

Source of change

Local water for a better tomorrow

We share an inherent connection with our natural resources and the regions where we operate. Recognising the impact of our actions we commit to protect, restore and rethink the world around us.

With Source of Change we contribute to a future that is green, pure, local, and which we create together.

B Impact Assessment
Towards a positive impact company

green
Transitioning towards zero carbon production, circular packaging and restoration of natural habitats.

- Climate**: CO² neutrality for the entire life cycle
- Packaging**: 10 commitments to become circular
- Biodiversity**: One local biodiversity programme per/country

pure
Providing the purest water, healthy for our consumers and respectful to nature.

- Protection**: 100% of our sites certified platinum by Alliance for Water Stewardship
- Purity**: Purest water recognition by consumers
- Ingredients**: 100% ingredients of natural origin

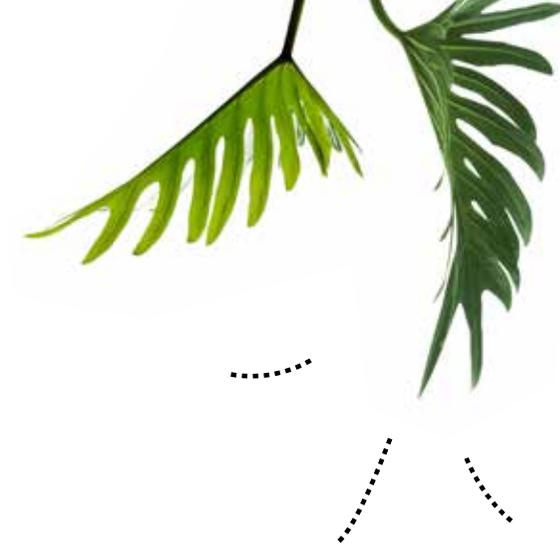
local*
Creating and sustaining a strong local anchorage in the regions where we operate.

- Selling**: > 95% distribution in local and regional markets
- Employing**: 95% local employment
- Buying**: 95% sustainable sourcing & 95% of total spend on local suppliers

together
Ensuring a safe, engaging workplace and creating local impact with our partners.

- Engagement**: GPTW certification in all sites (with trust index above 70%)
- Safety**: Zero accidents (#LTI)
- Partnering**: 5% of profit to local partnerships

*500 km



- The strategy revolves around four central pillars: Green, Pure, Local and Together.
- Our efforts focus on achieving our ambition to become a certified B Corp company.
- B Corp is more than a certification. It brings together companies that have committed to a real desire to do good around them and have a positive impact in the world.
- This is a new stage for Spadel, which has always worked hard to be at the cutting edge of sustainability.
- This is Spadel's 'pole star' on which we focus and which will constitute a major framework for the continued progress of sustainability in the years to come.

2025 CSR STRATEGY

- In 2019, a new analysis outlined the CSR themes and goals for 2025. It was based on several sources:
 - a documentary study to identify the main themes and challenges;
 - individual discussions with ten sustainability experts scattered across our markets and internationally recognised specialists in this field;
 - the involvement of 40 internal staff, including members of the CSR Steerco, the management team and the Executive Committee ;

- consultation with 45 external stakeholders to draw up an initial strategy proposal on our various markets, paying particular attention to supermarkets, on-the-go consumers, NGOs, universities, federations, food and health experts, suppliers and others;
- this wide-ranging undertaking gave rise to the new 2025 CSR 'Source of Change' strategy. The priority as of 2019, the launch year, was the theme of sustainable packaging.



- The 2025 CSR strategy will be launched in 2021.