish oil and fish meal producers.
- Collection and upload of **fisheries related data** in the IMROP information system for an **improved monitoring** of the activity.



### EXCHANGES WITH LOCAL AUTHORITIES

OLVEA Fish Oils, strongly involved in the Mauritanian FIP, met with the Mauritanian Minister of Fisheries, the European Union Ambassador and the French Ambassador in Mauritania in order to share its **commitment to sustainable fishing** and its **importance for future generations**.



## MauritaVie, charitable organization in Mauritania



### DISTRIBUTION OF SOLIDARITY BASKETS

For its very first action, which took place during the **Ramadan**, MauritaVie's volunteers have **distributed solidarity baskets** to many unprivileged families in Nouadhibou (Mauritania).

Containing **foodstuffs** (rice, flour, sugar, dates, pasta, tea, oil, powdered milk...) and **hygiene products**, these baskets were donated to **50 families**.

This operation was a success: in total, **2 tons of products** were distributed.

### WASTE COLLECTION

MauritaVie organized its **first environmental action** in Nouadhibou (Mauritania). In partnership with local organizations, **45 volunteers** were mobilized for a **waste collection** on the beach of Cansado.

In total, **more than 400 bags** were filled with various types of waste (plastic bottles, packaging, ropes, fishing nets and tires).

Following this action, the volunteers met for an **awareness session** and discussions about **plastic pollution** and the **eco-gestures** to adopt on a daily basis.



## « Solidarity for restaurants » in Fécamp

To help preserve jobs during the **closure periods** linked to the **COVID-19**, OLVEA and its employees took part in an action to support local restaurant owners, by joining the « **Solidarity for Restaurants** » initiative, launched by the company Cornic-Novamer.

During **17 weeks**, we supported **9 restaurant owners** in Fécamp and its surroundings, enabling them to continue working with the delivery of a total of **2,400 meals** at OLVEA!





# CLIENTS



“

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

”

## 2020 HIGHLIGHTS

## OUR VALUES



We have maintained and expanded our **product certifications** for **responsible consumption.**



Sustainability



Trust



The sales turnover generated by **certified vegetable oils** (organic, fair trade, organic and fair trade, RSPO SG) represents **40% of the turnover** of the Vegetable Oils Business Unit.



Performance



The sales turnover generated by **certified fish oils** (MSC, Friend of the Sea, MarinTrust) represents **47% of the turnover** of the Fish Oils Business Unit.



Sustainability



Performance





## Product certifications & responsible consumption

We have obtained the following new certifications, which complete our portfolio of **responsible products**:

### COSMOS CERTIFIED ORGANIC OILS

Some of our **organic vegetable oils** (including Castor and Jojoba) have been recognized as **100% organic cosmetic ingredients** according to the **COSMOS Certified** standard.



Castor

### COSMOS APPROVED CONVENTIONAL OILS

OLVEA's conventional vegetable oils have obtained the **COSMOS Approved** certification by Cosmécert.

Widely recognized by the cosmetics industry, the COSMOS standard guarantees that our raw materials are **100% natural and physically transformed** (PPAI: *Physically Transformed Agro-Ingredients*).



Coconut

### FAIR FOR LIFE FAIR TRADE OILS

In 2020, OLVEA Vegetable has extended its portfolio of fair trade products; after **shea**, **sesame** and **avocado**, we are very enthusiastic about having **hazelnut** and **coconut** oils also certified.



### FRIEND OF THE SEA IN MAURITANIA

OLVEA Mauritania, our fish oils storage unit in Mauritania, has obtained the **Friend of the Sea** certification. This certification attests that the fish oils we purchase come from **responsibly and sustainably managed fisheries**, thus guaranteeing the quality and **traceability** of our products.





## Certifications & commitments

### « From sources you can trust »

OLVEA is **actively involved** in various professional and sectoral organizations, including:



OLVEA is **committed to quality and sustainability** through several certifications:



OLVEA works with the environmental NGO Sustainable Fisheries Partnership (SFP), to support its **work on sustainable fisheries**. Our 2<sup>nd</sup> year of collaboration allows us to further improve our **strategy of sustainable sourcing** of our omega-3 fish oils.

Did you know







*Jojoba, South America*





# 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.

”

## 2020 HIGHLIGHTS



Thanks to our various facilities (**eco-refining** plant, **packaging** units, **25,000 tons** of **storage** tanks in France), **we transform** and add value to **86%** of our oils.



More than **half** of our investments have been made **with local companies** in Normandy.



**10% increase** in the **sales turnover** this year.

## OUR VALUES



Innovative



Dynamism



Trust



Dynamism



Performance



Dynamism



## On our sites in France

### IN SAINT-LÉONARD: NEW TANK FARM



To provide optimum service to our customers, a **new tank farm for refined oils** has been built on the site of our eco-refining plant, OLVEA Green Technologies.

With a capacity of **15 tanks** of **150 tons** each, 8 have already been commissioned, **increasing our total storage capacity by 2,250 tons.**





## « INNOVONS » PROJECT

« InnOVOns » is the **continuous improvement project** implemented within OLVEA Vegetable Oils since 2020.

No less than **23 employees** are working together in a collegial and **multidisciplinary** way to design and develop this large-scale project. And it's a real success!



**29**  
projects



**10**  
project leaders



**85**  
actions in progress

## Innovating for Impact of Sesame in Burkina Faso

### DIGITIZATION OF RAW MATERIALS' PRODUCTION DATA

As part of the Public-Private Partnership « **Innovating for Impact of Sesame in Burkina** » (IFIS), in collaboration with NGOs and financial backers (DANIDA, ICCO and Afrique Verte Burkina), OLVEA has deployed a **Management Information System** (MIS) within its sesame supply chain.

In Burkina Faso and Mali, **67 smartphones** have been supplied to trained technicians, members of the technical teams of OLVEA's partner farmers' organizations. In 2020, **695 sesame producers** received technical support to **increase their agricultural production yield**. The tool also allows the **dematerialization of traceability** as from the first stage of the supply chain, for stronger **security** and **trust**.



MINISTRY OF  
FOREIGN AFFAIRS OF  
DENMARK  
*Danida*



COOPERATION >



# WORK 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.

”



## 2020 HIGHLIGHTS

## OUR VALUES



Creation of a **diagnosis on parity**.



Team spirit



Performance



**Legal training** for managers.



Team spirit



Dynamism



Implementation of a **life insurance policy** for our French employees and an **additional pension plan** for managers.



Team spirit



Pursuit of internal training courses:

- « **Lunch & Learn** » sessions, during which an OLVEA employee **shares his/her knowledge** on a specific topic.
- « **Take My Seat** », allowing an employee to spend half a day of **immersion** in another department.



Team spirit



Innovative



We have **hired 30%** of new employees under **inclusive contracts**.



Team spirit



Dynamism

## Trainings

### internal & external

#### LEGAL TRAINING FOR MANAGERS

About 30 OLVEA people have taken a **training course on the legal fundamentals of managers**, allowing them to integrate **social law** into their practice, to know their **responsibilities** and to **secure** the company.

#### DIAGNOSIS ON PARITY

The French Ministry for Gender Equality, Diversity and Equal Opportunities has provided companies with a **tool to calculate the parity index**.

By setting up the calculation and monitoring of such indicators **on its own initiative**, OLVEA is anticipating the **human challenges** linked to its growth and positions itself as a **committed player in its human resources policy**.



## Well-being & personal development

#### MINDFULNESS TRAINING

Concerned about the **well-being of its employees**, OLVEA's management offered a **training course to the mindfulness approach**, allowing the volunteer participants to learn how to **step back** and to **relax**.

In total, no less than **20 participants** attended the training and discovered how to **cultivate good habits** to **improve their well-being, performance and concentration**, while taking care of each other.

## The involvement of our employees

Our employees are **proactive** in the set up participative projects: delivery of 100% organic and local **vegetable baskets**, **waste collection** campaigns on our sites in Normandy, etc.





“

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

This report was made possible thanks to their daily involvement.

”







From sources you can trust



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This report is available  
in digital format.

