

Sustainability Highlights 2024

Bolton established the **Impact Executive Committee** to drive strategic decisions on environmental and social issues, accelerating positive impact.



Our brands are committed to create value by **enabling people to live sustainable lifestyles.**



We assessed our portfolio using sustainability criteria and set a target for at least **50% of revenue to come from more sustainable products by 2030.**

In 2024 **23.4%** net FMCG sales came from more sustainable products.



To learn more visit www.bolton.com



The **difference** everyday makes



Nature

We are committed to persistently improve our footprint on the Planet and support regenerative initiatives to have a Positive Impact on Nature.



Climate Change



Achieved **B Score** in CDP Climate.

We developed our **first decarbonization roadmap**.

We've committed to setting a **science-based CO₂** reduction target within 2026.



Circular Resources

32% of our plastic packaging comes from recycled or bio-based sources.



99% of our packaging are recyclable, refillable or designed to be recycled.

98.5% of the waste generated in our plants is recovered or recycled.



20% of our ingredients come from circular resources*.

*Circular Sources can be e.g. renewable/ biobased, recycled/ regenerated/upcycled and biomass balance certified



Water Resources



Achieved **B Score** in CDP Water.

-17% of water withdrawal per ton of finished product vs 2020.



We've conducted a comprehensive water risk assessment to identify priority areas for water stewardship.



Marine Biodiversity

99.7% of the tuna used in our branded products is sourced through responsible fishing practices.



-74% reduction in yellowfin tuna sourcing from the Indian Ocean for our branded products compared to 2020, supporting stock recovery.

100% compliance with ISSF tuna conservation measures, verified by MRAG-Americas audits.



People

We are committed to ensuring that our value chains guarantee human rights, offer equal and thriving opportunities to employees and local communities.



Workplaces

We've set a new action plan for more inclusive and equitable workplaces, based on **ED&I** (Equity, Diversity, and Inclusion) and **GPTW** (Great Place to Work) survey insights.

37% of women in management positions.

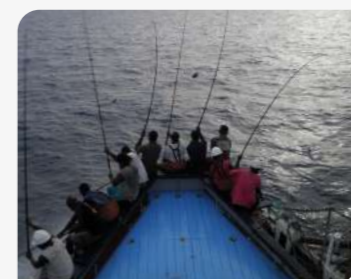


Provided healthcare and educational benefits to over **2,700 people** in Ecuador and Morocco.



Society

We've assessed **240+ suppliers** through EcoVadis to ensure ethical and sustainable sourcing.



We've developed a **Due Diligence Management System** to check the sustainability maturity of our suppliers in the seafood industry.