

# ROUTIN

*shake your talents*

CSR (Corporate Social Responsibility)  
ACTIVITY REPORT - 2023

# A HISTORICALLY COMMITTED COMPANY

## 2010 - 2014

- **Scope 1, 2 and 3 carbon-footprint assessments** conducted
- **Ecodesign for packaging** introduced
- Diversity charter signed with a commitment to the 4Ps: **Products, People, Profit, Planet**
- Biogas plant constructed to process industrial effluent, **cutting pollution by more than 80%**
- Quarterly meetings with all employees to share information on **strategic focuses and forthcoming challenges**

## 2019

- Program for increasingly natural recipes introduced: **removal of controversial additives and preservatives**
- CSR discussions relating to the **Shake your TALENTS** structure begun
- **1st Supplier Green Day** introduced

## 2021

- Routin teams trained to perform **carbon-footprint assessments**
- Membership of the **Eau, Neige et Glace Foundation**
- **Turbine generating green electricity** using biogas from the biogas plant installed
- Site switched to **100% renewable electricity**
- Fruit tree hedge planted to **encourage biodiversity**

## 2018

- **1st CSR SC (Steering Committee)** established
- **PME+ Engagé label** obtained
- **Comprehensive SCR** criteria monitoring

## 2020

- **First 1883 syrups with 30% less sugar** launched
- Awarded **1st Prize in the CSR Trophies - Auvergne Rhône-Alpes**
- **Shake your TALENTS** program introduced
- KPIs reviewed in line with the **Shake your TALENTS** policy

## 2022

- **ISO 14001 certification** obtained
- **Energy audit** conducted
- **Ecovadis** gold medal awarded
- **PME+ label** renewed
- Awarded the **LSA magazine CSR Trophy** in the **SME category**

## 2023

- **Changes to the company's articles of association** to incorporate CSR aspects
- All employees benefit from **Climate Fresk** training
- Forest conservation project launched with the **Agir pour la Forêt Foundation**
- Official launch of the site as a **Refuge Company by the LPO**
- **SBTI** (Science Based Targets Initiative) **targets** signed
- **ECOVADIS** gold medal renewed



## ROUTIN'S CSR STRATEGY

### *shake your talents*

By means of this CSR strategy born out of long-standing awareness, **ROUTIN is seeking to respond to future societal and environmental challenges.**

Our Shake your TALENTS program embodies these commitments.

It reflects our desire to see the company endure and play an active part in a world undergoing rapid transition and transformation. We focus on people and respect for the environment, thereby preparing better for the future.

## THE CSR PROGRAM

### SHAKE YOUR TALENTS

Envisaging tomorrow's world means shaking up ideas, mixing them up and challenging them, making them meaningful and putting them into action.

Our strategy, which revolves around the word TALENTS, explores areas for progress, involving measures with a specific impact on transmission, the environment and naturalness.

Each letter represents a commitment and, for each commitment, there are actions and monitoring indicators.



Routin, a company based in the Savoy region in the heart of the French Alps focuses its **Shake your TALENTS** CSR policy on 7 priorities, thereby playing an active role in creating a more sustainable world.



## TRANSMISSION:

**Transmitting and raising our employees' and partners' awareness of social and environmental issues, in particular water conservation.**

### CSR training



**All our employees benefit from annual training, as citizens, in social and environmental issues**

We are convinced that the company's performance is intimately linked to the commitment of our employees. Our employees think about sustainable development and, more particularly, the company's impact and its stance in the face of societal challenges.

At Routin, all employees benefit from annual training, as citizens, in social and environmental issues, including climate change and saving water.



In 2023, all our employees benefited from Climate Fresk training. Thanks to the CSR training we offer them, and our actions, we empower them to be responsible stakeholders.

### CSR targets for every role



**All our managers have CSR target-based bonuses**

Our approach goes even further by empowering all our employees as regards the environmental and social challenges of their roles, allowing everyone to act on their own level.

Since 2021, 10% of the bonus for all managers and senior executives has been based on the achievement of CSR targets.





The “Responsible Drink Design®” module



The 1st “Responsible Drink Design®” training module designed with the Water Family



At our academy, the **DRINK DESIGN CENTER®**, we upskill professionals, bartenders and baristas from all backgrounds, and share our passion for the world of Drink Design®.

By means of the “Responsible Drink Design®” module, designed in partnership with the Water Family, every bartender and barista is made aware of water conservation in their work, thereby becoming responsible professionals.

We trained 20 professionals in 2023.





## ART AND CREATIVITY:

Stimulating innovation, creation and new ideas for the benefit of French style Drink Design.

Our own sensory analysis tool



In 2023, 816 hours of sensory analysis training were delivered at the Drink Design Center



Thanks to our proprietary tool, the Aromasensoris® palette, our master syrup makers and our 20 expert panelists have a unique sensory analysis and aromatic blending method at their disposal.



Routin's AromaSensoris® palette

We are always seeking to create the drinks of the future, to meet all our consumers' and customers' needs.

We have also won a number of best innovation awards, on the on-trade market and for our hypermarket and supermarket ranges.



In 2023, innovations at Routin represented 19% of our sales





## Drink Design®

Led by a group of professional bartenders, baristas, chefs, culinary designers, performers and master syrup makers. In 2022, Routin launched the Drink Design® movement: a new creative process aiming to transform mixology into true global sensory and emotional experience.



## Drink Design® training



In 2023, we provided more than 1100 hours of Drink Design® training and masterclasses

Thanks to our talented employees, we have published the Drink Design® book, the Art and Passion of the Cocktail, which highlights the parallels between the art of the cocktail and creative arts, including literature, music and cinema.

We organized 2 sessions in our 40-hour specialization cycle, allowing us to train 20 professional Drink Designers from around the world.

We also organized the Drink Design® Contest in 8 countries with more than 800 participants.

We trained more than 100 employees during Drink Design® Center Open Days.

We have made Drink Design® a genuine communication platform for our 3 on-trade brands (1883, Artonic, Cappuccine).



## LOCALNESS:

### Promoting local expertise and cherishing our regional roots

#### Responsible purchasing

We export to 84 countries, but our roots and our jobs are in France.

For us, producing in France is a commitment, as well as a guarantee of quality.

We are always seeking to establish trusted, long-term, local partnerships with shared CSR commitments.

#### Choosing responsible procurement



**84% of our purchases are made with local partners**



**89% of our purchases are made with historic partners**

#### Adopting a responsible approach

Routin has introduced a responsible procurement policy in an effort to adopt an approach that is consistent with the principles of sustainable development. All our buyers are trained in responsible purchasing and the circular economy, in accordance with ObsAR (Sustainable Procurement Observatory) standards.



#### A shared vision, ethics and code of conduct



**Our own contractor CSR assessment and certification tool**

#### A shared vision, ethics ...

Routin has also adopted a Code of Conduct covering its commitments to its partners and obliging them to satisfy its requirements. All our partners must meet our expectations in terms of transparency, ethics, compliance with laws and regulations, procurement quality, as well as responsible purchasing and sustainable procurement. We aim to work primarily with partners with fair commitments and to support less committed suppliers to help them embark on a sustainable transformation process.

Since 2022, we have developed our own contractor assessment tool focusing on governance, as well as social and environmental issues. The purpose of this tool is to assess our partners' CSR commitment and progress.





## Our approach to responsible procurement





## Local engagement

### Organizing active meetings with local players

As corporate social responsibility is everyone's business, friendly discussions are organized as part of awareness workshops. We welcomed more than 1000 external personnel to our premises in 2023.



### Being involved with local universities

As a committed partner of the Masters in International Commerce at Savoie Mont Blanc University, we have the opportunity to present our responsible approach to young and talented individuals. We provide financial support and mentoring, as well as training modules delivered by members of the Executive Committee. Within this framework, we are also committed to training, passing on and raising students' awareness of the importance of water, and CSR.

In 2023, we welcomed more than 160 students to the company.



### Local outreach, experience the life of a salesperson

Every employee is able to don the garb of a salesperson, for a day, and promote our products in the region's establishments. More than a hundred establishments were involved in 2023!



### Providing our employees with local food

Promoting and supporting local producers is also one of our aims: we organize lunches with local food trucks and offer employees baskets of locally grown organic fruit and vegetables.



The company also provides free seasonal fruit from a local cooperative.





## ENVIRONMENT:

### Reducing our carbon footprint and helping conserve our key ingredient: Alpine water

#### Reducing our carbon footprint

We are committed to combating climate change by cutting our greenhouse gas emissions across our entire value chain. We monitor our carbon footprint every year by conducting scope 1, 2 and 3 carbon-footprint assessments, while retaining this expertise in house.

#### Scope 1 and 2



**An 11% reduction in the carbon footprint of our scope 1 and 2 absolute emissions**

We cut the carbon impact of our scope 1 and 2 emissions by 11% between 2019 and 2023, mainly thanks to the reduction in our energy consumption and the purchase of renewable electricity. This equates to a carbon intensity reduction of 42%, which is defined as the proportion of CO<sub>2</sub> emissions relative to the company's turnover.

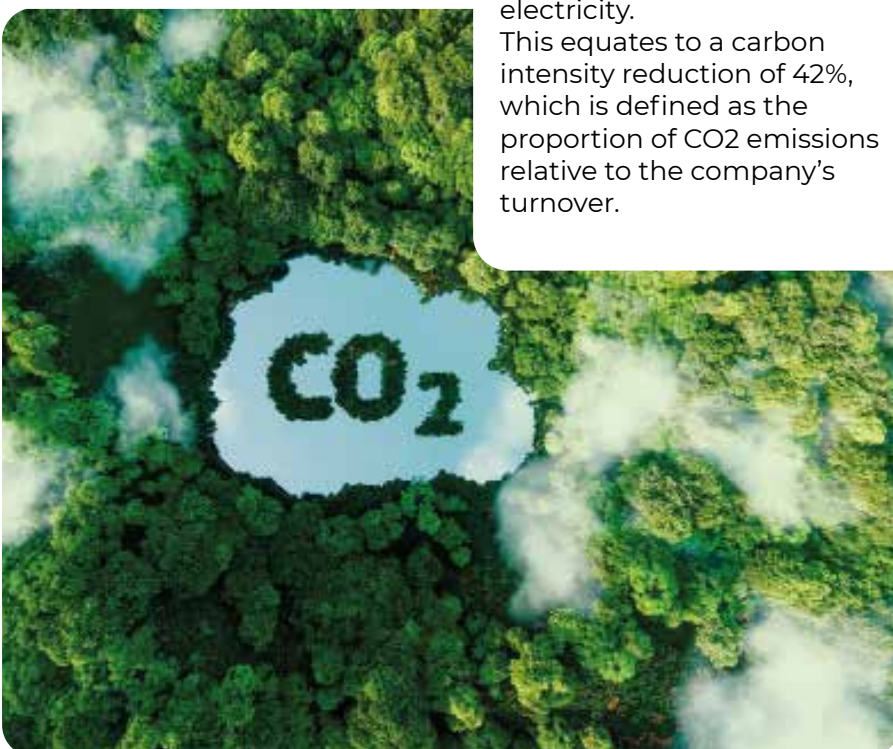


**All our syrups are produced using renewable electricity and carbon offset gas**



**A 9% drop in the energy used to produce 1 liter of syrup**

As we are ISO14001 certified, we are committed to reducing our energy use on a daily basis. We reduced the energy needed to produce a liter of syrup by 9% between 2020 and 2023. We are continuing our efforts to achieve a 10% reduction by 2025, thanks to the measures identified as the result of the energy audit conducted in 2022. We have 4 in-house energy officers, who have all benefited from the Prorefei program, which provides specific training on the energy transition in industry.





### Scope 3

We recorded an 11% increase in the carbon impact of our scope 3 emissions between 2019 and 2023, as the result of an increase in our sales and turnover. However, we also cut the carbon intensity of our scope 3 emissions by 29% over the same period. Our aim is now to reduce this carbon intensity by 32% by 2025, by increasing the quantity of recycled PET in our packaging and by working with our key contractors to identify strategic levers.



### Carbon offsetting

We buy carbon credits to offset our scope 1 and 2 emissions, as well as those relating to travel by our employees and sales representatives. As part of this, we support the Parque Nacional Cordillera Azul (PNCAZ) project in Peru, which is aiming to combat the deforestation of primary forests. This project is certified by two international standards, VCS and REDD+, guaranteeing benefits for the climate, biodiversity and local communities.

## Our climate strategy



**Measure**  
We conducted our first scope 1, 2 and 3 greenhouse gas (GHG) emissions assessment in 2009. Since 2021, this assessment has been conducted annually using the Greenhouse Gas Protocol methodology, covering all three scopes.

**Commit**  
At the end of 2023, we undertook to adhere to the SBTi (Science Based Targets Initiative) targets, in line with the scientific recommendations issued following COP21. Launched in June 2015, the Science Based Targets Initiative is a partnership between the Carbon Disclosure Project (CDP), the United Nations Global Compact, the World Resource Institute (WRI) and the World Wildlife Fund (WWF).  
By 2030, we are committed to reducing our scope 1 and 2 absolute emissions by 42 %.

**Assess**  
We are currently devising a low-carbon strategy and trajectory, by committing to a two-year process using the ACT step-by-step method, recommended by the French Environment and Energy Management Agency (ADEME).



GREENHOUSE GAS PROTOCOL



SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



ACCELERATE® CLIMATE TRANSITION



### Sustainable packaging and recovered waste



**98% of our packaging is recyclable, and our preforms contain an average of 41% recycled PET**

We have been striving for a number of years to reduce the carbon footprint of our packaging by applying three key principles: the right quantity of packaging, the incorporation of recycled materials and improving the recyclability of our packaging.

At present, our three kinds of packaging (glass, plastic and metal) are designed to be as light as possible.

Our packaging contains 68% recycled materials, including an average of 41% recycled PET in our plastic containers. In addition, all our boxes are FSC (Forest Stewardship Council) certified.



**In 2023, we successfully recycled or recovered 92% of our waste**



With the aim of eliminating waste across our entire value chain, we are applying the principles of the circular economy to maximize waste recycling and recovery.

We also opt for reuse by recovering some specific waste, such as glassine, caps and boxes. All our caps are recycled in partnership with the association Cœur 2 Bouchons. Since the end of 2022, all our cap boxes have been reused by removal companies, thanks to our contractor VALORALP.





Water, “blue gold” that must be conserved



**A 30% reduction in the water used to produce 1 liter of syrup and a saving of 10 million liters of water in 2023 compared to 2022.**

We are deeply committed to the conservation of water and its sustainable management. Beyond its environmental importance, water is a crucial element of our drinks and the key component of our syrups.

Located in the heart of the Alps, the company is fortunate to benefit from extremely high quality water. We have reduced the water used to produce 1 liter of syrup by 30% between 2019 and 2023. This allowed us to save 10 million liters of water in 2023 compared to the previous year.



We have a biogas plant on site, which enables pollution to be reduced by more than 80%. The biogas produced by this plant is used to generate green electricity. Between 2022 and 2023, we produced 430 kWh of electricity, which is equivalent to the annual requirements of 200 French residents.

We also conduct regular analyses of the quality of our waste and successfully reduced our consumption of cleaning products by 21% between 2020 and 2023.

We are proud of our partnership with the Eau, Neige et Glace Foundation, which is working to restore 100% pure water to nature.



This year, we were honored to host the “L’industrie et la gestion de la ressource en eau” (*Industry and the management of water resources*)

event, organized by the regional economic



agency Auvergne Rhône-Alpes Entreprises. This event, intended for manufacturers from the Ain, Isère, Upper Savoy and Savoy regions, was attended by more than 50 people, thereby providing a discussion platform for water management support solutions and best practice.



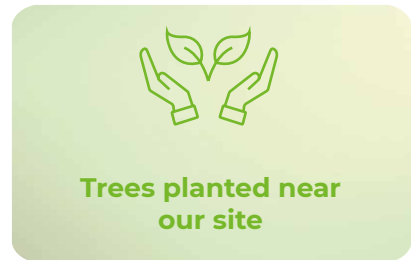
**Biodiversity at the heart of our company**



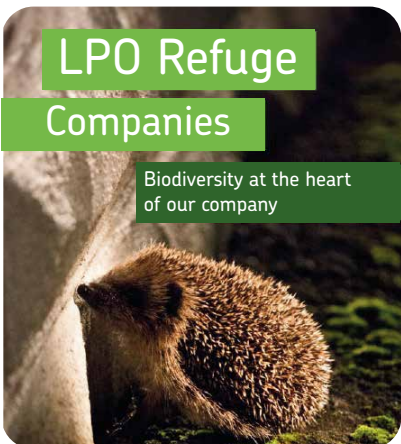
In partnership with the Ligue Protectrice des Oiseaux (*League for the Protection of Birds*), in 2023 we officially launched our site as an "LPO Refuge Company". There are numerous aims: to welcome biodiversity to our green spaces, raise awareness, train and rally our employees around a common project and space, and improve our teams' quality of life.



To mark this commitment, on 1st December 2023, at the official launch of the LPO refuge, we organized a CSR day attended by all our employees. This day allowed to raise our teams' awareness of environmental issues. Workshops were organized on the subjects of biodiversity, digital pollution, water conservation and recycling, with the active involvement of the municipality of Grand Chambéry, the LPO AURA, the Water Family and Act for Now.



In November 2023, we officially launched our forest conservation project in collaboration with the Agir pour la Forêt Foundation. This allowed us to contribute to the planting of 60 conservation variety fruit trees, grown organically, in our mountains, just 15 km away from our production site. This project forms part of a long-term program aiming to replace trees decimated by the effects of climate change with species of trees that are better adapted to our environment.





## NATURALNESS AND QUALITY:

Developing the most natural recipes possible and improving customer satisfaction.

We are committed to developing the most healthy and natural syrups possible, thereby playing a part in responsible consumption. Every recipe is developed in accordance with our 4 commitments.

### Commitment 1: Natural ingredients and additive-free products

We prioritize the most natural ingredients, as far as possible avoiding colorings, artificial flavorings and preservatives. Our Oasis Syrup range perfectly embodies this philosophy, containing only sugar, fruit, water and natural flavorings. With no citric acid and 30% more fruit, on average, than our competitors' products, and no additives, it is the most natural range of syrups on the market. In addition, more than half our branded products contain no artificial flavorings or colorings, and 89% contain no preservatives. Over the course of the past five years, the percentage of our recipes with no artificial colorings or flavorings has increased by 22%.

### Commitment 2: Lower sugar recipes

As we are keen to respond to health challenges, we are working to reduce the sugar content of our products without making use of sweeteners. We are producing increasingly intense recipes by playing with the intensity of fruit and flavorings, which allows us to increase the dilution rate of syrups and reduce the quantity of sugar in the final drink. Our experts are also exploring various alternatives to sugar, which provide the same sweet intensity while reducing the glycemic index.



### Commitment 3: More fruit

All our fruit syrups contain at least 10% fruit juice. Some of them, such as the Oasis Syrup range, even have proportions of 20% to 60% juice.

### Commitment 4: Our commitment to organic products and respect for biodiversity

In 2023, 13% of syrups sold in hypermarkets and supermarkets are certified organic. We are stocked by all the chains, thereby making organic products accessible to everyone. Certified organic and Fair For life, we buy a proportion of our sugar from Fair For Life certified channels, guaranteeing that responsible supply chains are promoted and protected within the framework of fair trade.







## Our commitments

### Concentration

More intense and concentrated syrups (dilution of 1+9 to 1+12 for certain ranges).  
The Oasis Syrup range contains between 20% and 60% fruit juice.

### Organic and vegan products

13% (compared to 12% in 2021) of products sold in hypermarkets and supermarkets are certified organic.  
99% of our products are vegan.

### GM-free

None of our products are derived from GMOs.

### No artificial preservatives

89% (compared to 83% in 2021) of our products contain no artificial preservatives.

### No artificial flavorings or colorings

53% (compared to 40% in 2019) of our products contain no artificial flavorings or colorings. If natural alternatives are available and satisfy our quality requirements, the syrups created are always natural.

### Recyclable packaging

98% of our packaging is recyclable.

### Recycled materials

Our packaging contains 68% recycled materials, including an average of 41% recycled PET in our plastic containers. All our boxes are FSC certified.

### Lightweight packaging

An 11% reduction in the weight of packaging in the past 5 years.





### Quality and customer satisfaction



**96% of our customers are satisfied with the quality of our products**



Customer satisfaction lies at the heart of our quality strategy. For Routin, quality extends from the design of responsible products to after-sales service.

We are proud to say that 96% of our customers are satisfied with the quality of our products, and that 84% are aware of our CSR strategy and are also satisfied with it, with our customers' overall satisfaction being 92%.

Beyond the requirement we have of our suppliers, in terms of the selection of our raw materials, we provide our customers with quality guarantees thanks to a certain number of recognized quality certifications and strategies.

We are committed to raising our employees awareness of the quality of our products, by means of the Food Safety Culture, and by pursuing our awareness-raising measures and continuous improvement strategy on a daily basis.





## ECONOMIC FABRIC AND EMPLOYMENT:

Routin is setting the standards in terms of employment, safety and well-being at work.

Shake your Adventure



16% of employees are company shareholders

The deployment strategy for our employer brand aims to position us as setting the standards in the field of employment, thereby attracting talented individuals who share our core values.

We are bolstering our reputation as an employer that cares about the well-being of its employees and is determined to create a secure and fulfilling professional environment.



**The first cornerstone** of our strategy is based on the development of our employee handbook, a practical tool that is vital for the integration of new recruits and for understanding our corporate culture.

Alongside this, we highlight our careers and employer areas of our website - both of which are dynamic platforms that embody our commitment to transparency, offering potential talented individuals and employees a clear picture of our professional opportunities and working environment.

These aspects come together to strengthen our appeal and maintain the increasing attractiveness of our teams.

We received more than 6000 job applications this year. Despite the specific nature of certain roles or certain geographic areas, increased visibility on line has boosted our attractiveness.

Having been attracted and recruited, new talented individuals have the opportunity to explore the distinctive aspects of our employer brand, as well as our entire promise on our website, which was launched this year.

We have spent 0.6% of the hours worked training our employees in the essentials, as well as the creation of cocktails at the Drink Design® Center!



**Our employees' overall satisfaction is 73%**

We conducted an employee satisfaction survey. The overall satisfaction score is 73%. The strengths are cohesion between employees, the shared adventure, pride in working for Routin, the freedom to carry out your work and take on responsibility, communication and interest in the work. 95% of personnel who responded are satisfied with our employee benefits (remuneration and benefits). To dig deeper, there will be another survey in 2024.



**The second key cornerstone** of our employer brand is based on our commitment to inclusion. We play an active role with a variety of audiences, from the youngest to the oldest, including those undergoing professional retraining. We highlight our openness to employment for everyone, in particular for disabled workers, thereby demonstrating our desire to welcome and support them with a rewarding career within the company.

In 2023, we opened the doors to our employment partners specializing in supporting vulnerable people, allowing them to get to know us better and obtain an overview of our jobs with potential for their talent pool.

Our commitment to GEIQ (a group of employers focusing on integration and qualification) remains strong. We have organized group sessions to allow candidates to visit our plant before taking the plunge.



Following these fact-finding missions, we recruited 3 new people, who are currently in the process of certification to confirm their professional qualification as automated food-processing machine operators. We have trained 16 people over the past 6 years, which equates to 5401 hours of training.



**Our equality in the workplace index achieves a score of 84**

And we are maintaining our effort to promote equality in the workplace. The feminization of jobs offers young female students and applicants the opportunity to explore our roles, whatever they may be. Every year, we measure gender pay equality by publishing our professional index, which is 84 in 2023.



**The third crucial cornerstone**

of our employer brand relates to health. We offer health advice, raise awareness of the importance of efforts to improve well-being, and encourage active participation in sport, as well as sustainability mobility. Our initiatives include group activities and individual support designed to encourage positive lifestyle changes.

This year, we offered various opportunities to boost cohesion within our teams in the form of handball & volleyball team tournaments. We also offer our employees the opportunity to enjoy fun and friendly moments together while taking part in sport.

At work, we have introduced the Body Art program, which includes group sport sessions open to everyone on the site.



At the same time, we have made our employees aware of the dangers of smoking and promoted active mobility for business travel. These initiatives are intended to create a healthy and dynamic working environment.

In conclusion, it is essential to direct our commitment to human capital towards continuous development, focusing particularly on attractiveness, increasing the loyalty of talented individuals and retention of the latter.

As the professional landscape evolves, with significant changes in the nature of work, it is essential to respond to the emerging expectations of employees.

This involves adapting to the new realities of work, including growing expectations in terms of flexibility, well-being at work, and work-life balance.

By anticipating and responding proactively to these needs, we are able to maintain an attractive professional environment, thereby enhancing the satisfaction and fulfillment of talented individuals within our company.



## SOLIDARITY:

**Incorporating the CSR strategy as an integral part of the company's development strategy.**

### Sponsorship



**We sponsored local charity associations to the tune of € 39,000, as well as donating € 28,000 to associations in the form of partnerships**

Solidarity is one of the company's core values, which is why our financial donation policy focuses on four areas: education, local sports associations, the environment and associations chosen by our employees.

### Associations chosen by our employees:

Since 2022, we have been committed to charity associations chosen by our employees. At the beginning of the year, a charitable collection is organized for the three associations chosen by employees. These associations receive the donations collected from employees, plus a 100% matching donation from the company.



### Employees' commitment to community projects

#### Blood donation

We encourage employees to become involved in local and community projects, such as blood donation days, which allow everyone to give blood during working hours.

In 2023, we extended our scope by welcoming neighboring companies. This year, 45 people, including 14 new donors, took part.





### Support parcels



€ 70,114 donated in the form of products to charities and local associations

At the end of the year, together with other company's from the region (mainly agri-food businesses), support parcels are donated to Restaurants du Cœur. In 2023, food items were distributed to 2,800 families. A record number of parcels in 2023, thanks to this demonstration of solidarity initiated by Routin!



### Telethon

We play an active role in a Telethon by allowing our employees to make financial donations.

We also organize sports activities within the company on a dedicated day, during which performances are converted into monetary donations. These donations are then boosted by a contribution from Routin and paid to the Telethon. Other events and campaigns are organized throughout the year thanks to the commitment of our employees, in collaboration with our local partners.



### Odyssea

We encourage our employees to commit to fighting breast cancer by offering to register them, and their families, for the Odyssea event, a charity run that funds cancer research.










ODYSSEA  
ensemble contre le cancer du sein



# LIST OF EXTRA-FINANCIAL INDICATORS FOR 2022

The following table presents the relevant quantitative indicators, to supplement the topics covered in the report.

	2019	2020	2021	2022	2023	2023 TARGET	2025 TARGET	GRI
 Number of employees benefiting from CSR training (%)	0%	0%	0%	100%	100%	100%	100%	
	0%	0%	0%	100%	100%	100%	100%	
 Number of hours of Drink Design training	0 hours	0 hours	176 hours	454 hours	1104 hours	1000 hours	4000 hours	
	435 hours	310 hours	558 hours	746 hours	816 hours	800 hours	1200 hours	
	22.1%	23.5%	13.2%	16.2%	18.9%	18.0%	24.0%	
 % of local suppliers	Unknown	82%	81%	83%	84%	84%	84%	GRI 204-1 GRI 413-1
	89%	89%	89%	89%	89%	95%	95%	
	0%	0%	0%	100%	79%	100%	100%	GRI 308-1 GRI 414-1
 Water consumption (Liters of water / Liters of syrup produced)	2.64	2.66	2.63	2.42	2.0	2.30	2.10	GRI 303-5
	1180	Unknown	1176	1152	1055	/	/	GRI 305-5
	20.5	Unknown	19.1	15.4	11.8	/	/	GRI 305-5
		Unknown	-7%	-25%	-42%	-26%	-45%	GRI 305-5
	40359	Unknown	38539	42312	44696	/	/	GRI 305-5
	703	Unknown	627	565	501	/	/	GRI 305-5
		Unknown	-11%	-20%	-29%	-21%	-32%	GRI 305-5
	0%	0%	0%	100%	100%	100%	100%	
	/	/	-1.2%	-1.3%	-8.90%	-6.0%	-10.0%	GRI 302-1 GRI 302-4
	0%	0%	14%	100.0%	100%	100%	100%	GRI 302-1
	0%	0%	22%	116%	44%	100%	100%	
	87%	88%	92%	91%	92%	93%	95%	GRI 306-3
	97.4%	97.3%	97.3%	97.3%	97.9%	97.6%	100.0%	GRI 301-1
0%	15%	25%	41%	41%	43%	48%	GRI 301-2	
 % of GMO-free syrups	100%	100%	100%	100%	100%	100%	100%	GRI 417-1
	Unknown	Unknown	98.7%	98.7%	99.3%	100%	100%	
	40.1%	46.9%	45.6%	52.1%	52.9%	53%	54%	GRI 417-1
	Unknown	Unknown	83%	89%	88.9%	90%	90%	GRI 417-1
	12.2%	11.7%	11.8%	13.2%	12.6%	14.0%	16.0%	
	8.2%	7.4%	8.7%	7.0%	6.1%	6.0%	6.0%	
	Unknown	Unknown	Unknown	86%	92%	88%	88.0%	
	98.5%	93.0%	98.2%	97.8%	98.5%	98.5%	98.5%	
	Unknown	Unknown	0	0	0	0	0	GRI 416-2
	0%	0%	0%	NA	91%	100%	100%	
 Number of workplace accidents declared	3	4	4	2	3	0	0	GRI 403-9
	5%	7%	6%	8%	7%	3%	3%	
	/	/	85	81	84	85	85	GRI 405-1 GRI 405-2
	4%	4%	14%	16%	15%	15%	15%	
	0.85%	0.37%	0.63%	0.94%	0.59%	1.00%	1.20%	
 Number of employees directly involved in the CSR strategy	15	42	55	59	59	70	100	
	€ 22,105	€ 10,231	€ 1,262	€ 9,868	€ 70,114	€ 10,000	€ 12,000	
	€ 31,260	€ 15,050	€ 29,400	€ 51,450	€ 38,869	€ 55,000	€ 65,000	
	€ 0	€ 0	€ 0	€ 0	€ 4,850	€ 2,000	€ 2,500	



# CONTRIBUTING TO SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) are 17 commitments established by the United Nations, with the aim of eradicating poverty, protecting the planet and guaranteeing prosperity for everyone by 2030. Their implementation requires the active engagement of signatory governments, as well as all stakeholders in society: local authorities, associations, civil society, researchers, as well as companies. Routin has chosen 6 of the 17 SDGs as firm goals, in order for these to shape its commitments and future action plans. These goals align perfectly with Routin's "Shake your TALENTS" CSR strategy.

## SUSTAINABLE DEVELOPMENT GOALS





**3.4** By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment, and promote mental health and well-being.

**ROUTIN's contribution:** 89% of Routin branded products are preservative-free. By 2025, 90% of products will be preservative-free. Routin is committed to developing the most natural products possible, 53% of its branded products contain no artificial flavorings or colorings.



**6.3** By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing the release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

**ROUTIN's contribution:** €2.5 million has been invested in constructing a biogas plant to clean industrial wastewater, thereby cutting pollution by more than 80%. Routin also analyzes the quality of its waste and has reduced its consumption of cleaning products by 21% between 2020 and 2023.

**6.4** By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and the supply of fresh water, to address water scarcity and substantially reduce the number of people suffering from water scarcity.

**ROUTIN's contribution:** Routin reduced the water used to produce 1 liter of syrup by 30% between 2019 and 2023, and thereby saved 10 million liters of water in 2023 compared to 2022. In 2023, 2 liters of water are needed to produce 1 liter of syrup.

**6.6** By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.

**ROUTIN's contribution:** Routin financially supports the Eau, Neige et Glace Foundation, the aim of which is to "restore 100% pure water to nature". Routin also supports the Agir pour la Forêt Foundation.

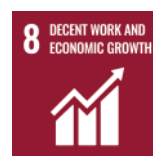
**6.b** Support and strengthen the participation of local communities in improving water and sanitation management.

**ROUTIN's contribution:** Routin raises the awareness of all its employees and customers of the need to conserve water, by means of a training module designed with the Water Family.



**7.2** By 2030, increase substantially the share of renewable energy in the global energy mix.

**ROUTIN's contribution:** Between 2022 and 2023, Routin generated 430 KWh of green electricity on its site, by converting the biogas produced by its biogas plant into electricity.



**8.5** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and people with disabilities, and equal pay for work of equal value.

**ROUTIN's contribution:** 29% of the Executive Committee and 53% of managers are women. Its gender equality in the workplace index is 84 in 2023. Our suppliers' practices in terms of ethics and equality are analyzed annually and challenged.

**8.6** By 2020, substantially reduce the proportion of youth not in employment, education or training.

**ROUTIN's contribution:** Routin is part of GEIQ, a group of employers focusing on integration and qualification, which trains people experiencing issues accessing employment. Routin has trained 16 people over the past 6 years, which equates to 5401 hours of training.

**8.8** Protect labour rights and promote safe and secure working for all workers, including migrants, in particular women migrants, and those in precarious employment.

**ROUTIN's contribution:**  
**Routin guarantees safety within the company by means of a program of behavior-based safety assessments to ensure workstation ergonomics.**



**12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

**ROUTIN's contribution:**  
**Routin has reduced the weight of its packaging by 11% since 2007. All containers used (glass, plastic, metal) are 98% recyclable with a target of 100% by 2025. In 2023, 92% of the site's waste was recycled or recovered, which represents an increase of 12% over the past 5 years. The company is aiming to have 95% of its waste recycled or recovered by 2025.**

**12.8** By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.

**ROUTIN's contribution:**  
**Routin raises all its employees' awareness of sustainable development issues every year. In 2022, all employees received water saving training using a module developed in collaboration with the Water Family. In 2023, all employees benefited from Climate Fresk training.**



**13.2** Integrate climate change measures into national policies, strategies and planning.

**ROUTIN's contribution:**  
**At the end of 2023, Routin undertook to adhere to the SBTi (Science Based Targets Initiative) targets, in line with the scientific recommendations issued following COP21. Routin is currently devising a strategy and a low carbon trajectory, using the ACT step-by-step methodology recommended by the French Environment and Energy Management Agency (ADEME)**

# ROUTIN

*shake your talents*

ROUTIN - 713 rue Denis Papin - 73290 La Motte Servolex  
[www.routin.com](http://www.routin.com)