

SUSTAINABLE DEVELOPMENT POLICY

Bio-Bon Inc.

Commitments and Eco-Responsible Actions

Our Commitments to the Environment and Society

About Us

Founded in 2003, Bio-Bon Inc. is a company located in Coaticook specializing in the production of vegetarian and organic products, mainly premium vegetarian pâtés recognized for their quality, refined taste, and authenticity.

The company has been engaged in a structured sustainable development approach since 2014. This approach is an integral part of the company's DNA, mission, and the core values of its leadership team.

At Bio-Bon Inc., we believe it is possible to produce flavourful foods while minimizing negative impacts and maximizing positive impacts on the environment, individuals, and the community.

We notably promote:

- Local purchasing and regional partnerships;
- Organic and natural ingredients;
- Continuous improvement of environmental practices;
- Employee well-being;
- Sound governance and participatory management;
- Regional economic development.

Our mission is to offer flavourful, authentic, and healthy foods through a sustainable development approach that promotes respect for nature, individuals, and future generations.

Scope of the Policy

This policy applies to all activities of Bio-Bon Inc., including:

- Production operations;
- Administrative activities;
- Management practices;
- Employees;
- Managers;
- Suppliers;
- Subcontractors;
- Business partners.

Bio-Bon Inc. aims to act as a responsible corporate citizen and contribute positively to its community and industry sector.

Our Sustainable Development Commitments

1. Structure and Continuously Improve Our Sustainable Development Approach

Bio-Bon Inc. is committed to:

- Maintaining a sustainable development action plan that is reviewed periodically;
- Conducting annual monitoring of actions and performance indicators;
- Integrating sustainable development into strategic and operational decisions;
- Transparently communicating the company's results and commitments;
- Publishing information related to ESG indicators and completed actions.

2. Reduce Our Environmental Impact

Bio-Bon Inc. is committed to gradually reducing its environmental footprint by:

- Conducting an annual GHG emissions inventory in accordance with ISO 14064;
- Implementing actions to reduce GHG emissions;
- Improving the energy efficiency of buildings and equipment;
- Optimizing water consumption;
- Reducing energy losses;
- Promoting the use of high-performance equipment and more efficient technologies;
- Raising employee awareness of sound environmental practices.

3. Promote Responsible Consumption and Procurement

Bio-Bon Inc. promotes responsible procurement practices by:

- Favouring partnerships with local producers and suppliers;
- Gradually increasing the use of local and organic ingredients;
- Encouraging responsible purchasing;
- Reducing packaging and material use;
- Promoting reuse and circular economy practices.

4. Improve Residual Materials Management

The company is committed to:

- Continuously improving sorting performance;
- Promoting the principles of 3RV-E (Reduce, Reuse, Recycle, Recover and Responsible Disposal);
- Reducing materials sent to landfill;
- Developing circular economy partnerships;

- Recycling personal protective equipment whenever possible;
- Raising staff awareness regarding proper residual materials management.

5. Promote Employee Well-Being, Health and Safety

Bio-Bon Inc. considers human well-being to be an essential element of sustainable development.

The company is committed to:

- Providing a humane, respectful, and safe workplace;
- Continuously improving workstation ergonomics;
- Providing health and safety training;
- Encouraging employee participation in decision-making;
- Encouraging communication, collaboration, and participatory management;
- Supporting initiatives related to well-being and quality of life;
- Maintaining working conditions that support work-life balance.

6. Raise Awareness and Mobilize Stakeholders

Bio-Bon Inc. aims to contribute to greater awareness of environmental and social issues.

To do so, the company is committed to:

- Sharing information related to sustainable development;
- Communicating its commitments and achievements on its public platforms;
- Organizing training and awareness activities;
- Involving employees in sustainable development reflections and initiatives;
- Maintaining and promoting its certifications and accreditations.

7. Contribute Positively to Community Development

Bio-Bon Inc. actively contributes to regional socio-economic development by:

- Promoting local purchasing;
- Supporting community organizations and initiatives;
- Providing food donations and sponsorships;
- Participating in various regional projects;
- Encouraging sustainable partnerships with local stakeholders.

Certifications and Recognition

Bio-Bon Inc. maintains several certifications and recognitions related to sustainable development and quality:

- “On s’engage en développement durable” Certification – Level 3;
- FSSC 22000 V6 Certification;
- 77% Organic Certification by Ecocert Canada.

- Certificat Aliments préparés au Québec

Responsibility, Monitoring and Review

Bio-Bon Inc. management is responsible for the implementation, monitoring, and review of this policy.

Management is committed to implementing the human, technical, and organizational resources required to ensure continuous improvement.

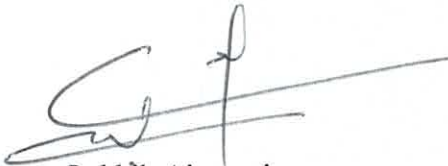
This policy will be reviewed periodically to reflect evolving practices, challenges, and company objectives.

Policy Adoption

Management hereby confirms its commitment to integrating sustainable development principles into all activities of Bio-Bon Inc.



Pasquale Beauvais
Co-owner – Bio-Bon Inc.



Lahbib Aissaoui
Co-owner and General Manager – Bio-Bon Inc.

Adoption Date: May 2026
Planned Review Date: December 2027