## life+nature

Our 2030 life+nature goals are aligned 13 CLIMATE ACTION 14 LIFE BELOW WATER 15 LIFE ON LAND with 12 of the 17 United Nations Sustainable Development Goals (SDGs). PRESERVE Reduce absolute direct CO2 emissions by 25% compared to 2021, according to our trajectory validated by SBTi\*. Work with suppliers to reduce absolute selected **indirect** CO₂ emissions (scope 3) by 25%, according to our trajectory validated by SBTi\*. Purchase 60% of sustainable plant-based raw materials. IN 2030 Support 20 regenerative agriculture programs worldwide 20 with our business partners. IN 2030 Increase energy performance at workshop level by 30% -30% compared to 2021. IN 2030 Reduce water withdrawals by 20% in absolute, compared -20% to 2021. IN 2030 Foster 100 initiatives to regenerate nature and biodiversity in our community and along our value chain. for the future Develop collective expertise in Eco-design with **training of 500+ experts in our value chain.** Achieve specific LCAs (Life Cycle Analysis) for all our 100% products to execute our SPARQ (Sustainable Portfolio IN 2030 Assessment by RoQuette) program. 100% Get 100% of our innovation projects powered by Eco-design. IN 2030 Have a diversified and more gender balanced workforce with 40% of management position held by women. IN 2030 Guarantee all employees a minimum of 25 hours per year of 25h learning, in average, to develop people career and skills. IN 2030 Achieve world-class safety performance with a Frequency Rate 1 of 0.75. Achieve world-class safety performance with a Frequency Rate 2 of 2.0. Ensure compliance and respect of human rights by assessing 100% of strategic suppliers. Implement around **100 initiatives** every year that contribute to local communities. IN 2030