

# B CORP IMPACT REPORT

2023



DANONE  
ONE PLANET. ONE HEALTH

Danone UK  
& Ireland



# FOREWORD

At Danone we believe business should deliver both economic and social benefit. **Our mission is to bring health through food to as many people as possible.** We help people to eat more healthily, support infants with nutrition and assist patients to get the nutritional support they need. We want to do that in a way that benefits all our stakeholders and that is why the B Corp movement is perfectly aligned with our values.

As an early adopter to the B Corp movement, at Danone we started our global journey as a B Corp in 2015 and in the UK and Ireland we quickly followed suit, accrediting our Dairy business in the UK in 2017. By 2022 we were fully certified across all our categories and factories in the UK and Ireland, thanks to the commitment of our 2,400 Danoners!

Since we began our B Corp journey, we have been focused on demonstrating continuous improvement across all the B Corp pillars: governance, workers, community, the environment, and our customers - and we are proud of how far we have come.

In an ever-changing world, we know it's important to be agile, adapt and continuously innovate to respond to the challenges and opportunities around us. While we know there is more to do, this B Corp Impact Report provides an insight into our recent progress, including some of my personal highlights from 2023 showcasing how Danone is making a positive impact in front of the people we serve, our communities and the planet.

While this is just a snapshot of the hard work we've been doing, later this year we'll be publishing our Danone UK & Ireland Impact Report, which will measure our progress against Danone's Global Impact Journey, our sustainability roadmap for the years to come.

**JAMES MAYER**

**President, UK & Ireland**

ABOUT US

# WE ARE PROUD OF OUR HEALTH-FOCUSED PORTFOLIO IN THE UK & IRELAND

Through our products and services we offer better health, through better nutrition for people of all ages; from healthy yogurts and infant nutrition, through to medical nutrition.



**WE  
NOURISH  
LIFE**

Bringing Health through Food  
to as many people as possible



**DANONE UK  
& IRELAND**

**OUR DANONE UK & IRELAND PURPOSE**

**FOR OVER A CENTURY  
WE HAVE BEEN INSPIRING  
HEALTHY HABITS  
THAT NOURISH LIFE.  
THIS IS OUR MISSION.**

Health is at the heart of everything we do, uniting us and guiding our decision making. From our food and beverage favourites to our medical nutrition & care solutions, we stand for better health through better nutrition for people of all ages.

We want our business to be a force for good. We know that health and planet are interconnected so we're taking action now to ensure a sustainable future for our communities. And it's through our B Corp status that we are able to reach communities and make a difference.

# THIS REPORT

This report takes a high-level look at some of the impacts we have delivered across all 5 pillars, in the UK & Ireland, during 2023. We start with one which isn't a B Corp pillar, but we think perhaps should be, and it's important to us. That's health.

**GOVERNANCE**

**WORKERS**

**COMMUNITY**

**ENVIRONMENT**

**CUSTOMERS**



# OUR GLOBAL AMBITION IS TO BECOME THE LARGEST B CORP IN THE WORLD.

OUR WORLDWIDE AMBITION IS TO BE  
FULLY CERTIFIED BY 2025.

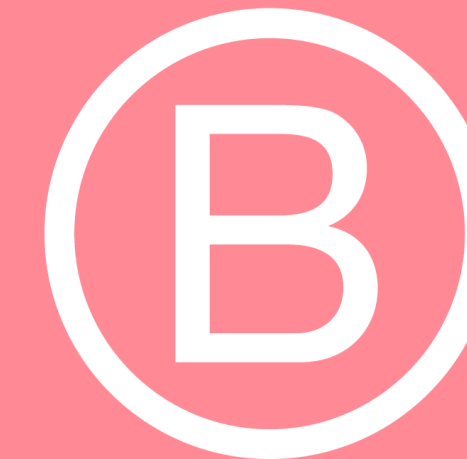


AT THE END OF 2023 WE WERE 82.5%  
CERTIFIED AROUND THE WORLD



DANONE UK & IRELAND  
100% CERTIFIED

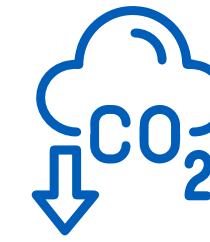
Certified



Corporation<sup>®</sup>



We launched, and are delivering, our new health commitments, **prioritizing healthy and tasty products** in our portfolio.



We shared our **Carbon Reduction** Roadmap at our Company Conference, bringing to life our challenges and opportunities.

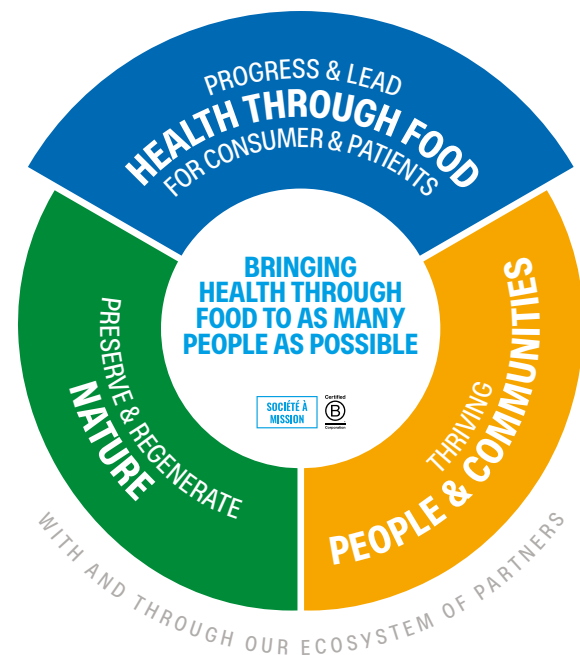


We **Innovated** for our consumers and patients.



We became an **Includability** Committed Employer.

# 2023 HIGHLIGHTS



We reframed our key priorities on where we can deliver our greatest impact:  
**Health, Nature, People and Communities.**



Our Danoners collectively **volunteered 2,700** across 48 causes, including our new charity partners.



We highlighted the hidden epidemic of malnutrition and advocated for **crucial change.**

# HEALTH

Ok, we know Health isn't a B Corp pillar, but it's our mission to bring health through food to as many people as possible and that's exactly what we're doing. Health is our purpose, and we strive to make a difference by helping people to eat more healthily, support infants with nutrition and help patients to get the nutritional support they need.



produce a product for children that is high in fat, sugar or salt (HFSS) as defined by the UK Government's current policy and legislation relating to HFSS.



products to show clear, consistent front of nutritional labelling in line with future UK and Ireland legislation. In advance of that, Danone UK & Ireland will transparently publish nutritional data for its portfolio on its website.



(at least) of products will not be high in fat, sugar or salt defined by the UK Government's current policy and legislation relating to HFSS.



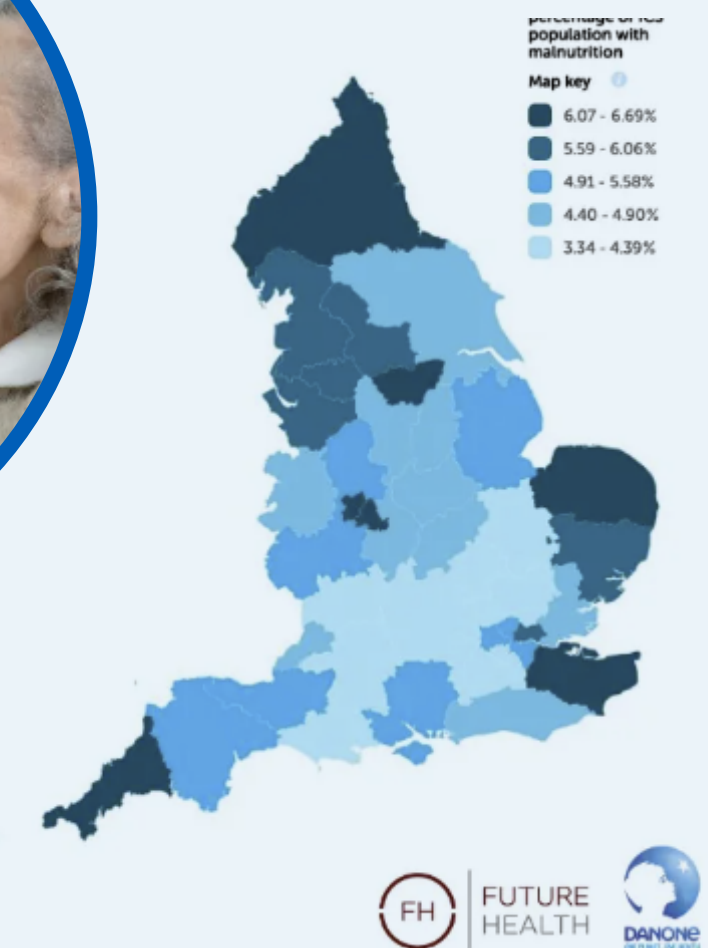
(at least) of products will be rated as healthy within the Health Star Rating Index - an international nutrient profiling system which provides a quick, easy standard way to compare foods.

Early on in 2023, we launched, and our upholding, our official UK & Ireland Health Commitments. As a health-focused business and one of the fastest growing food and drinks company in the UK and Ireland, we know that setting commitments like these is the right thing to do to support the health of our consumers.

We hope to inspire others to join us in raising health standards across the UK and Irish food and drinks sectors.



**Hiding in plain sight.**  
Tackling malnutrition as part of the prevention agenda



Later on in the year, we shared new research to highlight the impact disease related malnutrition is having both on the people it affects, and the NHS in England. As part of important advocacy, we worked to raise vital awareness about this key health issue both in the news and within the government.



# GOVERNANCE

Building on our great foundations, we continue to evolve our strategic priorities to ensure we can make the greatest impact for people and the planet.



This year, globally, we launched our Danone Impact Journey which sets out our key priorities around our own three pillars:

- Progress and lead health through food for patients and consumers
- Preserving and regenerating nature
- Thriving people and communities

We've taken these pillars and mapped out how we can apply them most effectively in the UK and Ireland to accelerate our impact.

This is a great extension of our B Corp roadmap and has been fully embedded in our organisational decision making. We report on it at least quarterly to our Board, share progress via town halls with our Danoners and send out internal newsletters to track our progress and hold ourselves accountable.

WORKERS  
or as we like to call ourselves,

# DANONERS

We pride ourselves in being a force for good – not only for our customers, but also for our Danoners. As a people-powered company, we constantly challenge ourselves to do more to ensure Danone UK & Ireland is a great place to work. Ultimately, the driving force behind our efforts are the people in our organisation who work every day to make a difference in the world around them.



Whilst part of our business has been a Living Wage employer since 2021, we are proud that this has now been fully extended across all of our UK & Ireland business, including our factories.



We launched our “STAR Awards” – recognising & rewarding Danoners who have delivered a step change in performance or driven exceptional outcomes in support of our business strategy.



We opened our Wellness Rooms across all of our hubs. These are used for massages, as well as being open to anyone who may want to use them for breastfeeding and pumping, to pray or just for some time out.

We hosted a series of breakfasts clubs across our hubs to:

- Connect with colleagues
- Learn more about our own products and discuss nutrition
- Grab breakfast and set everyone up for the day!

The health and wellbeing of our Danoners is more important than ever. We launched our own Be Well app, encouraging Danoners to take part in nutritional, physical and mental challenges, as well as providing support.

 **Nutritional**

 **Physical**

 **Mental**

# COMMUNITY

We are fortunate to collaborate with extraordinary partners, whose support empowers us to make a positive impact in various communities, all made possible by the dedicated efforts of our Danoners.



We launched a three-year charity partnership with **Foodcycle** in the UK and **Food Cloud** in Ireland, both of which fight food waste.

In 2023 we:

- donated over £150,000
- spent over 530 hours volunteering
- developed nutritional resources for FoodCycle to aid both guests and volunteers.



We supported 48 causes in total, volunteering over 2,700 hours and making an estimated £45,000 worth of social impact.

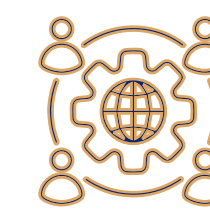


We were delighted to host a Christmas Party for **Stepping Stones**, a local charity who support children with special needs. We have supported them for over 30 years. Over 40 children and their carers attended the event, with Santa and his Elf distributing presents along with a donation to the charity.



During 2023, we redistributed short shelf-life stock to **Fareshare** and **Company Shop** to help minimise food waste and support local communities.

As part of this we donated the equivalent of over 1.4m meals.



We held our first local Supplier Day, with over 50 strategic partners in attendance, taking them through our Impact Journey and driving support and collaboration to deliver our key priorities.



We were delighted to continue our partnership with **Well Grounded**, who support unemployed people to gain the skills needed to access sustainable careers in the coffee industry.

**Our culture is what makes Danone unique, differentiates us and gives us purpose in everything we do.**

**Our ambition is to foster uniqueness, inclusivity & diversity within our workplace, because community is important both internally and externally. We've made a start, and we have **big plans for 2024.****

### **REVIEW OF TALENT PRACTICES**

We partnered with Talent Mapper to objectively review our talent practices & ensure they are enabling Diversity, Equity & Inclusion.

All managers now undertake inclusive hiring training prior to recruitment. Further tangible changes to all aspects of the hiring process - from role briefing to advertisement to selection tools - are being implemented in 2024.

### **EMPLOYEE NETWORK GROUPS (ENGS)**

We launched new ENGs to raise awareness of where we may be less inclusive, better understand needs & how we can drive further allyship of under-represented groups: the LGBTQIA+ community, BAME community, Working Parents, Carers and people with physical or mental disabilities.

### **WE BECAME AN INCLUDABILITY COMMITTED EMPLOYER!**

This means we've met the minimum standards in the 6 areas as assessed by experts, and certifies our commitment to inclusion:

- Diversity & Inclusion,
- Sustainability
- Talent Management
- Mental Health
- Wellbeing
- Leadership & Governance



### **SELF ID - 72% VOLUNTARY PARTICIPATION!**

We launched our second internal Self ID Campaign to collect data on diversity demographics. The great response achieved from our employees has helped to inform our Diversity, Equity and Inclusion for 2024 and beyond.

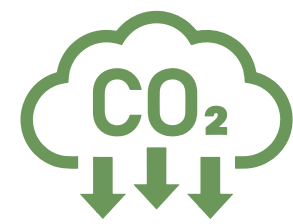
### **WORKING TO CLOSE THE GENDER PAY GAP IN THE UK AND IRELAND**

We made great progress in our Gender Pay Gap in both UK and IRL! The mean gap in IRL has narrowed to 0.89pts (2023 report) and in the UK the mean is now 4% higher for women (2022 report).

[Find out more in our 2022 Gender Pay Gap Report](#)

# ENVIRONMENT

We are always taking steps to reduce our impact on the environment. We believe the health of people and the planet are interconnected. So we're committed to developing and implementing initiatives to help meet the profound challenge of climate change head on.



Since 2015 we have been on a journey to reduce greenhouse gas emissions across our global supply chain. In 2022 Danone were one of the first companies in the world whose 1.5C emissions reduction targets, including a specific target for forest, land and agriculture, were officially approved by the Science Based Targets initiative.

We recognise we have a lot to do but we have started to make progress. Our SBTi target is to reduce our emissions by an average of 34.7% across all scopes by 2030 compared to 2020.

1.5C Science Based Targets follow the latest climate science to determine how much and how quickly we need to reduce emissions to limit global warming to 1.5C and prevent the worst effects of climate change.

[Find out more here about Science Based Targets here.](#)



We launched our first ever plant-based Oral Nutritional Supplement, which has a 35% lower carbon footprint than our standard Fortisip 200ml Bottle, offering a new option for patients with Disease Related Malnutrition (DRM) who prefer not to or cannot drink milk-based products.



We are simplifying the product flows from our factories to our end customers and patients. So far we have implemented changes to our Dairy product flows with the potential to reduce 492 tonnes of carbon annually!



We announced an ambitious global commitment to reduce methane emissions coming from our fresh milk supply by 30% by 2030.



We have successfully transitioned 25% of our Nutricia Homeward fleet to electric vehicles.

# ENVIRONMENT



## RE-USE & REFILL

Evian launched their first ever refill water system for Wimbledon.



Players were provided with their own reusable bottles that were refilled with Evian natural mineral water, on-court and at designated player areas.

## REMOVING UNNECESSARY PACKAGING!

Gone is the plastic label that surrounded our Actimel bottles, replaced with embossed data, which will save approximately 135 tonnes of plastic per year.\*



\*saving based on 2024 forecast sales volumes.



Our Cow and Gate 1.2KG bag in box format uses 63% less plastic packaging per gram of formula\* than our follow on 800g pack.

\*Comparing the equivalent 1.2kg of formula if used from 1.5 800g packs.

## GREEN CAR POLICY LAUNCHED IN IRELAND

Resulting in a 37% CO<sub>2</sub> reduction compared to 2021. This policy has now been extended to the UK.

## AND IMPROVING PACKAGING WHERE IT NEEDS TO STAY!



We have rolled out our tethered caps across our Alpro range, enhancing their recyclability.

## FOOD WASTE

We were delighted to continue our collaboration with fellow B Corp Too Good To Go, encouraging consumers to Look Smell Taste Don't Waste with past best before date yogurts.



# CUSTOMERS

Supporting our customers, consumers and patients is of paramount importance to us at Danone and throughout the year we have made service enhancements, launched brand new products and introduced new product formats.

Our Nutricia brand launched their first vegan ready to drink oral nutritional supplement (ONS), providing more choice to patients.



We launched our new protein product, GetPRO.

And, of course, they're non HFSS in line with our Health Commitments.

Our award winning Follow-on milk!



Our Cow and Gate brand launched a new smaller 600g follow on milk powder pack



500 Danoners supported our GetPro launch in 204 stores across the UK and 99 stores in Ireland.

**We launched Nutricia Homeward for Care Homes, which helps ensure vital products are delivered to care homes each month based on their specific needs. This will help lead to improve operational efficiencies, less waste and reduced deliveries.**



Dedicated online resources



Everything in one place



Consolidated Saturday deliveries



Online ordering



# AND ITS ALWAYS GREAT TO SEE OUR INITIATIVES RECOGNISED EXTERNALLY



High Commendation for 'Implementing a hybrid model of care for Nutricia Homeward patients'



Top Campaign Award our our Wimbledon Refill, Re-Use and Recycle campaign.



In the top 3 suppliers for outstanding service.



Our Aptamil Follow on Milk achieved the Gold award for Best Follow on Milk.



# OUR CONTINUOUS IMPROVEMENT PRIORITIES

As with all B Corps, we are on a journey, and continuous improvement is embedded in the way we work.

Here are a few of the things we will be working on in 2024. As well as preparing for the launch of the new standards in 2025, our main opportunities sit within the Communities and Environment pillars.



- Drive DEI roadmap through new insights & partners – Includability, Diversity in Grocery & ENGs.
- Embed & extend new inclusive talent practices.
- Roll out our renewed Human Rights training.



- Further reduce our carbon footprint through initiatives like food waste reduction and simplified logistics.
- Continue work towards 100% recyclable packaging.



**DANONE**  
ONE PLANET. ONE HEALTH

# OUR 2024 REACCREDITATION PLAN

2024 is a BIG year for us at Danone as we undergo our recertification as a region.

3

Office hubs

5

Factories

**2,400**  
Danoners!