



## 3 PRIORITIES:

1

Creating value by providing quality goods and services, by organizing businesses integrating tracking procedures to ensure the authenticity and functionality of our products, by innovating to meet the challenges of food supplies with respect to nutrition, health and environment,

2

Watching over the work and safety conditions of our workforce. Developing their awareness to the food supply challenges of health and nutrition. Ensuring job enrichment by developing training facilities, skills management and career management. Making diversity a source of wealth.

3

Measuring and limiting the impact of our businesses on the environment.

This charter presents the commitments made by Limagrain Céréales Ingrédients (LCI) in respect of Corporate Social Responsibility (CSR). Compliance with the said commitments is an integral part of our rationale of economic performance, of innovation and of our long-term vision of the domestic and international expansion of our company. We mark our commitments with the seal of respect, balance, fairness and dialogue. Our approach is in keeping with the Project of our parent company, the Limagrain co-operative group.

Limagrain corporate governance is the corner stone of our SER charter. The spirit of co-operation reaches out to all our businesses, to our scientific, industrial and commercial associations. It is manifested by common values forged from authenticity, solidarity, loyalty, responsibility, trust and sharing.

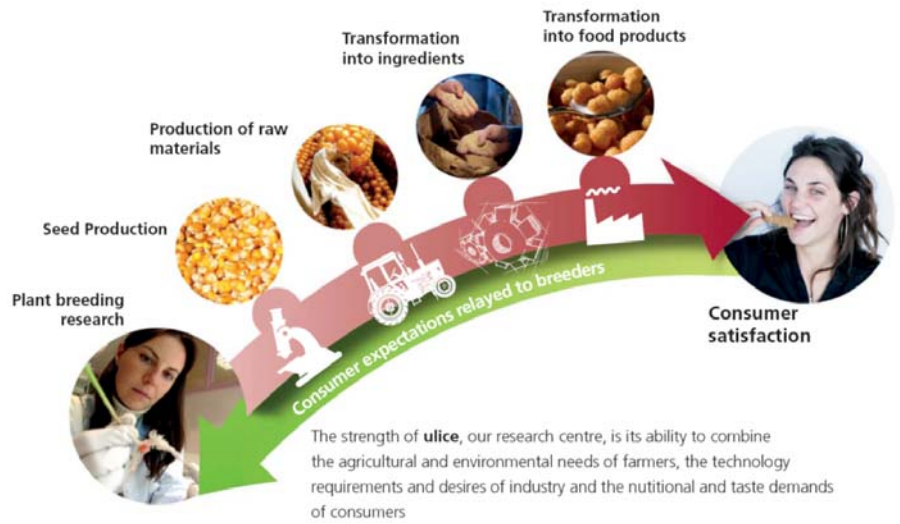
Our corporate governance associates a farmer President with a salaried Managing Director, a "partnership" guaranteeing balance, patience and tenacity. The very nature of our co-operative group enables us to unreservedly post our long-term ambitions and stick to our commitments with strength and humility. Beyond that commitment, our adopted form of governance is closely bound with the competence and involvement of people and of their mutual comprehension.

Our charter was drawn up further to our CSR diagnostic that was backed by authoritative international standards and ISO 26000 guidelines. Distributed to our whole workforce, our shareholders, customers and stakeholders in our drive forward, it can also be consulted on our Website: [www.lci.limagrain.com](http://www.lci.limagrain.com)

Our charter of commitments is the keystone of our CSR strategy. It sets out our **3 major focuses broken down into 13 commitments and given concrete expression by 32 priority actions.**

# Creation of value:

innovation,  
competitiveness,  
excellence,  
authenticity,  
functionality.



## Actions

1. A successful CSR diagnostic aligned to the authoritative ISO 26000 standard supervised by Bureau Veritas, forged from the businesses at our two plants.
2. Creation of a service dedicated to the CSR attached to the General Executive.
3. Setting up of a fair pricing system with our farmer suppliers, smoothing of price variability over 4 months.
4. Non-speculative sales policy based on long-term contracts (3 years).
5. Rigorous auditing of all our financial operations thanks especially to our governance.
6. Setting up of a joint ownership enterprise uniting LCI, Groupe Barbier, Mondi Packaging, Calcia and Weber for the development of a composting business for civil engineering waste to improve work site waste management.
7. Implementation of LCA to favour the eco-design of some of our products and opening windows of opportunity for our innovation.
8. Almost 80% of our "bakery" line boasts the "clean label" designation.
9. Certification policy: ISO 9001, BRC, HACCP, Casher, Halal, etc.
10. Discussions and awareness development with a group of gastroenterologists to study and test the digestive qualities of our products.
11. Drafting of a sales satisfaction questionnaire sent to our personnel and all active customers integrating all applications and geographical areas.

LCI's economic, social and environmental performance enriches the quality of the partnership between customers, personnel and farmer-shareholders.

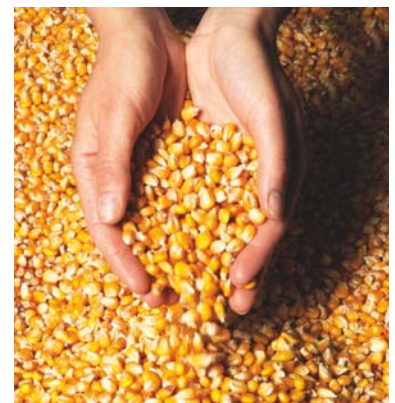
By ensuring business growth, by supplying quality goods and services, by respecting the code of practice of professional deontology and governance, LCI plays an important role in furthering the sustainable evolution of society.

### LCI undertakes to:

- Respect company law and to control any improper practice and any form of corruption.
- Participate actively and ceaselessly in the economic and social life of the communities where our businesses are set up.
- Manage its businesses with

the aim of creating and developing long-term employment.

- Seek customer satisfaction while being proactive relative to their needs with a concern for ongoing improvement.
- Work with our farmer-producers according to specific technical programmes while respecting a production charter combining the aims of raw material quality with environmental responsibility.
- Draw up and maintain mutually advantageous and fair relationships with its suppliers built on trust.





**Watching over the work and safety conditions of our workforce. Placing value on their talents. Making a commitment to diversity.**

The efficacy and reach of our CSR approach depends largely on the mobilisation of LCI's men and women, so we undertake to provide a work space favourable to professional fulfilment and we offer our personnel the necessary resources to move forwards.

LCI plays a civic role with its meetings with the local authorities and endeavours to favour social cohesion.

**LCI undertakes to:**

- Offer opportunities to favour the way forward for its co-workers throughout their career by job enrichment and skills development.
- Make sure any form of discrimination relative to recruitment, remuneration and promotion is excluded.
- Make co-workers aware of the importance of their health capital (habits related to smoking, nutrition, sport, etc.), of the importance of good eating habits and environmental responsibility.
- Carry out its business respecting the culture of the country and regions in which it operates.
- Establish and maintain relationships with suppliers of trust, mutual benefit and fair.

*"Development only takes on meaning if it insures progress for mankind in a harmonious environment."*

Jean-Claude Guillon  
VP for Sustainable Development

**Actions | ❤️**

- 1.** Ongoing work with organisations specialised in the insertion of disabled persons.
- 2.** Implementation of at least 120 safety improvement actions per annum.
- 3.** Implementation of a monthly safety audit per workshop by production teams.
- 4.** Implementation of an awareness development and training policy aimed at creating a safety-focused state of mind (incident reporting, compliance with procedures, etc.).
- 5.** Inventory of professional hazards and preventive measures to offset them.
- 6.** Systematic implementation of an in-depth inquiry with corrective or preventive measures put in place after any incident.
- 7.** Long-term partnership with Handicap International.
- 8.** Specific policy for fighting age-related discrimination (the young and old).
- 9.** Issue of a document on man / woman equality updated annually.
- 10.** Charter for the protection of workers' personal data and of their private life.
- 11.** Organization of work schedules to fit in with family requirements.
- 12.** Annual training scheme for more than 4% of the payroll.
- 13.** Incentive scheme for employees enabling partial investment in the ISR fund (socially responsible investment).
- 14.** An article by a doctor of nutrition on the subject of feeding habits and health in all issues of our in-house magazine and the posting of information from PNNS (national nutrition health scheme).

# Measuring and limiting the impact of our businesses on the environment.



## Actions

1. Energy pre-audit at our Ennezat (Puy-de-Dôme, France) production plant.
2. Use of eco-labelled paper and cardboard and vegetal-based inks.
3. Appropriate adjustments made to our fleet of printers and copiers and encouraging the dematerialisation of documents.
4. IT fleet made up of *Energy Star* labelled equipment.
5. Balanced scorecard of our production waste indicators (Puy-de-Dôme): 78.4% of our tonnage value-added in 2010/2011 (+30%).
6. Putting in place a TPM (Total Productive Maintenance) approach.
7. Study in progress on the value-added of our co-products (plant stem boiler).

LCI accepts its responsibility in protecting the environment.

LCI undertakes to:

- Minimise the affect of its businesses on the environment by mastering its consumption of water, energy and raw materials.
- Limit waste as much as possible and attracting value-added by favouring recycling, composting and/or methanization.
- Develop its personnel's awareness to eco-responsibility with the issue of an eco-gesture guide and with an eco-behavioural approach (both set for 2012).

*"The organisation design of our CSR strategy is ongoing hand in hand with the Group's. A system of results reporting will be set up during the 2011/2012 season. Relative to our actions, our parent Limagrain Group, an international farming co-operative, a social model associating member farmers and salaried staff within a long-term vision – has designated us "Pilot Business Unit" in respect of our code of good practices."*

*Damien Bourgarel,  
Managing Director*



Through its activities, **Limagrain** participates in the future of agriculture. Its commitments to sustainable agriculture meet the requirements of economic efficiency, social and territorial viability, and respect for the environment. This vision of sustainable development is based on

Limagrain's daily practices. The Group believes that the two levers that will enable it to meet agricultural challenges are **innovation** and **regulation**.

For Limagrain, from earth to life implies contributing, through **innovation**, to agricultural production that is efficient both economically and ecologically. This means producing sustainably, more and better, using knowledge from life sciences to meet food and plant chemistry challenges.

And for Limagrain, from earth to life is synonymous with **regulation**, in order to defend the future of family agricultural production, a source of viability and territorial diversity. It means striving to insure that all farmers have access to high-performance seeds and production resources that are suited to their needs.

