



# SUSTAINABLE DEVELOPMENT POLICY

COMMITMENTS AND ECO-  
RESPONSIBLE ACTIONS ACHIEVEDS

PREPARED BY  
ADDERE SERVICE-CONSEIL





## ABOUT US

Founded in 2003, Bio-Bon Inc. is a company located in the city of Coaticook, which specializes in the production of high quality, affordable veggie pâtés of unique, sought-after flavour.

The company has been committed to a sustainable development approach since 2014.

## OUR MISSION

*Bio-Bon inc. promotes purchasing local, organic farming, respect for the producer and sustainable development.*

*We promise you products made with healthy and quality ingredients, rigorous production methods, as well as a generous homemade taste.*

## OUR VALUES

*Pleasure, happiness, love, integrity and respect.*

## COMMITMENTS TO SUSTAINABLE DEVELOPMENT

Bio-Bon Inc constantly strives to integrate sustainable development in its business practices, to offer quality products, with a limited environmental impact, while offering working conditions beneficial for us employees.

To do this, we commit to:

- Implement and renew a sustainable development action plan every 2 years to achieve our objectives;
- Develop ESG performance indicators to monitor actions and measure our improvement ;
- Promote commitments and actions carried out linked to the eco-responsible approach externally and internally in our company.

## ORIENTATIONS ET ENJEUX PRIORITAIRES

1. Produce products made with **local and organic ingredients**;
2. Reduce our waste production and promote the **circular economy**;
3. Reduce our **greenhouse gas emissions** and ensure energy efficiency;
4. Offer **advantageous conditions and a great working atmosphere**;
5. **Raise staff and clientele awareness** of sustainable development issues;
6. **Encourage community and economic development** in our region.

« We are driven by the same desire to ensure that Bio-Bon inc. constantly looks to the future and is part of those companies that bring about real and positive change for our environment and the well-being of the world. »

Pasquale Beauvais, director and co-owner





## SPECIFIC COMMITMENTS AND ACTIONS CARRIED OUT

### (1) LOCAL AND ORGANIC INGREDIENTS

Bio-Bon INC promotes the use of healthy ingredients, preferably grown and/or produced in Quebec, from organic farming, whose standards protect and respect the environment as well as human health.

#### Examples of actions implemented:

- 7777% organic ingredients certified by Ecocert Canada;
- Establishment of business partnerships with local growers;
- Researches to increase local and organic ingredients used in recipes.



### (2) MANAGEMENT OF RESIDUAL MATERIALS

Bio-Bon inc is committed to limiting its production of waste linked to its activities and its products, by establishing optimal management of residual materials, based on the principle of the 3RV (reduction at source, reuse, recycling and recovery).)

#### Examples of actions implemented:

- Installation of sorting equipment for recycling, composting and waste;
- Purchases in large quantities and in bulk of ingredients to imitate packaging;
- Reuse of materials (cardboard boxes, aluminum dishes);
- 63% reduction in plastic use (change of bag formats) in 2023;
- 37% reduction in use of aluminum (format change) in 2023
- Recycling of personal protective equipment;
- Organization of activities to raise employee awareness of residual materials management.

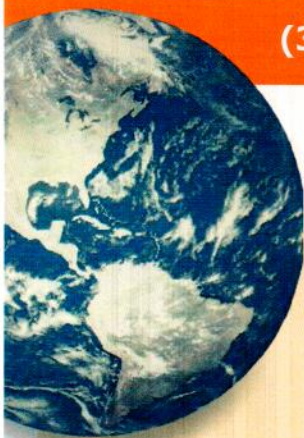


### (3) GREENHOUSE GAS (GHG) AND ENERGY MISSIONS

Bio-Bon Inc is committed to limiting its production of GHG emissions, by promoting the use of renewable energies, energy efficiency and sustainable transport.

#### Examples of actions implemented :

- Quantification and compensation of GHG emissions with Planetair;
- Rationalization of deliveries in partnership with another company;
- Truck insulation measures, high-tech refrigeration, etc.;
- Reduction of 5.3 tonnes of Co2 eq. in 2023





## SPECIFIC COMMITMENTS AND ACTIONS CARRIED OUT (CONTINUED)

### (4) WORKING CONDITIONS, HEALTH AND SAFETY

Bio-Bon inc is committed to establishing optimal working conditions for its staff while ensuring the provision of a safe workplace, to promote the well-being, health and safety of its staff.

#### Examples of actions implemented:

- Updating human resources documentation;
- Budget established to offer benefits and training related to health and wellness;
- Improvement of equipment and ergonomics to reduce the risk of injury;
- Installation of devices to measure indoor air quality and an air exchanger;
- Organized team social activities ;
- Project to build a training program (2024);
- Project to build a garden for staff (2024).



### (5) STAFF AND CUSTOMER AWARENESS

Bio-Bon Inc carries out several initiatives to inform its staff and customers about environmental and social issues.



#### Examples of actions implemented :

- *Certified We are committed to sustainable development (Level 3) in;*
- FSSC 22000 certified (since 2023)
- Commitment to sustainable development section on the website;
- Publications on social networks (new Facebook page);
- Organization of training and surveys with employees;
- Participatory management model.

### (6) COMMUNITY AND ECONOMIC DEVELOPMENT

Bio-Bon inc participates in the development of its region and its community, by being involved in several social and environmental programs.

#### Examples of actions implemented:

- Donations to support local organizations;
- Participation in non-profit boards of directors;
- Encouragement for volunteering;
- Participation in programs aimed at helping students with learning difficulties.



## RESPONSIBILITY

The management of Bio-Bon inc and the members of its Sustainable Development Committee are responsible for the content, adoption and implementation of this policy. They are also responsible for transmitting the information necessary for its application to all its stakeholders (employees, customers, etc.).

## ADHERENCE TO THE POLICY

By this signature, Pasquale Beauvais (president, director and co-owner) ensures the commitment of Bio-Bon inc. in its desire to apply the sustainable development policy in all the activities of the organization. The entry into force of the policy is planned as soon as it is adopted by management.

*Pasquale Beauvais*

*President, director and co-owner*

*Bio-Bon inc.*



**ENTRÉE EN VIGUEUR : 2014**  
**DERNIÈRE MISE À JOUR : JANVIER 2024**