

Avril signs an International Charter for Disability Inclusion

Press Release

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In agreement with its social partners at the European level, Avril is pursuing its commitment to promoting disability inclusion within the Group. Since 2014, the issue of disability inclusion has been a central pillar of the Group's CSR approach, and now its wider purpose: "Serving the Earth".



Caption: Jean-Philippe Puig, CEO of the Avril Group, Marie de la Roche Kerandraon, Chief Human Resources & Engagement Officer, Emmanuel Manichon, General Director Avril Consumer Goods and Avril Food Processing & Renewable Energy, and Mathieu Thomas, an elite French para-badminton athlete being sponsored by Avril.

Initiated by the Members of the European Works Council and the Group management, the International Charter for Disability Inclusion is testament to Avril's desire to accelerate the deployment of best practices in the countries in

which the Group operates, in accordance with its commitment to a collective and inclusive project.

The power of its collective structure enables these commitments to be transposed into action:

- Providing optimum everyday support to employees affected by disabilities, promoting their recruitment, integration and sustained employment
- Improving the Group's visibility among target audiences, ensuring regular communications and awareness campaigns
- Developing a genuinely collective culture of inclusion through training and solidarity-oriented actions

In effect, the Charter serves to harmonize the practices applied by the Group's various Business Units, in France and internationally, around a shared foundation. It gives new momentum to the initiatives already in place, while also enabling its appropriation by the signatories based on the specific culture and social or societal features of each country in question.

This commitment follows on naturally from the Group Agreement, which Avril signed with trade union organizations in France in 2022. That initial Group agreement aimed to structure a shared approach, which would be applicable for a period of 3 years for all companies entering into the Avril network in France.

For Avril CEO Jean-Philippe Puig: *"Today we are taking a very important step in alignment with our international development, while also reaffirming our determination to make collective progress in the field of disability inclusion, and establishing a shared vision throughout all the countries in which the Group is present."*

For Marie de la Roche Kerandraon, Chief Human Resources, Transformation & Engagement Officer: *"The charter we're signing today reflects our commitment to our purpose "for a collective and inclusive project." The subject of disability access, which is supported by our 'Your difference makes the difference' inclusion program, encourages us to change our approach to all types of differences. We strongly believe that disability inclusion in business represents an opportunity to open ourselves up to new profiles and new skill sets, both in France and internationally."*

About Avril

Founded in 1983 as an initiative of the agricultural world to ensure sustainable outlets for French agricultural production, today Avril is the leading industrial and financial player in the vegetable oil and protein sector. The Group is built upon two complementary businesses lines that are key to the strength of its model. The first is an industrial business line organized around vegetable processing, from the seed to the processed product. The other is an investment business line operated by its subsidiary, Sofiprotéol, through the acquisition of minority holdings in support of companies in the French agricultural and food company sectors.

Present in sectors as diversified as consumer food, animal nutrition expertise, renewable energies, and green chemistry, Avril relies on a portfolio of renowned brands that are leaders in their respective fields both in France and abroad: Bunica (Romania), Costa d'Oro (Italy), Lesieur, Oleo100, Oleon, Puget, Sanders, and Taous (Morocco).

For 40 years now, the Group has remained true to its original mission: feeding people and animals, and preserving the planet. In view of the current challenges posed by the climate emergency and the demographic growth that is putting a strain on resources, Avril has chosen to reaffirm its commitment to act, expressed through its purpose: Serving the Earth. Serving the Earth, along with the six commitments that support this purpose, serve as a genuine driving force for the men and women of Avril on a daily basis. They reflect the Group's new ambition to become the leader in vegetable-based solutions for the agricultural, food, and environmental transitions. In 2022, Avril generated €9 billion in revenues. With a presence in 19 countries, the Group employs nearly 7,400 people at 73 industrial sites around the world. For more information: avril.com | Twitter @Avril | LinkedIn Avril

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