

ENVIRONMENTAL SUSTAINABILITY REPORT



www.adisseo.com

ADISSEO
A Bluestar Company



THE PRESIDENT'S MESSAGE
Jean -Marc Dublanc 1

COMMITTED TO OUR STAKEHOLDERS 2

OUR GROUP 6
> Key figures for Adisseo
> Our values
> Our behaviors
> One vision, many missions

OUR GLOBAL PRESENCE 8

A PREFERRED PARTNER 10

OUR APPROACH TO GROUP SAFETY
SAFETY IN ALL AREAS,
OUR N°1 PRIORITY 12

OUR APPROACH TO SUSTAINABLE GROWTH
ACCELERATING INNOVATION 18

OUR APPROACH TO SOCIAL RESPONSIBILITY
ATTENTION & SOLIDARITY 24

OUR APPROACH TO THE ENVIRONMENT
TO WORK TOWARDS ZERO
ENVIRONMENTAL IMPACT 32

GRI & SDG INDEX 38



RESPONSIBLE CARE®
OUR COMMITMENT TO SUSTAINABILITY

Adisseo is a signatory to the Responsible Care global charter and, as such, is committed to safe management of its products throughout their lifecycle, the promotion of their role in improving quality of life and their contribution to sustainability.

Adisseo has voluntarily followed the Global Reporting Initiative Guidelines in preparing this report
Find out more at www.globalreporting.org





“ADISSEO IS UNIQUE”

The President's Message Jean-Marc Dublanc

Adisseo is a unique company, committed to sustainable growth based on developing its core expertise.

Adisseo is unique because of its profile – that of a medium-sized company, and subsidiary of a Chinese group, as well as its geography, as a European-based company oriented towards Asian markets.

We're also unique for our investments in both industry and research, guaranteeing a competitive and innovative product offering and service.

Lastly, we're unique for our nutritional and industrial expertise, for our innovative programmes, products and services, and in particular for the skill and commitment of the men and women at Adisseo.

Building on these strengths, **Adisseo strives to be the partner of choice in animal nutrition.** Our mission is to improve the food chain by providing support to the key actors in animal nutrition.

- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUITY
- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10 REDUCED INEQUALITIES
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- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- 17 PARTNERSHIPS FOR THE GOALS



COMMITTED TO OUR STAKEHOLDERS

Thanks to regular meetings, constant monitoring and transparent communication, Adisseo has developed and maintained long-term relationships of trust with all its stakeholders, whether employees, business partners, shareholders, authorities or members of the general public.

CERTIFICATION RENEWAL

In order to meet the expectations of its stakeholders and economic and social partners, Adisseo's main production sites in Roches-Roussillon (France), Commentry (France), Burgos (Spain), Nanjing (China) and the Research & Development centers, have successfully renewed their various certifications for 3 years: ISO 9001, ISO 14 001, ISO 45 001 (which replaces the OHSAS 18001 standard).

At the same time, given the nature of our activities in animal nutrition, all of our production sites and entities in charge of marketing our products have also had a new FAMIQS (quality and feed safety management system).

New production sites in Belgium and Spain have also joined the list of Adisseo's FAMIQS-certified entities.

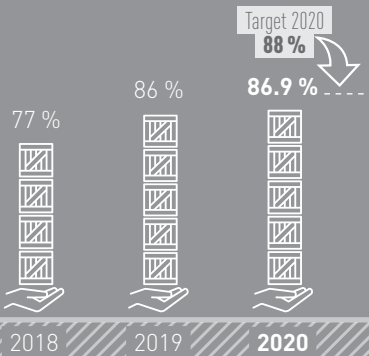
These internationally recognized standards guarantee Adisseo's commitment to a system of continuous improvement and its knowledge in terms of the management of human safety, environmental protection, quality and health safety.





OTIF: KEY PERFORMANCE INDICATOR

OTIF (On Time In Full) is a leading Supply Chain customer satisfaction indicator. It measures the frequency with which customers receive their orders and in the expected quantity. In 2020, in addition to the implementation of several improvement actions, significant work was carried out on the reliability of the indicator. Despite logistical challenges due to the health crisis, **Adisseo was able to maintain a high level of performance**, but without reaching its initial objective.



A MINISTER'S VISIT TO OUR AQUACULTURE RESEARCH CENTER IN SINGAPORE

After its inauguration on December 13, 2019, the brand new Adisseo Aquaculture Research Centre (ASA – Aquaculture Station by Adisseo) received the visit of Singapore's Minister of State for Trade and Industry, Mr. Alvin Tan, with the aim of recognizing the collective commitment and strong support of government agencies to the Singapore 30-30 project.

This sustainability project aims to secure Singapore's food supply by producing 30% of its food needs locally by 2030.

The need for these commitments is reinforced by the ambition to feed a growing world population while tackling climate change and production constraints to **"do more with less"**, in particular through the development of aquaculture.



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DEVELOPMENT OF **SUSTAINABLE LIVESTOCK** SYSTEMS

In July 2020 Adisseo and INRAE-France, a multidisciplinary scientific organization in the field of agriculture, food and the environment, signed a framework agreement for the development of sustainable livestock systems.

This 5-year commitment aims to consolidate the collaboration between the two signatories. Reducing the use of arable land, limiting the consumption of natural resources, reducing organic waste from livestock farms, and reducing the use of phytosanitary products are all joint research issues for INRAE and Adisseo.

Priorities for action in terms of research, innovation and economic development are defined around themes of common interest such as innovation for health and nutrition in livestock, custom breeding, biorefinery and bio-sourced products, as well as plant characterization, selection and product development.

Mr. Jean-François Rous, Vice-President of Research & Innovation, has confirmed that **the improvement of livestock systems is key to the development of a healthy and sustainable food chain**, guaranteeing food safety for consumers and respecting animals as well as the environment.



5-year commitment with **L'INRAE**

for the development of sustainable livestock systems



FROM SEMINARS TO **WEBINARS**

Maintaining relations with its stakeholders in the context of the pandemic is at the heart of Adisseo's concerns.

Finding new organizational principles for customer relations that are compatible with health measures was necessary.

Face-to-face customer seminars were replaced by webinars, favoring the use of digital tools when needed.

Business continuity could not be conceived without ensuring the same level of attentiveness and service.

The different Adisseo teams rallied in all regions and showed creativity.

An example: in Latin America with the creation of digital conferences named "Aditalks". These sessions put external experts and Adisseo specialists in touch with our customers to discuss questions and provide answers.



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OUR GROUP

Adisseo became a subsidiary of the Chinese Bluestar Group in 2006. Since then, group revenue and employee numbers have risen year-on-year. In 2015, Adisseo became the first international company to have its shares traded on the Shanghai stock market.

KEY FIGURES FOR ADISSEO

<p>Number 1 worldwide in protected methionine</p>	<p>Number 1 worldwide in liquid methionine</p>	<p>Number 2 worldwide in methionine (all forms)</p>
<p>Number 3 worldwide in nutritional ingredients specialty for animal nutrition</p>	<p>1st international company to float on the Shanghai Stock Exchange in 2015</p>	
<p>+2,345 employees worldwide</p>	<p>1.51 Bn€ in annual revenue</p>	<p>+3,900 customers in 100+ countries</p>
<p>+200 researchers</p>	<p>+1,550 M€ invested since 2010</p>	
<p>2 manufacturing centers (Europe and China) and multiple industry partnerships</p>	<p>15 production plants +3 FRAMelco since the end of 2020</p>	<p>10 research centers + 1 FRAMelco since the end of 2020</p>
	<p>3 business units</p>	<p>7 sales departments</p>

OUR VALUES



CREATIVITY

Which opens new paths to progress and new ways of **succeeding together**.



TEAM SPIRIT

Which **unites us in our successes** and challenges.



INTEGRITY

Which underpins our interaction with customers and partners, ensuring that **our actions are consistent** with our words and values.



RESPONSIBILITY

Each of us is a stakeholder in the company and a contributor to its success. **We encourage decisiveness**, a sense of urgency, courage and delegation.



RESULTS-FOCUSED CULTURE

Which makes our actions effective and measurable, because we understand that success is built on the quest for performance, **continuous improvement** and listening to our customers.

OUR BEHAVIORS



COMMITTED

Delegation
Collaboration



COURAGEOUS

Risk taking
(exc. for safety)



CUSTOMER FOCUS

Creating value
for Adisseo customers



SIMPLE

Agility
Flexibility
Speed



RESPECTFUL

People (360°)
Principles and values
Commitments
Environment
Adisseo group
Customers

OUR VISION, MANY MISSIONS

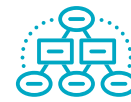
Offering our **world healthy, sustainable, affordable, high-quality food**: that is the major challenge to which Adisseo is contributing through the missions it has set itself:



To play its part in the **sustainable development** of our world



To provide the animal feed and food industries with **innovative products and services**



To deliver on its commitment to **distribute the value it creates fairly** between its customers, employees and shareholders

4 PRIORITIES



SAFETY & SUSTAINABLE DEVELOPMENT



BUSINESS GROWTH



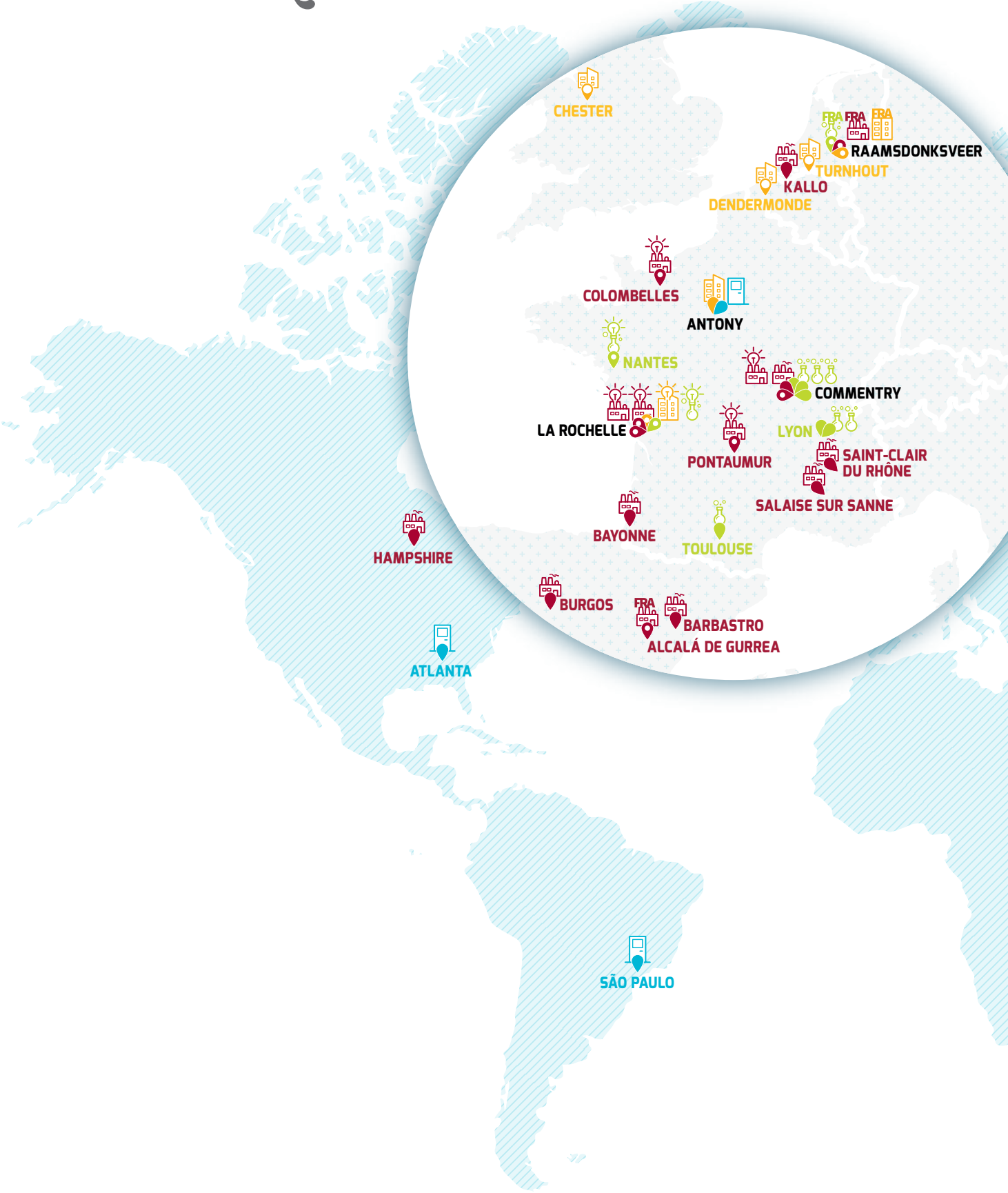
COMPETITIVENESS & OPERATIONAL EFFICIENCY

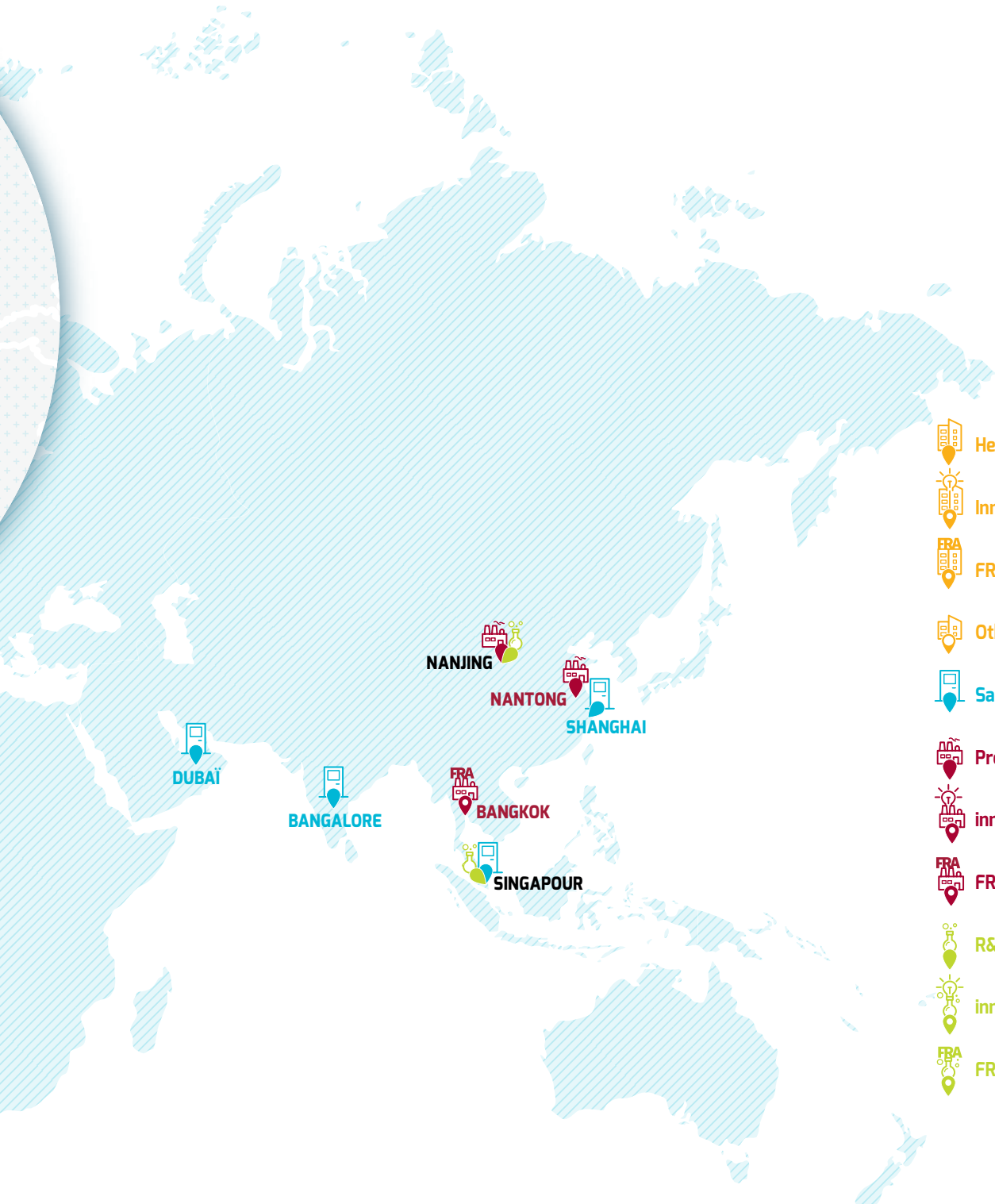



PEOPLE

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OUR GLOBAL PRESENCE





-  Head office
-  Innov'IA location
-  FRAmelco location
-  Other location
-  Sales office
-  Production site
-  innov'IA site
-  FRAmelco site
-  R&D center
-  innov'IA center
-  FRAmelco center

DUBAI

BANGALORE

NANJING

NANTONG

SHANGHAI

BANGKOK

SINGAPOUR

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A PREFERRED PARTNER

With its nutritional additives and solutions, Adisseo helps to improve the effectiveness and quality of the food chain.

To this end we are working to enhance the breeding performance of poultry, swine, dairy cows and aquaculture species in several fields:



Nutritional performance

to provide safe, quality products to final users and offer an effective alternative to antibiotics as growth promoters



Economic performance

produce at the cheapest cost and feed the vast majority



Environmental performance

to use less water, less arable land, fewer pesticides and limit waste



Adisseo's mission is to reinforce food security and provide food that is better quality, more economical and more respectful of the environment.

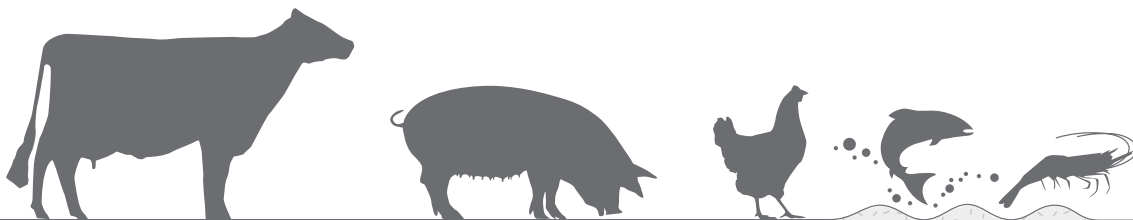
FRA[®]MELCO

INNOV'IA

Providing the industry with additive solutions through a complete line-up of Glycerides and Lysolecithins that allow both agriculture and aquaculture to increase productivity and profitability in a sustainable manner, FRAmelco reinforce Adisseo's position in the promising Health by Nutrition market segment.

European leader in the development and production of new additives in powder form, Innov'IA strengthens Adisseo's expertise in shaping their additives.





PALATABILITY

Stimulates animal's appetite to satisfy daily nutrient requirement and to minimize feed waste.



ESSENTIAL NUTRIENTS

Help to balance diet to avoid deficiencies and possible serious shortcomings for a good efficiency of animal growth and production.



FEED DIGESTIBILITY

Increases the proportion of feed that can be digested by the animal resulting in higher usage efficiency of raw materials, contributing to a more sustainable animal production, and a more balanced gut microflora.



HEALTH BY NUTRITION

Reinforces the animal resilience to cope with challenges and stress. Supports in a better way animal health and welfare and reduce need of antibiotics.



FEED PRESERVATION

Preserves feed from deterioration caused by micro-organisms, oxidation... and prolong shelf-life contributing to less wasted nutrients.



MYCOTOXIN MANAGEMENT

Controls mycotoxins risks in feed to avoid any contamination for protecting health and production.



AQUACULTURE

Proposes species-specific solutions for a sustainable and profitable aquaculture covered fish and shrimp's health, nutrition digestion, palatability, feed quality and farm care.



SERVICES

Analysis services (composition, nutritional quality...) of raw materials to help business and solve problems.



SULPHUR PRODUCTS AND REGENERATION

Used as raw materials for chemical industries including circular economy activity of sulphuric acid regeneration.



> More information available at [Adisseo.com](https://www.adisseo.com)

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SAFETY IN ALL AREAS, OUR N°1 PRIORITY

*“Ensuring the health and safety of people, facilities, products, transportation and the environment is Adisseo’s number one priority. Reinforced action plans have been deployed to guarantee safety, through innovative systems and ongoing awareness-raising activities. Every day, all employees work hard to achieve the **“Zero Accident”** objective.”*



DID YOU KNOW ?

Implementing workplace health initiatives can help **reduce sick leave absenteeism by 27 %**

and corporate health spending by 26%.

Source: WHO November 2017



OVERCOMING THE COVID-19 CRISIS

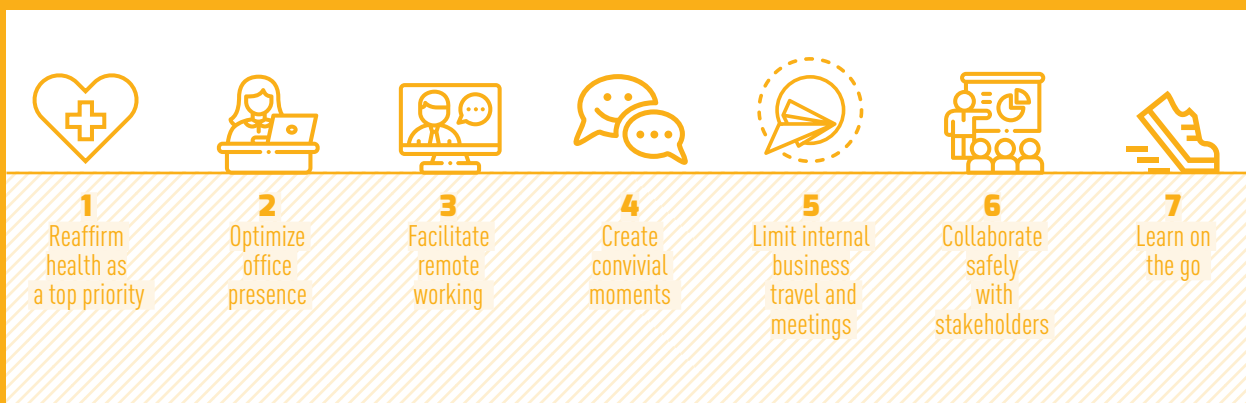
The world has been hit hard by the Covid-19 pandemic, a virus identified in January 2020 that rapidly spread to all continents. The impact on the population is so great that everyone's way of life has been totally disrupted.

Adisseo took the full measure of this crisis on board as early as January 2020 thanks to information from China where it has a factory, and immediately set up a crisis cell involving all the members of the executive committee.

The very first decision was to define the company's two priorities for the entire period of the pandemic, whatever its duration. The first is safety: to protect our employees, their families and the communities in which we live. The second is to ensure the continuity of the global food chain by securing production and delivery to our customers.

The measures implemented are regularly reviewed and adapted according to the spread of the pandemic, the recommendations of the WHO and the authorities of each country in which Adisseo is present. Business continuity plans are also adjusted to mitigate any impact on customers and continue to play an essential role in the food chain. Massive investment has been made in training, both in terms of skills and the adaptation of working methods and relations between remote employees.

In this regard, **7 organizational principles** have been established:



Adisseo and all of its staff were able to meet this challenge, having kept contamination within its teams and service providers to a minimum, and having been able to mobilize to ensure its mission of continuity in the global food chain.

The company has transformed its crisis management unit into a "new normal" management unit and is taking advantage of this acceleration in the transformation of working methods to develop a model that is more personalized and attentive to employees, more internationally connected, more inclusive of differences, more integrated into civil society and more supportive.



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2020, BEST SAFETY PERFORMANCE

For the second year running, Adisseo achieved its best safety performance ever.

Despite a difficult second quarter of 2020, our safety performance over the other three quarters significantly exceeded the target.

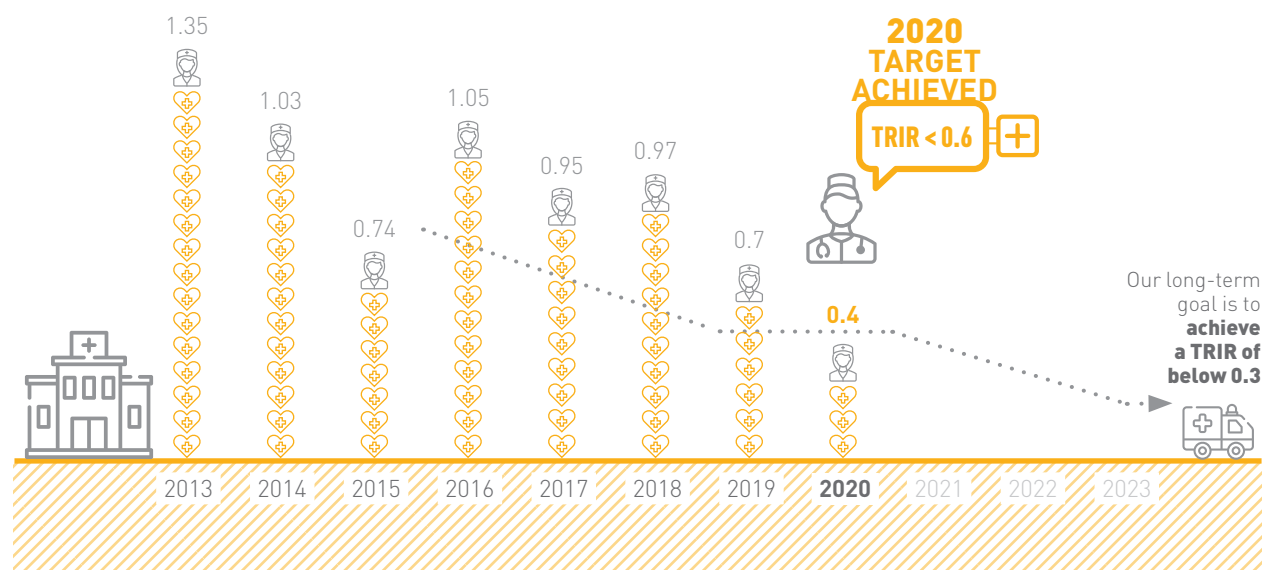
In five of the 12 months of the year we had no lost time due to accidents.

This demonstrates that our ultimate goal of “Zero accidents” is achievable thanks to the specific and varied action plans dedicated to safety, best practices and the safety culture deployed throughout the company.

Number of accidents per 200,000 hours worked

TRIR (Total Recordable Injuries Rate) all groups combined (employees, subcontractors...)

GRI 403-9



SAFETY DAY 2020

Every year on the same day, all employees in each Adisseo entity are involved in activities and debates on safety.

This day provides an opportunity to develop dialogue on each person’s commitment to safety, to discuss possible improvements and to share best practices. Because of the pandemic crisis, Safety Day 2020 was held remotely and virtually.

Always starting with a safety message from Jean-Marc Dublanc, Chairman and CEO, this day enabled all employees to use digital tools to raise awareness, to track risks and to participate in discussion workshops on various safety topics. Whenever possible, field activities were carried out in compliance with health measures.





THE COMPANY'S SAFETY POLICY

Zero accidents is one of the permanent objectives of this commitment in all areas.

It is supported by a systematic and in-depth analysis of risks and losses, and the implementation of the best prevention techniques by associating all stakeholders in a commitment to Sustainable Development.

Adisseo's health and safety policy is based on the following six principles:

- Ensure the health and safety of people through prevention and control of risks, contributing to well-being in the workplace.
- Demonstrate leadership and example.
- Take into account risks related to processes, products and ergonomics in safety risk analysis studies, right from the design stage, in order to guarantee the safety of people and processes in the workplace.
- Help prepare the organization to manage possible emergency situations.
- Reduce risk by investigating incidents and near misses.
- Require subcontractors to manage safety in accordance with this policy.

TOWARDS “ZÉRO ACCIDENTS”

In 2020 several Adisseo entities achieved a year without accidents. These included the Specialties Department and the Sales and Commercial Regions entity.

Similarly, the Commentry site (France) had no accidents in 2020, performance supported by the “Acting Safely” program.

Other entities such as the Nanjing site (China) and all Adisseo research centers closed the year without accidents for the second year running.

Adisseo Spain, which unfortunately suffered its first minor accident in more than 6 years, was nevertheless recognized for its good practices by the INSST (National Institute for Occupational Safety and Health).



Our efforts will continue in order to extend these results to all the other entities of the Group, which have already implemented actions to involve all their employees, training and prevention actions and effective safety management.



No accident in 2020

Commentry site (France)



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ACT AS SOON AS POSSIBLE

As for the safety of people, Adisseo considers the safety of processes with the same level of rigor by taking all necessary measures in terms of prevention of industrial risks.

On its most important sites, a Safety Department consisting of permanent firemen is present and has significant material means to act as soon as possible and with great knowledge of the site, to bring help to people or safeguard property and the environment in case of accident.

This department is reinforced when necessary by auxiliary or volunteer firefighters, employees with their own trade within the company who are specially and regularly trained to assist the internal and external professional rescue services in case of intervention.

Calls for applications are made periodically among the staff, as was the case in 2020 at the Saint Clair du Rhône and Commentry (France) sites.

All employees are also trained in first response measures (use of fire extinguishers, etc.) as well as emergency exercises (containment, safety, crisis management, etc.), depending on the level of risk associated with their activity.



ADISAFE TRAINING

The health and safety of people is the company's top priority. The continuous reinforcement of a shared safety culture is a permanent focus of work.

Several programs have been launched.

In 2017 the "Acting Safely" initiative was launched at the Commentry site (France) and helped to achieve a year without accidents in 2020.

In 2019 the "Adisafe" program was initiated at the Saint Clair du Rhône, Roussillon and Bayonne sites (France), with the same objective of zero accidents.

One of the nine areas identified from an initial safety diagnosis is raising awareness among all employees of the need for an integrated safety culture and hazard management.

More than 70% of Adisseo staff and employees of external partner companies have already been trained to better understand what motivates our behavior in the face of these hazards that can lead to accidents. Enabling, seeking and motivating the participation of the greatest number of people in these processes is a key to their success.





CUSTOMER SAFETY, OUR CONCERN

Our safety actions are based on prevention, awareness-raising, training and continuous improvement to control risks not only within our organizations but also beyond for external stakeholders such as our customers.

To this end, in several regions and for several products, Adisseo provides free of charge personal protective equipment kits for product exposure risks. These kits may include gloves, safety glasses and respiratory protection masks.

In addition, when new equipment for the application of our products (e.g. liquid methionine such as enzymes) is received, Adisseo's teams or its service providers provide training in the safety and operation of these installations. Depending on needs, they also ensure the distribution and availability of locally adapted PPE.

Adisseo complements this customer safety support with regular visits and inspections.



MANAGING OUR RISKS

Adisseo is constantly striving to control the potential environmental risks associated with some of its activities.

Our industrial sites are also regularly checked by the authorities for the implementation and effectiveness of a safety management system and compliance with regulatory requirements. Recent major, dramatic accidents in chemical companies in several countries remind us

that we must never lower our vigilance. The requirements and checks have been reinforced, particularly in China.

The Nanjing site was inspected by the authorities 93 times in 2020 without any major non-conformities.

After a three-day inspection in October 2020 by a team of SASAC (Stated-Owned Assets Supervision and Administration Commission)

inspectors, the site confirmed to be among those having the best level of safety checks and a continuous improvement policy in this area within the Bluestar Group.

Jean-Marc Dublanc, Chairman and CEO insists: **"Controlling our activities with regard to process safety risks is not a choice, but one of our primary responsibilities"**.



ACCELERATING INNOVATION

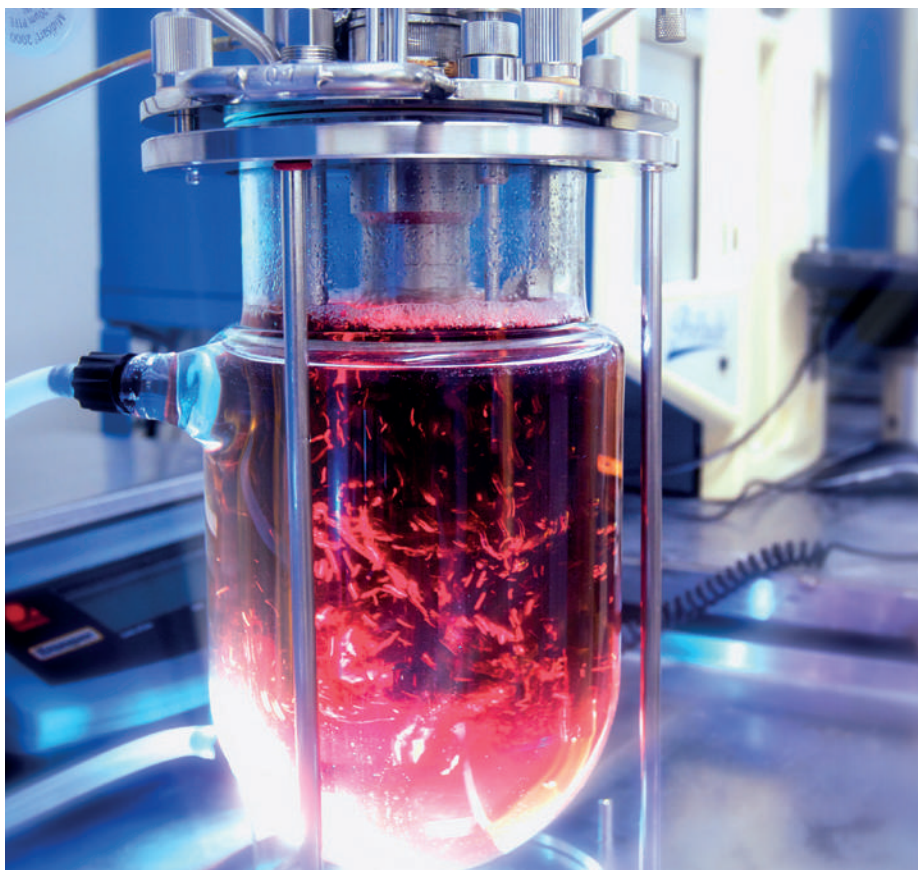
"Adisseo's ambition is to be a growing, profitable company that operates in a sustainable manner. To achieve this, research and innovation are essential to stand out from the market and offer customers innovative, sustainable solutions that contribute to their growth. Adisseo's investment policy aims to strengthen its teams and their proximity to customers, improve the quality and quantity of its production, develop its research capabilities and reduce its environmental footprint."



DID YOU KNOW?

The ability of animals to convert their food into live weight is highly dependent on species and livestock management.

Source: IOP (Institute of Physics), published December 2017



Consumption Index



6 KG

of feed to produce
1 kg of beef



2.7 KG

of feed to produce
1 kg of pork



1.6 KG

of feed to produce
1 kg of chicken



1 KG

of feed to produce
1 kg of fish

EVER MORE RESPONSIBLE PURCHASING

in 2020, it is:



**40 million of €
of SHE*
investments**

per year in average



**50 % of our
SHE*
investments**

for the environment
protection



**3.5 million of €
for JAVA**

to eliminate the use
of hazardous products



35.5 million of €

for the building
of a new production unit
INNOV'IA

In recent years Adisseo's Purchasing Department has multiplied initiatives to systematically take into account the following environmental and societal issues in the purchasing process:

identification of sustainable development issues during market studies, consideration of specific criteria during calls for tenders and supplier evaluations, annual evaluation of the CSR (Corporate Social Responsibility) risk for each portfolio, implementation of CSR self-assessment processes and audits. After these first years of testing, it seemed necessary to carry out an analysis of our strengths and areas for development.

We have called upon AFNOR (French Association for standardization) and organized a Purchasing committee specially dedicated to self-assessment according to the requirements of the ISO 20400 Responsible Purchasing standard using the OK Pilot tool.

Based on this, we will be able to draw up a new action plan to further raise our standards.



SECURE OUR SUPPLY

In order to reduce their dependency on Total's Feyzin refinery in France to source the propylene required for their operations, Adisseo and Seqens decided in 2017 to invest in a propylene wagon unloading station at the Roussillon site in France, through a joint subsidiary created for this purpose: Adipex.

This € 11 million installation uses the best techniques available, does not entail any nuisance or environmental impact and has led to the creation of several jobs.

In January 2020 Adipex injected its first tons of propylene into the pipe supplying the production facilities and the underground storage cavity at Grand Serre (France). This facility thus immediately played a major role in the company's continued operations during the pandemic that brought the refinery to a halt. 36,000 tons of propylene were supplied in 6 months.

This achievement contributes to the company's policy of increasing the reliability of its raw material supplies.

* Safety-Health-Environment



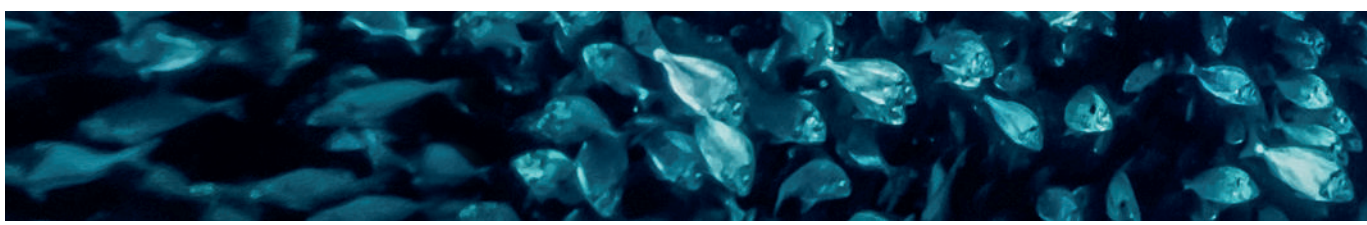
ADISSEO INVESTS SUSTAINABLY IN AQUACULTURE

In February 2020 Adisseo entered into an agreement with Calysta Inc., the world's leading innovator of alternative proteins, to create a 50/50 joint venture company named Calyseo.

By developing an innovative feed solution for aquaculture, Adisseo is tackling one of the main challenges facing this industry, i.e. supplying high quality seafood to the rapidly growing world population and meeting increased demand in Asia. **FeedKind®** does not add additional pressure on the environment. It is produced by natural gas fermentation, an abundant source of energy to create a safe, nutritious, traceable and affordable protein. It requires little water and no agricultural land use.

The production plant, located in the Changshou Industrial Park, is expected **to begin operations in 2022**, to produce in a first phase 20,000 tons per year and provide exclusive supply to Asian markets. Further expansion to 100,000 tons is planned.

This strategic investment, supported by its shareholder Bluestar, has accelerated Adisseo's development in aquaculture, which was initiated in 2018 with the purchase of Nutriad.



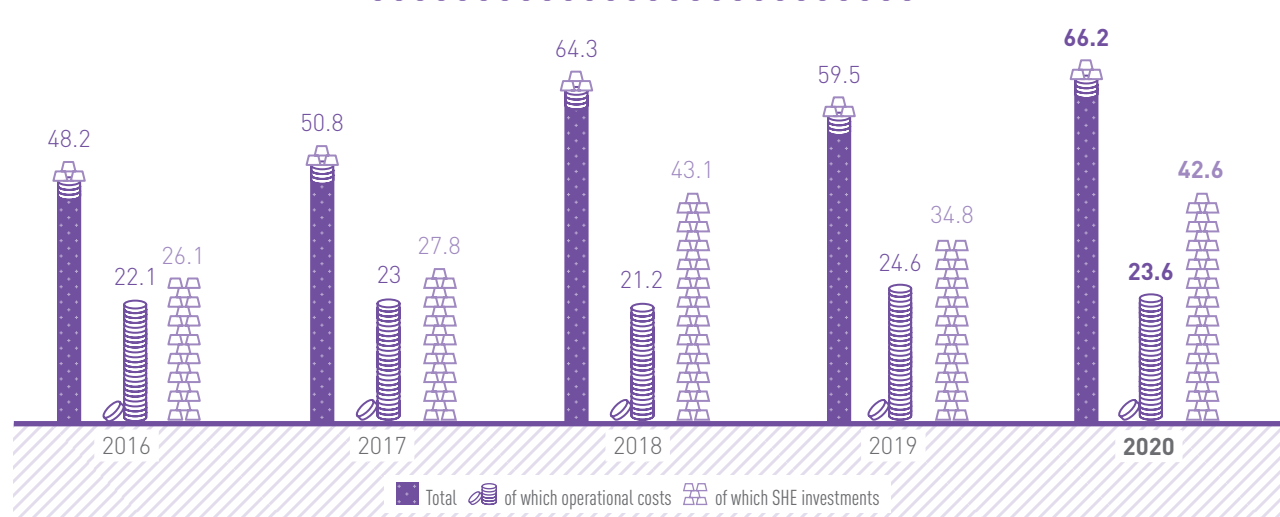
A PROACTIVE POLICY OF SAFETY, HEALTH & ENVIRONMENT (SHE) INVESTMENT

Our SHE operational budgets, which must integrate an increasing number of regulatory constraints (additional studies, rising taxes, etc.) are under control thanks to a deliberate SHE investment strategy of close to € 40 million per year over the last three years.

In 2020, **50%** of our SHE investments were directly related to the **protection of environment** within the framework of energy recovery projects or the use of the best available techniques for the treatment of our emissions.

Each industrial project is made good use of to improve and strengthen our management of safety and environmental risks and to reduce their impact in a strategy of sustainable growth.

Trend in SHE expenditure (in million €)



- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10 REDUCED INEQUALITIES
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
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- 17 PARTNERSHIPS FOR THE GOALS



A RESILIENT COMPANY IN THE CONTEXT OF THE COVID CRISIS

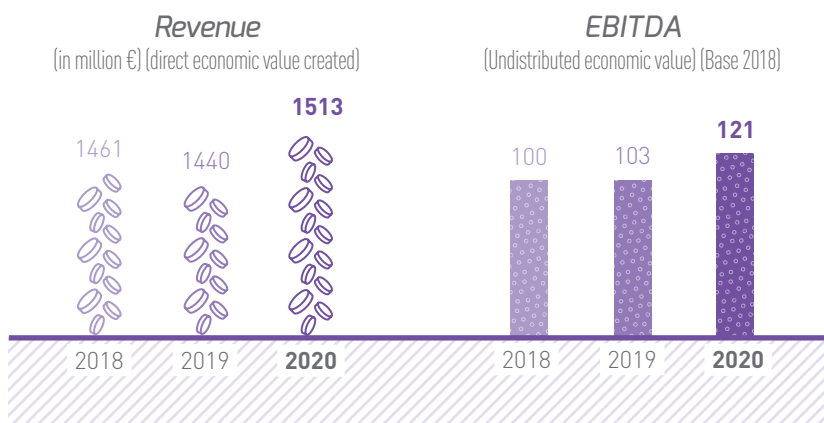
During the COVID-19 crisis, Adisseo's top priority has been to protect the health of its staff while continuing to deliver products to its customers in order to maintain the food supply chain.

The company has also continued to innovate, develop its industrial capacities, grow through external acquisitions and improve its operational efficiency and costs, in particular through its Eagle competitiveness project.

All this has contributed to maintaining Adisseo's overall results at a high level.

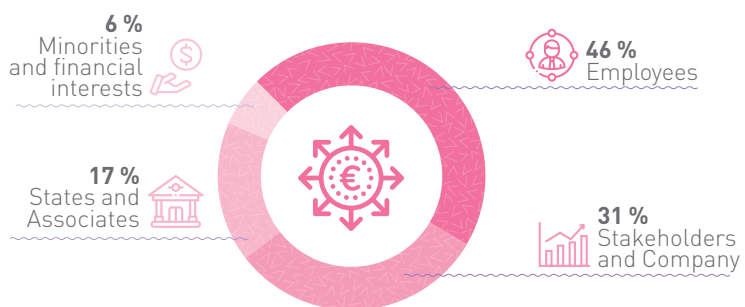
Economic value

GRI 201-1



Value added distribution

(3 years average 2018-2020)

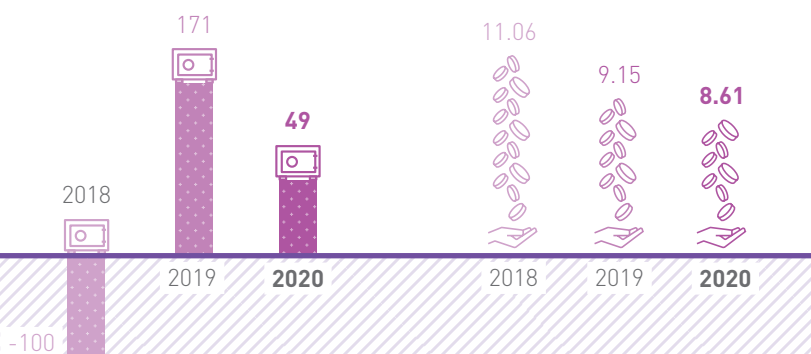


FCFAT (Free cash flow after tax)

(Base 2018)

Public subsidies received

(in million €)



GRI 201-4

FRA[®]MELCO

JOINS ADISSEO

At the end of 2020 Adisseo acquired the FRAMelco Group, a Dutch company producing additives for animal nutrition.

FRAMelco is a multinational, family-owned group based in the Netherlands with a turnover of approximately € 30 million. It operates 3 plants in the Netherlands (near Breda), Spain (near Huesca) and Thailand (near Bangkok). FRAMelco produces and sells Glycerides to reduce health problems and improve animal performance and Lysolecithins to improve feed digestibility.

Despite the COVID-19 pandemic, and thanks to the teams' exceptional mobilization, this strategic acquisition was concluded to fuel the growth of the Specialties Department, asserting the company's ambition to become a world leader in specialty additives in animal nutrition.

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DATA AT THE SERVICE OF PERFORMANCE

For several years, Adisseo has been engaged in a digital transformation process. The display 4.0 project, based on the Big Data OI Analytics solution, is part of this approach with the objective of providing employees with all the technical (process and lab analysis) and economic data of the company.

The advantage of this is to be able to group, compile and process very different data. This powerful, constantly changing tool facilitates the sharing and analysis of information between players and the ability to quickly determine the different levers aimed at the best performance of our processes.

The rapid dissemination of the tool over 2019 and early 2020 on the industrial sites has made it possible, despite teleworking measures due to the health crisis, to make the monitoring of industrial and environmental performance indicators more fluid, thus guaranteeing operations and their control.

Guaranteeing the best performance of our facilities enables us to reduce our material footprint (all the raw materials required for production) and our consumption of natural resources (water, energy) while ensuring the quality of our products.



JAVA, A MORE SUSTAINABLE VITAMIN A

The JAVA project, worth nearly EUR 3.5 million in 2020, aims to eliminate the use of hazardous products, including chlorine in particular.

This project will also reduce the discharge of effluents from the workshop by nearly 50% by recycling a product that was lost in the process until now. To do this, part of the vitamin A workshop's solvent synthesis and regeneration facilities will have to be modified.

Michel Jacquet, Director of SBU Vitamins, stressed the importance of this project: "JAVA is an important step in the upward trajectory of vitamin A". Safety, quality, deadlines, cost and motivation are the wishes expressed on this occasion by Patrick Suescun, Director of the industrial site at Commentry (France), to successfully complete this sustainable challenge.

Its start-up, scheduled for the fall of 2021, is perfectly in line with Adisseo's policy of continuously improving the performance of its manufacturing processes in all areas: safety, environment and economics.

INVESTING INDUSTRIALLY AND SUSTAINABLY

The construction of a new liquid methionine production platform continues near the existing plant in Nanjing (China). More than 1 million hours have already been worked on this site with no recorded accidents.

Adisseo is also investing in its European plants to increase their capacity.

The PYRENEES project, worth more than EUR 24 million, will help increase production of a by-product of methionine at the Saint Clair du Rhône (France) plant and the production of liquid methionine using this by-product at the Burgos (Spain) plant from 2021.

All of these projects aim to meet the growing market demand. They are also used to improve safety, the reliability of the facilities, the material yield, the quantity of our effluents and the quality of the finished product.





DECARBONIZING OUR PROCESSES

Adisseo is committed to the fight against climate change, one of the major challenges of the 21st century. Moving towards the decarbonization of processes through accessible solutions and breakthrough technologies is a priority objective.

Adisseo's methionine synthesis workshops in Europe use a common intermediate, produced on the Saint Clair du Rhône site (France), from hydrogen sulfide (H₂S).

By studying a new route to H₂S, Adisseo is aiming to significantly reduce the carbon footprint of its site.

The new process uses hydrogen as a raw material, replacing natural gas, and could help **reduce greenhouse gas emissions by up to 30,000 tons per year**. With the support of the Research and Innovation teams, a first hydrogen test trial on the current unit was carried out in 2020, demonstrating its feasibility.

Adisseo has joined forces with industrial partners to study a new synthesis workshop, and to have the most virtuous hydrogen access route possible. This project has been labeled "Hydrogen Territory". It is already supported by Ademe (French Environment and Energy Management Agency) and the French government and is a candidate for European funding from the "Innovation Fund". Its completion is expected in 2023.

As Emmanuel Goldberger, Director of Operations in France, has pointed out: **"Our project aims to support growth of the nutritional additives market in a sustainable manner by reducing the environmental impact of our processes"**.



INNOV'IA TO BUILD NEW PRODUCTION UNIT

As part of the development of its custom powder manufacturing activities, Innov'IA, a subsidiary of Adisseo, is investing in a new production unit.

The future plant will be located in the Anjou region (France) and construction will start in January 2021 in the aim of starting operations in July 2022.

Adisseo is investing EUR 35.5 million in the construction of this 9500 m² production unit which will include 3 industrial lines and 1 packaging line. It will be designed to meet the most advanced requirements in terms of hygiene, safety and environment. Through this investment, Adisseo will create 35 jobs when the site starts up and 80 jobs in the long term.



DEVELOPMENT THROUGH INNOVATION

Adisseo has 10 Research & Innovation (R&I) centers around the world, including RICA (Research Innovation China Adisseo), the Group's research center in China, which has taken on a new dimension. Inaugurated in 2020 in the presence of Gary Wang, Adisseo's Executive Vice President in charge of the China region, this center will drive a real innovation boom in China and the Asia-Pacific region. Located within the Nanjing (China) industrial platform, it also provides direct technical support to the Nanjing platform.

Jean-Marc Dublanc, Chairman and CEO of Adisseo, said: **"With the R&I center in China, we will continue to increase R&I investments for the Chinese market, which is our core competition for the future"**.

Adisseo continues its commitment to development through innovation to meet the needs of its customers with advanced technology, products and services while consolidating its leadership position in the field of animal nutrition.

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ATTENTION & SOLIDARITY

"As a company committed to CSR (Corporate Social Responsibility), Adisseo aims to ensure the satisfaction and commitment of its staff through actions in favor of well-being and health at work, diversity and solidarity (local events, support for humanitarian organizations, etc.)."



DID YOU KNOW?

Child labour has decreased by 38 %

over the past ten years. However, 152 million children (one in ten) are still caught up in harmful work. The COVID-19 pandemic has considerably exacerbated the situation.

Source: UN January 2021



INTEGRITY, AN ADISSEO VALUE

Set up a year ago, Adisseo's code of ethics is based on the values and behaviors advocated by the company. Adisseo fosters a climate of openness, courage and respect, so that everyone may feel free to ask questions and express their ideas and concerns.

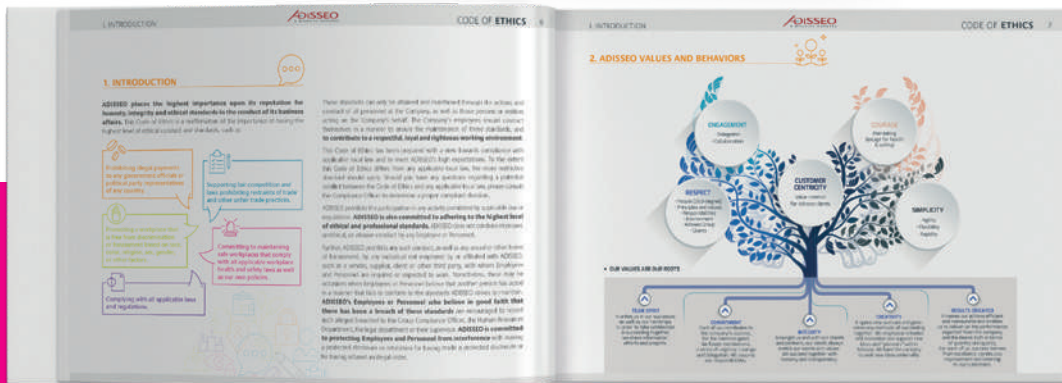
An alert platform enables employees to report in complete confidentiality in order to reinforce the security of users (customers, employees, suppliers, etc.) and to inform the Company of possible or proven breaches of legal and regulatory provisions.

Mandatory training on compliance and ethics has been set up. Topics covered include anti-corruption, data protection, diversity and inclusion and professional behavior. Newcomers to the company are also systematically trained.

Messages are regularly disseminated internally to raise employee awareness of these principles.

Adisseo has also developed a dedicated website, intended for all its staff, which addresses ethics and compliance issues by providing procedures relating to anti-corruption, anti-money laundering, reporting procedures, rules relating to gifts and entertainment, and our privacy policy.

Adisseo believes that a company's success is largely based on trust, not only that of its business partners and shareholders, but also, and above all, that of its staff.



RALLYING FOR PEOPLE WITH DISABILITIES

Adisseo's approach in favor of hiring people with disabilities fits in with its sustainable development and social responsibility policies. **This commitment is one of our four diversity priorities: disability, gender equality, cultural diversity and social inclusion.**

In France, a collective agreement between management and labor unions has been signed to promote the integration and job retention of disabled workers. Adisseo promotes the integration of these employees through internal awareness campaigns and disability specialists to encourage their integration within the company.

Every year, Adisseo joins the Disability Employment Week to raise awareness of this issue among its staff. To do so, several presentations, videos and quizzes have been offered to employees on different types of disability, invisible disability, support and job retention.

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SUSTAINABLE DEVELOPMENT WEEK

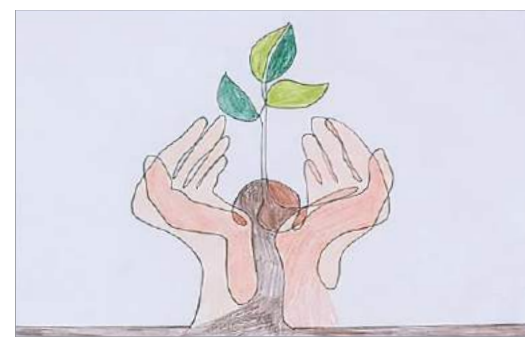
Every year, Adisseo organizes a sustainable development week in its main entities around the world. The objective is to raise awareness and involve employees in sustainable development issues.

It is also an opportunity to recall good practices (at work and at home) and the initiatives carried out by the company in favor of sustainable development.

Due to the Covid crisis and the corresponding health measures, the 2020 Sustainable Development Week took place from September 18 to October 8, mainly remotely and with adapted content.

All staff were able to take part in numerous awareness quizzes on a variety of topics and consult computer graphics. Staff were provided with information about recent initiatives implemented at various sites. Workshops on how to make soap and sponges at home, drawing contests and advice on designing an urban ecological garden, helped to energize the event locally.

The goal is always to encourage everyone to adopt more responsible behavior at work and at home.



ADISSEO'S FIGHT AGAINST AND ITS STANCE IN FAVOR OF DIVERSITY

Treating all stakeholders with respect and dignity is one of Adisseo's basic rules. The mutual respect policy defines the type of working environment that applies to professional relations and prevents undesirable behavior such as harassment or intimidation.

The company seeks to avoid stereotypes and promote integration. Through its diversity and inclusion policy, it aims to create a corporate culture that values differences and evaluates people solely on their personal investment. The term "diversity" covers various points such as ethnic origin, nationality, religion, gender, sexual orientation, physical abilities and ways of thinking. e-learning modules help raise awareness and inform employees of this policy. They also help them to adopt the right attitude in dealing with these situations and encourage people who witness behavior that is harmful to individuals, to report such acts.

The company promotes a healthy work environment. It hopes to maintain the company's competitiveness by taking advantage of the skills, knowledge, experience and efficiency of employees with varied profiles.




Women

32%

Men

68%

Gender diversity in management

GRI 405-1

ADISSEO IN SOLIDARITY WITH DEALING WITH THE COVID-19 CRISIS

In a world faced with a Covid-19 pandemic that has weakened the poor and required exceptional health measures, Adisseo has sought to support local solidarity initiatives.

Financial or material donations have been distributed in all regions of the world by the different entities of the company. These donations have, among other things, made it possible to:

- Give the opportunity to distribute healthy meals to students in need.
- Provide financial assistance to migrant workers and low-income families.
- Provide food and food vouchers, hygiene products and protective items to socio-economically vulnerable people.
- Supply hospitals and administrative entities with protective materials such as masks and hand sanitizers.

This same solidarity was also on show between the different entities of Adisseo with **Adisseo France** sending more than **15,000 masks** to China at the beginning of the crisis, and **Chemchina/Bluestar** providing nearly **175,000 masks** when Europe was hit.

Adisseo also took advantage of this positive dynamic to support sectors in difficulty, in particular by sharing its practices and achievements within the Global Compact's #unitingbusiness or the Josh Bersin Academy's #bigreset initiatives.



**76 %
satisfaction rate**

regarding sustainable
management



ACTING ON THE COMPANY

Every two years, Adisseo organizes a worldwide internal survey of its staff to measure their satisfaction and commitment. The purpose of this survey is to accurately assess how Adisseo employees perceive the main aspects of their professional life.

The results obtained are also compared with those of other companies around the world.

77% of employees responded to the survey. The satisfaction rate regarding sustainable management has increased from 71% to 76% since 2018.

Our actions are based on the understanding and adherence of everyone to the company's strategy; on training and the continuous improvement of skills; on the search for

individuals' well-being; on the development of approaches and working conditions that take into account their ideas and expectations and on everyone's involvement in the company's results.

The management of performance recognition has also been identified as an area for improvement.

In order to continue to improve its collective and individual sustainable commitment, the Executive Committee has promised the Adisseo community to provide a sustainable system that is fair in relation to the market and local practices. A company cannot grow and develop without the strong involvement of its employees.

A GROWING WORKFORCE SUPPORT OUR DEVELOPMENT

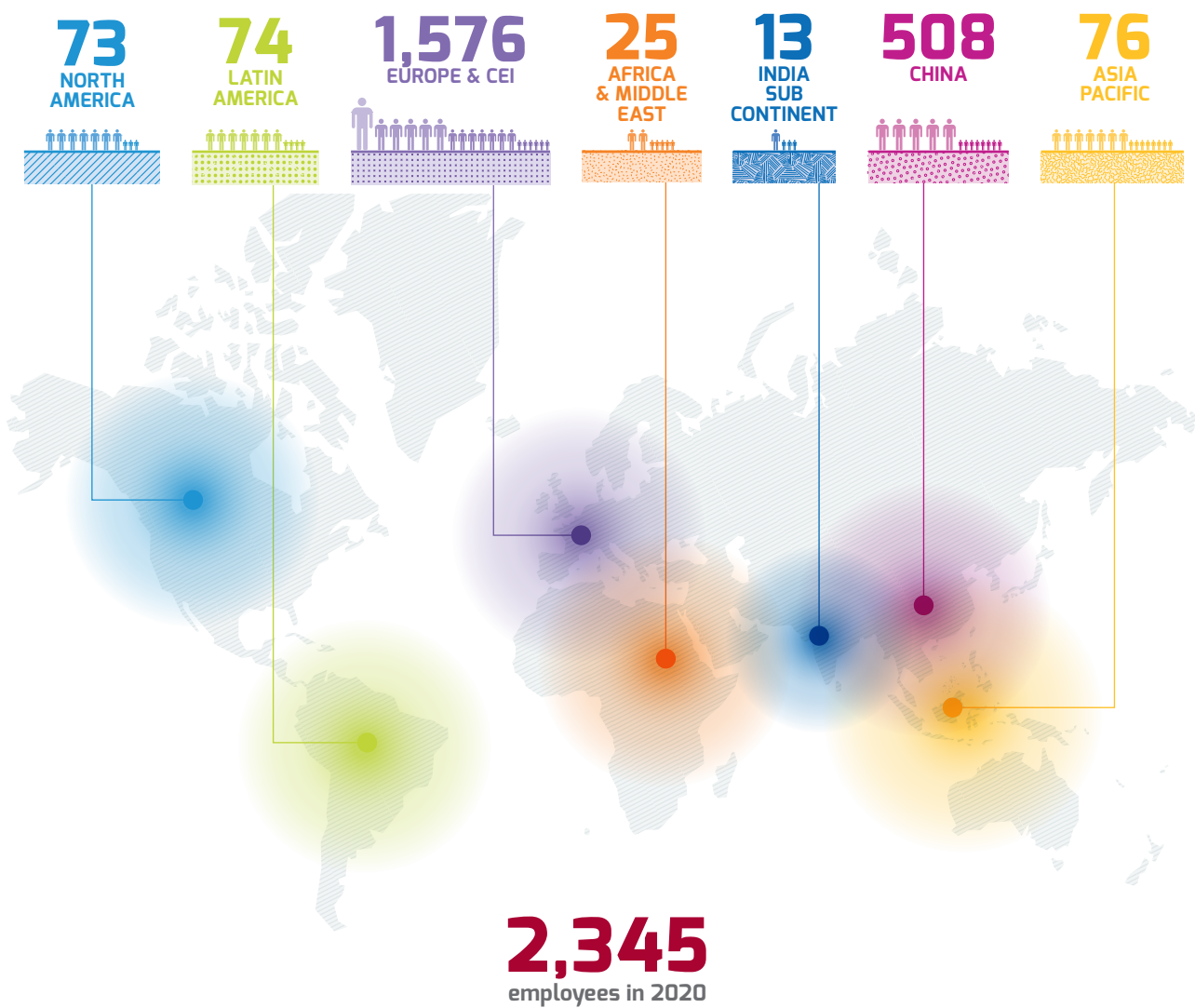
In 2020 Adisseo has considerably strengthened its workforce in all its operational and support sectors.

Despite the pandemic, Adisseo has been able to pursue its development plans with the **creation of 193 new positions**. Adisseo also continued its policy of contributing to training and learning.

This **commitment to young people** has not wavered since 59 of them were on work-study contracts within the company at the end of 2020.

TOTAL LABOR FORCE BY REGION IN 2020*

GRI 102-7



*Full-time equivalent staffing

Labor force 2019 → 2,183 - Labor force 2018 → 2,178

Thousand
Hundreds
Ten
Unit

TRAINING IS SUCCEEDING

Despite the pandemic, Adisseo has been able to maintain training activity for its staff. Among the dozens of modules available, distance learning has been favored, although modules that required face-to-face training were maintained in compliance with strict health rules.

In France for example, these related to training for the positions of chemical plant operators, manufacturing technicians and manufacturing team leaders. Since the launch of the "Addixyz" workstation training program, nearly 40 employees have been certified in these fields.

The company aims to develop everyone's skills and knowledge in order to increase the versatility and efficiency of its staff, to support them in the development of their functions and to build their loyalty.

By encouraging everyone's success, Adisseo is developing its employer brand.



40
employees

have obtained their
ADDIXYZ certification

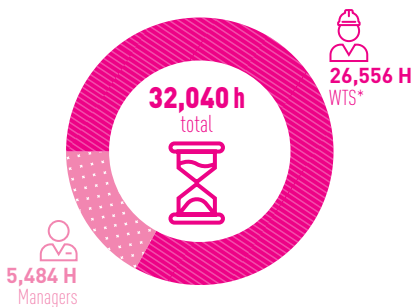


Training at Adisseo in 2020

GRI 404-1

(In Europe by employee and professional category)

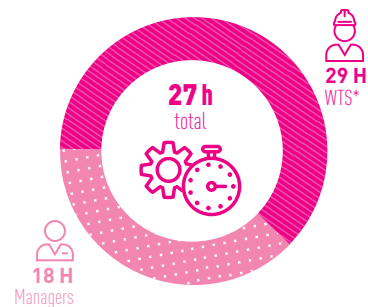
Numbers of training hours



Number of employees receiving training



Average number of training hours



40,273 h in 2019 - 54,713 h in 2018

1,019 in 2019 - 1,101 in 2018

34 h in 2019 - 44 h in 2018

*WTS: Workers, Technicians, Supervisors (non-management)

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ADISSEO COMMITS TO SUSTAINABLE TRANSPORT

The evolution of transport, our ways and means of getting around, is part of a necessary and profound societal transformation. Global warming, the need to combat pollution, limit our CO₂ emissions and reduce our reliance on fossil energy resources, are driving us to change our behavior.

Adisseo is in line with this approach and encourages its employees to use sustainable transport. This desire is supported by numerous local actions such as the "Ride your bike to the industrial zone" initiative in Spain, participation in bike rental in Belgium or the installation of electric charging stations for cars in France. A fixed daily allowance is also offered to all Adisseo France employees who use alternative means of transport to non-electric cars for their home-work trips.

At the same time, Adisseo is making all its employees aware of the best practices for using these new means of travel in complete safety.



Sustainable transport


3rd
CSR company
 in the chemical industry



ADISSEO IN THE TOP 250 MOST "RESPONSIBLE" COMPANIES IN FRANCE

Every year Le Point magazine evaluates the CSR (Corporate Social Responsibility) commitment of nearly 2,000 companies and publishes a list of the 250 most responsible companies in France.

The companies in this list (companies with more than 500 employees and headquartered in France) are required to have recently published a report on social and environmental responsibility.

All the companies are evaluated and classified according to 3 themes – environment, social and governance – and on several criteria and indicators such as the equal pay index, the number of work accidents, the number of women on the Board of Directors, etc.

These factual criteria account for 70% of the score.

In addition, a survey of 5,000 people on their appreciation of CSR for the companies they know, accounts for 30% of the score for each theme.

In the final ranking, Adisseo was ranked 84th with a score of 79.3 out of 100; the 3rd company in the chemical industry sector ahead of Solvay, 3M, Total BASF, Arkema and SNF.

This is a good result for our company, which rewards our actions and initiatives carried out in recent years in these areas, and which must continue our efforts to provide the planet with healthy, sustainable, affordable and quality food.



RUNNING SUSTAINABLE

Employee commitment is a strategic issue in Adisseo's CSR approach.

Encouraging initiatives that combine the health and well-being of employees with solidarity with others and safeguarding the planet, is one of the levers for achieving this.

Thanks to an application called "Squadeasy", **150 employees around the world**, divided into 10 virtual teams, have taken part in group and individual physical activities and traveled a total of more than 105,000 kilometers in

three months.

Thanks to this cohesive and stimulating dynamic, participants were able to (re)discover the benefits of walking, running and cycling.

The challenge also had a responsible objective since it led to the planting of 89 trees in Honduras, Spain and Thailand, in partnership with the PUR PROJET association.

A similar initiative has just been launched by Chinese employees under the name "Cloud Running". When the mileage accumulated by the participants reaches a certain threshold, Adisseo exchanges this result for public welfare funds to support people in difficulty.



105,000 km in 3 month

10 teams around the world



28 trees

in Thailand



28 trees

in Spain



33 trees

in Honduras

TO WORK TOWARDS ZERO ENVIRONMENTAL IMPACT

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Adisseo is constantly aiming to reduce the impact of its activities on the environment. With this in mind, the company has rallied to achieve its public environmental objectives established in 2018, while contributing to the Sustainable Development Objectives defined by the United Nations.



DO YOU KNOW?

The earth is 1.1°C warmer

than it was at the start of the industrial revolution. On the current path of CO₂ emissions, the global temperature is expected to increase by 3 to 5°C by the end of century.

Source: UN December 2020



**-11,500 tons
of indirect GHG
emissions saved in 2020**

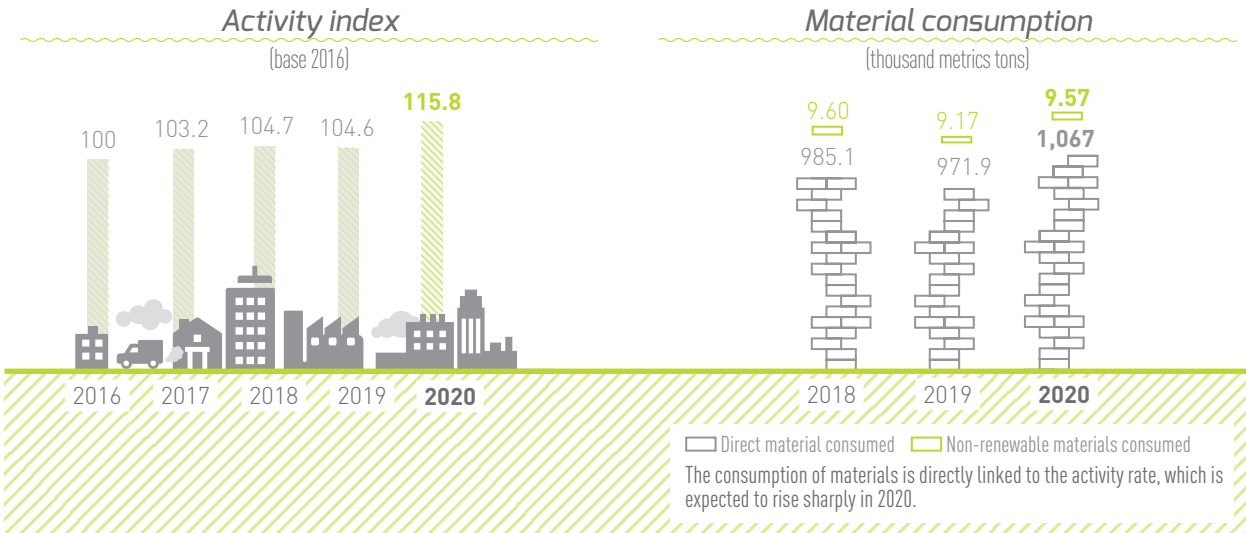
Supply of electricity from renewable sources to the Burgos site since January 1st, 2020.

STRONG GROWTH IN ACTIVITY

The activity index reflects changes in the quantities produced at our major industrial production sites.

It has increased significantly in 2020 due to the growth in various investments to increase capacity at our European and Chinese industrial platforms. However, this increase was tempered by the scheduling of a long-term technical shutdown at the Nanjing plant (China) (for regulatory verifications and/or significant process modifications).

This is to be compared with controlled and improved environmental results for several sites.



GRI 301-1

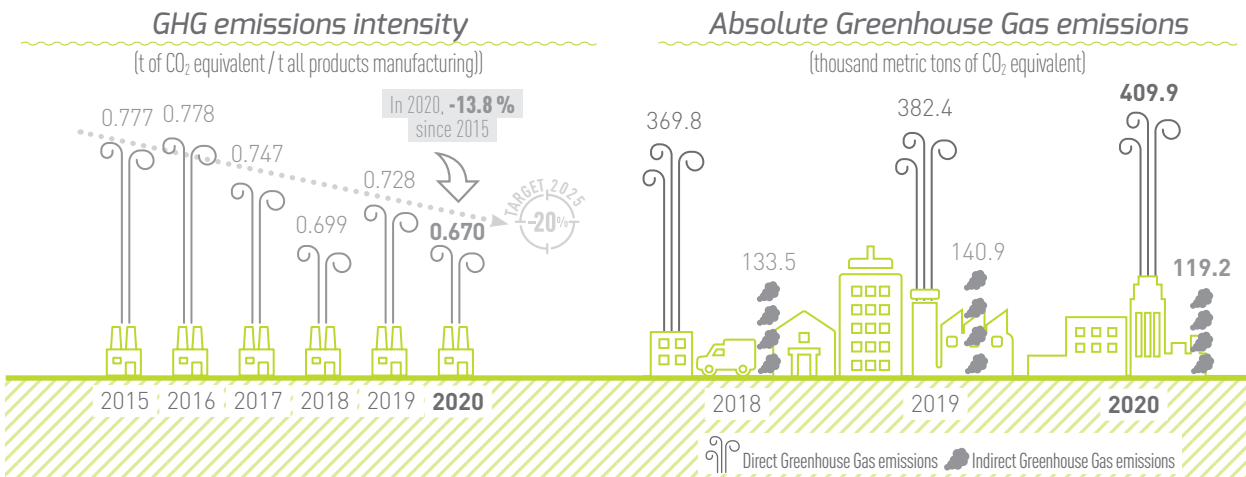
ADISSEO CONTINUES ITS COMMITMENT TO THE PLANET

In 2018 Adisseo committed to reducing its greenhouse gas (GHG) emissions intensity (per ton of product manufactured) by 20% by 2025 compared to 2015.

From 2021 Adisseo will take another step forward. It has chosen, as an additional objective, a path to reduce its absolute GHG emissions by 2.5% per year, thereby strengthening its contribution to limiting global warming by complying with the Paris climate agreement.

The scope covers all direct emissions related to its current industrial activities (scope 1) and indirect emissions related to its energy purchases (scope 2).

This ambition is based on projects to develop and optimize its processes, improve energy efficiency and the possibility of purchasing renewable or decarbonated energy, particularly in China with a nuclear power supply for the Nanjing site.



GRI 305-1

GRI 305-2

Greenhouse gas emissions (sum of direct emissions related to our industrial activities and indirect emissions related to our energy purchases) are relatively stable. The company's higher activity rate in 2020 contributed to an increase in direct emissions, although the switch in January 2020 of the power supply of the Burgos site (Spain) to renewable energy has reduced indirect emissions

FAVORING THE SAFEST, LEAST POLLUTING AND MOST ECONOMICAL MEANS OF TRANSPORT

Until 2019, transport of Rhodimet AT88 liquid methionine from our plant in Burgos (Spain) to our contract manufacturer of liquid Metasmart, located in Linz, Austria, was carried out exclusively by tanker trucks, generating traffic of several trucks each week.

In order to ensure the regularity of these transfers, reduce our carbon footprint and save on our logistics costs, a new multimodal isotank transport mode has been implemented. It combines road, sea and rail through the ports of Bilbao and Antwerp. Thanks to this change, **our carbon footprint has been reduced by more than 50%** per ton transported and has also enabled us to **save more than € 60K per year** on logistics costs.

These achievements are part of our transportation policy, which aims to give priority to the safest and least polluting means.



Following the same principle, the creation of a wagon loading station for the same product at our plant in Burgos (Spain) has made it possible to replace road transport with all-rail transport to a storage box in Bilbao, before shipment by tanker to our customers far away from this site.



PRODUCE MORE WHILE CONSUMING LESS

Saving energy reduces one's environmental footprint and saves money. **Adisseo is aiming for a 20% reduction in its energy consumption intensity** (amount of energy used per ton of product manufactured) between 2015 and 2025.

The results obtained since 2015 are very encouraging and our efforts will continue. In this context, the "Tournesol" project initiated in January 2020 by the French Industrial Division aims to reduce the energy bill by 10% by the end of 2022, i.e. a reduction of more than € 3 million.

The project is built around 3 main areas: operational rigor to avoid losses, technical and economic studies aimed at improving the energy efficiency of our processes, optimization of purchasing contracts and the search for subsidies.

Results are already observable, relating to reductions in natural gas consumption and energy recovery investments.

In addition, the Burgos site (Spain) has embarked on an ISO 50001 (Energy Management) certification process, followed by other energy-consuming sites such as Commentry (France) and Nanjing (China).

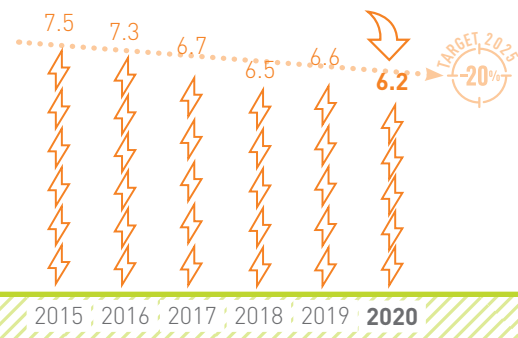
This project is part of a corporate competitiveness initiative to which all Adisseo entities contribute.

Energy use intensity

(GJ/t all products manufacturing)

GRI 302-3

In 2020, **-17.2%** since 2015



- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10 REDUCED INEQUALITIES
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
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- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- 17 PARTNERSHIPS FOR THE GOALS



OPTIMIZING PROCESSES A MORE SUSTAINABLE PROCESS

REDUCING NUISANCES

In September 2019 a new effluent treatment furnace was installed on a manufacturing unit at the Saint Clair Du Rhône site (France), replacing two older, less efficient furnaces, particularly in terms of energy recovery.

However, it was found that this new equipment generated noise pollution. Several improvement actions have been launched with the support of the supplier and acoustic specialists on the basis of global maps of noise emissions, element by element of the furnace. Tests with new operating settings, a change of burner, and the installation of a muffler at the bottom of the chimney have been carried out. As all these measures did not bring any significant improvement, a study of the installation of absorbent screens was carried out. A temporary structure of acoustic tarpaulins was installed as soon as the study was completed. Initial analyses show a reduced gain, but the installation of acoustic screens remains the avenue currently being pursued to eliminate these nuisances.

This work will continue until conclusive results are obtained, as the reduction of any nuisance is a major concern for Adisseo and is an integral part of the company's environmental policy.

In powder or granular form, activated carbon is known for its decolorizing and purifying properties. Its use, which consumes little energy, is common upstream of product crystallization operations.

In 2018 thanks to close collaboration between the operations and research departments, the Commentry plant (France) initiated the use of a new grade of activated carbon, which has since been validated. It optimizes the lifetime of the activated carbon columns while improving the quality of the end product, i.e. methionine.

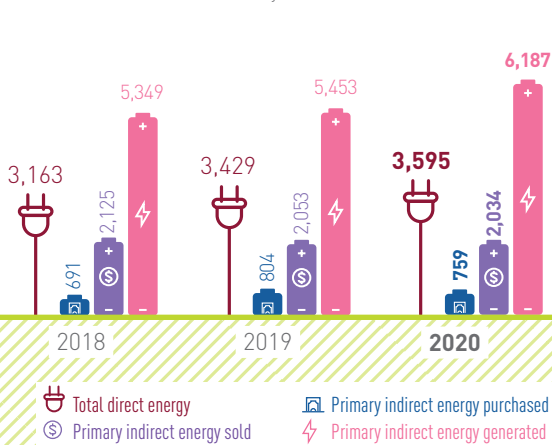
This initiative generates annual material savings of more than 40%, a decrease in the same proportion of spent coal to be treated and an economic gain of several tens of thousands of euros.



GRI 302-1

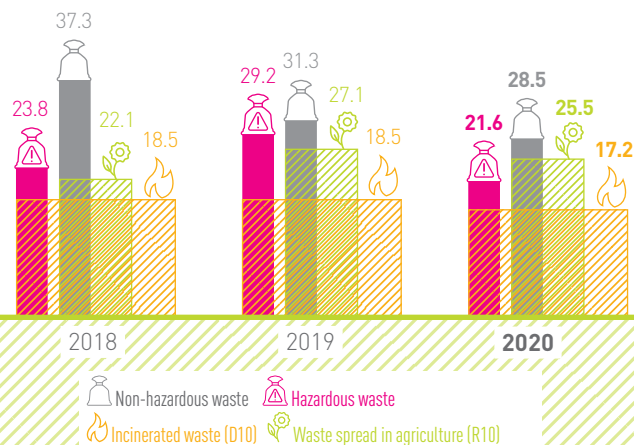
Energy consumption

(in terajoules)



Waste

(in thousand metric tons)



GRI 306-3

GRI 306-5

Total direct energy consumption is directly related to the activity rate and is controlled thanks to our improvement actions aimed at reducing it (optimization of the consumption of natural gas for combustion in particular). The amount of primary indirect energy produced is higher in 2020, as a new effluent treatment furnace with energy recovery in the fumes to produce steam was started up at the end of the previous year at the Saint Clair du Rhône site (France).

All indicators relating to waste quantities are declining, showing better control in this area, whether through process improvements at a new production unit started up in 2018 at the Burgos site (Spain) or through more efficient operation of the wastewater treatment unit at the Commentry site (France), reducing the associated volume of sludge.

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O'DISSEO BECOMES REALITY

The construction of the new "O'disseo" wastewater treatment plant on the Commenyry site (France) is being finalized for start-up in the first quarter of 2021.

Using the latest technologies, this investment of nearly EUR 20 million will help meet new environmental standards and future needs. It also aims to reduce olfactory emissions.

Veolia, the water treatment specialist, is in charge of its operation.

Investments to improve the operation of wastewater treatment plants at the Burgos (Spain) and Nanjing (China) sites were also made in 2020.



WATER, A PRECIOUS COMMODITY

Water conservation is a major global issue. Adisseo, a responsible company, is aware of this and has been acting for a long time to optimize its consumption.

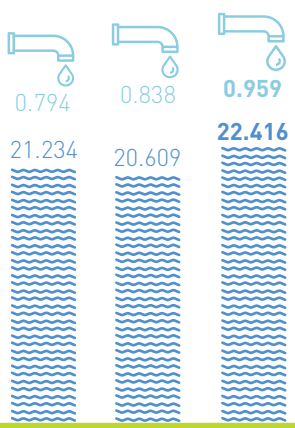
A reduction target of 20% by 2025 (compared to 2015) has been set in terms of **consumption intensity** (quantity of water used per ton of product manufactured).

The scope covers all uses of water, both those used in our production processes and cooling water discharged directly into the natural environment.

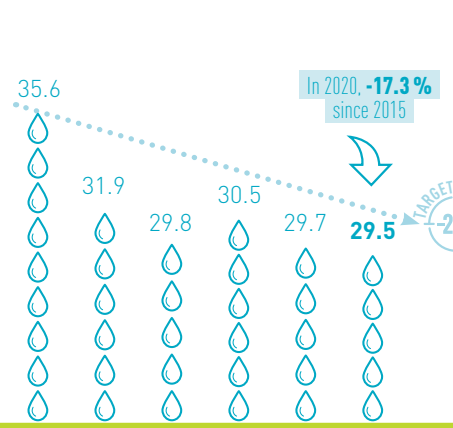
Each project involving an increase in water consumption must be balanced by identifying savings elsewhere, improving the efficiency of its use or its recycling.

GRI 303-3

Water abstraction
(in million of m³)



Water use intensity
(m³/t all products manufacturing)



Drinking water
 Process water (untreated/groundwater)

Water consumption remains at a very high level in direct relation to the activity rate. Most of the water is drawn to meet cooling needs and is returned directly to the natural environment without any risk of pollution. Various actions to improve industrial water savings have been identified.



MORE SUSTAINABLE PACKAGING

Adisseo is seeking to reduce the environmental impact of its internal activities as well as those, from a life cycle perspective, related to the use of its products by its customers.

Developing more recyclable packaging and using an increasing number of recycled materials for its manufacture is part of our initiatives in this area.

In 2020 several actions were carried out such as the wider use of recycled wood pallets or cardboard protection systems made from recycled paper.

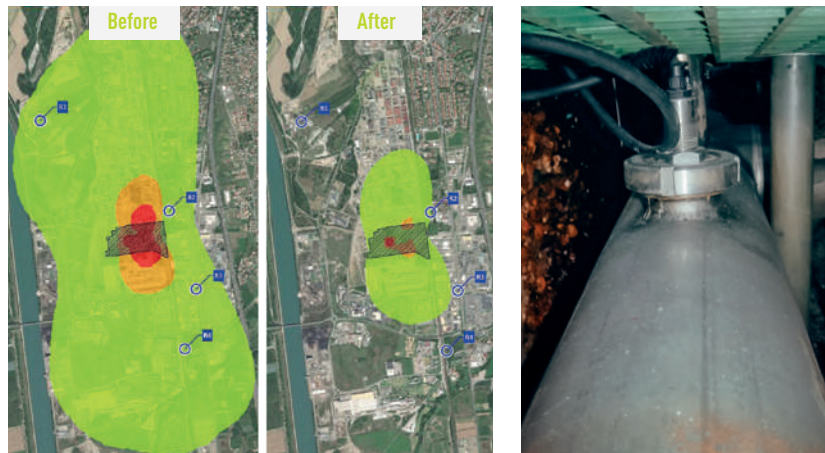
Developing our packaging to ensure better protection of our products while making it more sustainable is an essential step in our customer satisfaction strategy.

TOWARDS THE GOAL OF ZERO ODOR

In 2016 Adisseo launched a vast “zero odor” project at all its production sites. The objective is to reduce the possible olfactory nuisances suffered by local populations due to industrial activities that include sulfur, an essential mineral in the nutritional field. Since then, the implementation of improvement actions has continued with an ever-increasing level of requirements.

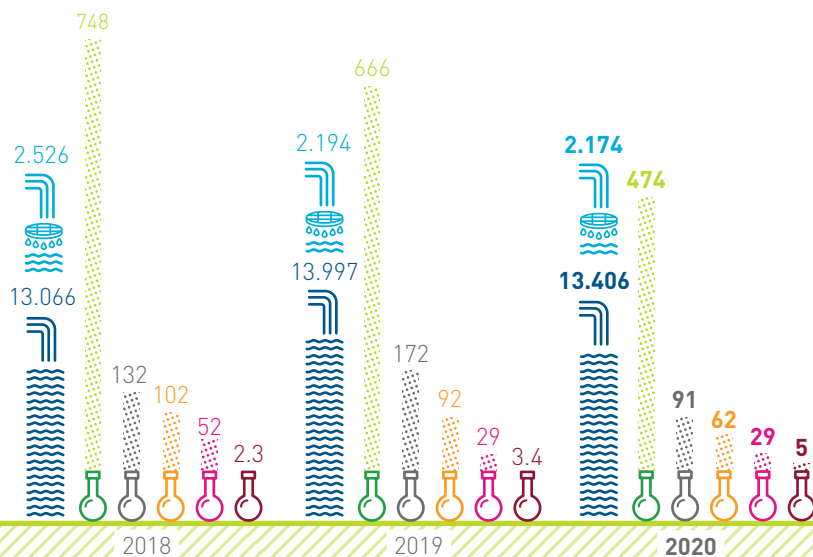
In 2020 the Roussillon site (France) continued to track down the smallest odorous sources, capturing and eliminating them. The installation of hydraulic guards on tank emissions or the channeling of our aqueous effluents in pipework without contact with the atmosphere, are 2 examples.

These actions are supplemented by periodic monitoring of olfactory emission maps that demonstrate the progress achieved and the reduction of our olfactory footprint.



GRI 303-4

Water discharges by destination and type



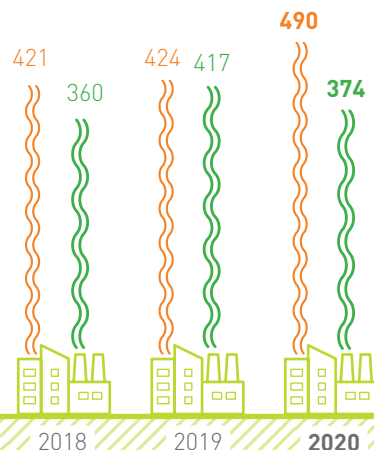
Volume of water discharged into surface water after treatment
 Volume of water discharged directly into surface water

○ COD (Chemical Oxygen Demand) (in tons)
 ○ BOD5 (Biological Oxygen Demand) (in tons)
 ○ SM (Suspended Matter) (in tons)
 ○ Total nitrogen (in tons)
 ○ Total phosphorus (in tons)

NOx and Sox emissions

(in metric tons)

GRI 305-7



NOx emissions (nitrogen oxides)
 SOx emissions (sulphur oxides)





COD/BOD5 emissions are making significant progress. The completion of several investments to improve the operation of wastewater treatment units at our industrial sites has led to significant results, particularly in Nanjing (China) and Burgos (Spain). This is all the more significant as the activity rate was very high in 2020. The start-up in 2021 of a new water treatment plant at the Commentry site (France) will likely confirm these trends.


NOx (nitrogen oxides) and SOx (sulphur oxides) emissions increased slightly in 2020 as did activity, but at a much lower rate. This is the result of various actions to improve reliability and control our emissions at the various industrial units.

GRI INDEX

■ GENERAL DISCLOSURES ■ ECONOMIC ■ SOCIAL ■ ENVIRONMENT

Adisseo is based on the most recent recommendations of the **Global Reporting Initiative (GRI)**. In association with the United Nations Environment Programme (UNEP), GRI develops globally applicable sustainable development guidelines to report on the economic, environmental and social performance of companies and organizations.

ASPECT	REF. GRI	DESCRIPTION	STATUT	REF. SHEETS	COMMENTS
Strategy	102-14	Déclaration du décideur haut placé	Complete	1	
	102-15	Statement from senior decision-maker	Partial	All report	
Organizational profile	102-1	Key impacts, risks, and opportunities	Complete	Cover	
	102-2	Name of the organization	Complete	10-11	 https://www.adisseo.com/en/products-and-services/
	102-3	Activities, brands, products, and services	Complete	8-9, 4th cover	
	102-4	Location of headquarters	Partial	8-9	
	102-5	Location of operations	Partial	6, 4th cover	The Adisseo Group is made up of 48 legal entities controlled by Bluestar Adisseo Company, a company listed on the Shanghai stock market (headquartered at 9 West Beitucheng Road, Chaoyang District, Beijing), and which is owned 87.65% by its majority shareholder China National Bluestar (Group) Co., Ltd (China) as of 31st Dec 2020.
	102-6	Markets served	Complete	6, 8-9, 4th cover	 Adisseo teams are located in more than 110 countries on all continents. Customers: <ul style="list-style-type: none"> • Integrators: these are poultry meat producers who have full control of the entire production chain from the manufacture of complete feeds through to poultry slaughter and processing. • Pre-mixers: these are manufacturers of premix products containing micro-ingredients (vitamins, trace elements, etc.), which will be incorporated into complete feeds by feed mill operators. • Feed manufacturers: these are producers of complete feed products for all types of livestock. • Distributors: these intermediaries distribute feed ingredients (amino acids, vitamins, enzymes, etc.) at national level or within a particular market segment.
	102-7	Scale of the organization	Complete	6, 28	
	102-8	Information on employees and other workers	Partial	28	
	102-9	Supply chain	Complete	4th cover	The supply chain structure is based on a community led by company managers for each product range. These are supported by local contacts at each manufacturing site and in each sales region. Network coordination is based on the sales and operations planning process.
	102-10	Significant changes to the organization and its supply chain	Partial	All report	Implementation of the organization by SBU (We Move project).
	102-11	Precautionary Principle or approach	Complete	All report	
	102-12	External initiatives	Partial	All report	
	102-13	Membership of associations	Partial	38	 Adisseo is a member of the IFIF (world), the FEFANA (EU), SYNPA (FR), Sindrirações (BR) and UIC (of which JM Dublanc is a board member)...
Stakeholder Engagement	102-40	List of stakeholder groups	Complete	2	List of main stakeholders included: customers, employees, trade unions, shareholders, civil society and media, as well as suppliers, public authorities, local and regional communities, etc.
	102-42	Identifying and selecting stakeholders	Complete	All report	Initiatives implemented with stakeholders during the reference period and illustrated in report articles.
	102-43	Approach to stakeholder engagement	Partial	2-5	The methods and frequency of engagement are integral to the company management system.
Reporting Practice	102-44	Key topics and concerns raised	Partial	All report	Environmental considerations have become integral to the basic tenets of the company, in the same way as safety and financial results.
	102-45	Entities included in the consolidated financial statements	Partial	6	
	102-46	Defining report content and topic boundaries	Complete	8-9	The report content is determined in accordance with the recommendations from the GRI.
	102-47	List of material topics	Complete	7	
	102-49	Changes in reporting	Complete	All report	

ASPECT	REF. GRI	DESCRIPTION	STATUT	REF. SHEETS	COMMENTS
Reporting Practice	102-50	Reporting period	Complete	Cover	
	102-51	Date of most recent report	Complete		2019 Sustainable Development Report : May 2020
	102-52	Reporting cycle	Complete		Annual
	102-53	Contact point for questions regarding the report	Complete	4th cover	Contact www.adisseo.com
	102-55	GRI content index	Complete	38-39	
Governance	102-18	Governance structure	Complete		Governance of the group is divided into committees (the executive management and management committees), as detailed in our ISO 9001, ISO 14001, ISO 45001 and FAMI-QS certified management manual. https://www.adisseo.com/en/our-company/
Ethic and integrity	102-16	Values, principles, standards, and norms of behavior	Complete	7	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	102-17	Mechanisms for advice and concerns about ethic	Complete	25	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Economic performance	201-1	Direct economic value generated and distributed	Partial	21	 8 DECENT WORK AND ECONOMIC GROWTH  9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
	201-4	Financial assistance received from government	Partial	21	
Employment	401-1	New employee hires and employee turnover	Partial	28	 5 GENDER EQUALITY  8 DECENT WORK AND ECONOMIC GROWTH  10 REDUCED INEQUALITIES
Occupational health and safety	403-1	Occupational health and safety management system	Complete	2, 15	 3 GOOD HEALTH AND WELL-BEING  8 DECENT WORK AND ECONOMIC GROWTH ISO 45001 certification implemented
	403-2	Hazard identification, risk assessment and incident investigation	Complete	All report	 3 GOOD HEALTH AND WELL-BEING  8 DECENT WORK AND ECONOMIC GROWTH
	403-9	Work-related injuries	Complete	14	 3 GOOD HEALTH AND WELL-BEING  8 DECENT WORK AND ECONOMIC GROWTH
Training and education	404-1	Average hours of training per year per employee	Partial	29	 4 QUALITY EDUCATION  5 GENDER EQUALITY  8 DECENT WORK AND ECONOMIC GROWTH Development of eLearning and digital training resources
	404-3	Percentage of employees receiving regular performance and career development reviews	Partial		 3 GOOD HEALTH AND WELL-BEING  8 DECENT WORK AND ECONOMIC GROWTH In 2020, 100% of employees in France and 100% of managers in Spain received at least one performance review.
Diversity and equal opportunity	405-1	Diversity of governance body and employees	Partial	26	 10 REDUCED INEQUALITIES Based on leader Council committee
Local communities	413-1	Operations with local community engagement, impact assessments, and development programs	Partial	All report	Engagement in dialog with immediate local residents, sustainability day(of discussion with authorities, nonprofit associations, etc.), environmental and social commitment through partnerships, public meetings, emergency communication, etc.
	413-2	Operations with significant actual & potential negative impacts on local communities	Complete	All report	
Materials	301-1	Materials used by weight or volume	Complete	33	 8 DECENT WORK AND ECONOMIC GROWTH  12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Energy	302-1	Energy consumption within the organization	Complete	35	 7 AFFORDABLE AND CLEAN ENERGY  8 DECENT WORK AND ECONOMIC GROWTH  12 RESPONSIBLE CONSUMPTION AND PRODUCTION  13 CLIMATE ACTION
	302-3	Energy intensity	Complete	34	 7 AFFORDABLE AND CLEAN ENERGY  8 DECENT WORK AND ECONOMIC GROWTH  12 RESPONSIBLE CONSUMPTION AND PRODUCTION  13 CLIMATE ACTION
Water and effluents	303-1	Interactions with water as a shared resource	Complete	36	 6 CLEAN WATER AND SANITATION
	303-3	Water withdrawal	Complete	36	 6 CLEAN WATER AND SANITATION  8 DECENT WORK AND ECONOMIC GROWTH  12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	303-4	Water discharge	Complete	37	 6 CLEAN WATER AND SANITATION  14 LIFE BELOW WATER
Emissions	305-1	Direct (Scope 1) GHG emissions	Complete	33-34	 3 GOOD HEALTH AND WELL-BEING  12 RESPONSIBLE CONSUMPTION AND PRODUCTION  13 CLIMATE ACTION  14 LIFE BELOW WATER  15 LIFE ON LAND
	305-2	Energy indirect (Scope 2) GHG emissions	Complete	All report	 3 GOOD HEALTH AND WELL-BEING  12 RESPONSIBLE CONSUMPTION AND PRODUCTION  13 CLIMATE ACTION  14 LIFE BELOW WATER  15 LIFE ON LAND
	305-4	GHG emissions intensity	Complete	33-34	 13 CLIMATE ACTION  14 LIFE BELOW WATER  15 LIFE ON LAND
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Partial	37	 3 GOOD HEALTH AND WELL-BEING  12 RESPONSIBLE CONSUMPTION AND PRODUCTION  14 LIFE BELOW WATER  15 LIFE ON LAND
Waste	306-3	Waste generated	Complete	35	 3 GOOD HEALTH AND WELL-BEING  6 CLEAN WATER AND SANITATION  12 RESPONSIBLE CONSUMPTION AND PRODUCTION  14 LIFE BELOW WATER
	306-5	Waste directed to disposal	Partial	35	3 GOOD HEALTH AND WELL-BEING 6 CLEAN WATER AND SANITATION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Source: www.globalreporting.org and Business Reporting on the SDGs, An analysis of the goals and targets, developed by GRI & UN Global Compact

1 NO POVERTY



End poverty in all its forms everywhere

2 ZERO HUNGER



End hunger, achieve food security and improved nutrition and promote sustainable agriculture

3 GOOD HEALTH AND WELL-BEING



Ensure healthy lives and promote well-being for all at all ages

4 QUALITY EDUCATION



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

5 GENDER EQUALITY



Achieve gender equality and empower all women and girls

6 CLEAN WATER AND SANITATION



Ensure availability and sustainable management of water and sanitation for all

7 AFFORDABLE AND CLEAN ENERGY



Ensure access to affordable, reliable, sustainable and modern energy for all

8 DECENT WORK AND ECONOMIC GROWTH



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

10 REDUCED INEQUALITIES



Reduce inequality within and among countries

11 SUSTAINABLE CITIES AND COMMUNITIES



Make cities and human settlements inclusive, safe, resilient and sustainable

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Ensure sustainable consumption and production

13 CLIMATE ACTION



Take urgent action to combat climate change and its impacts

14 LIFE BELOW WATER



Conserve and sustainably use the oceans, seas and marine resources for sustainable development

15 LIFE ON LAND



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

17 PARTNERSHIPS FOR THE GOALS



Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

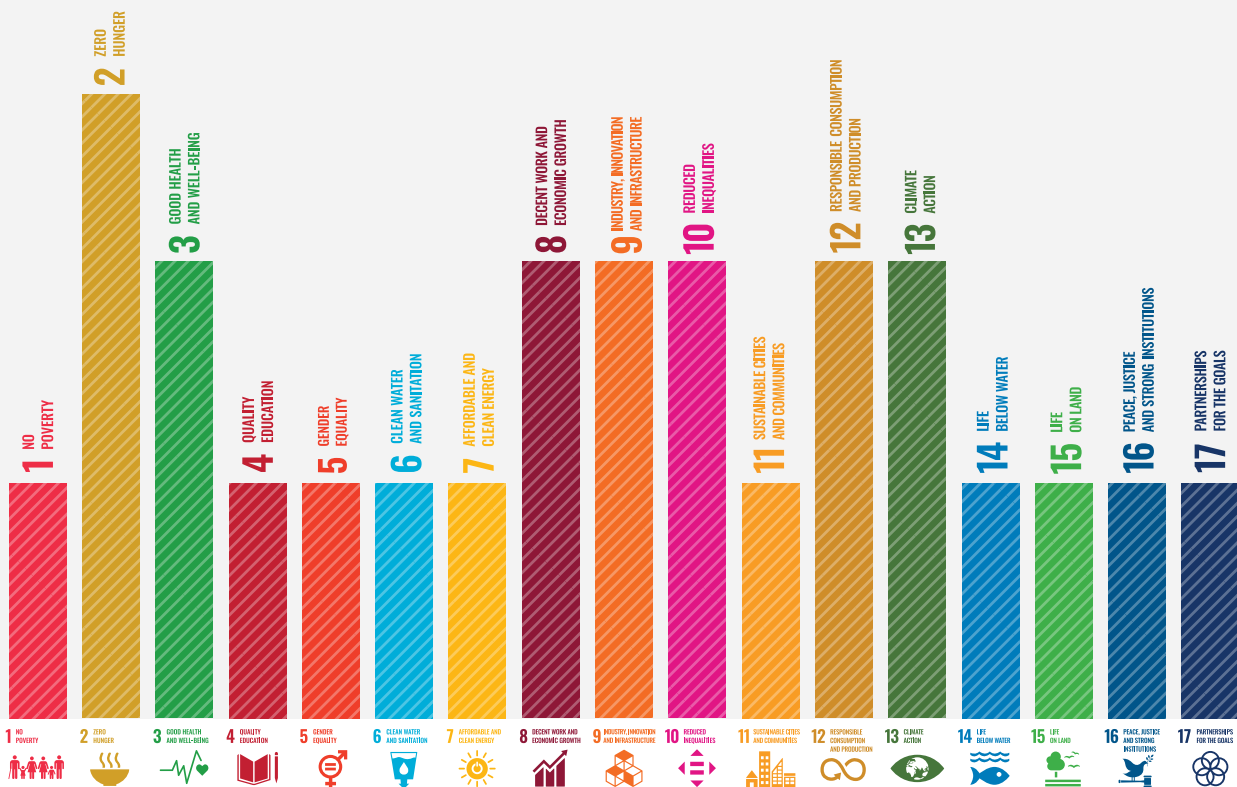


SDG INDEX

The Sustainable Development Goals where Adisseo is contributing significantly In september 2015, the 193 United Nations Member States adopted **17 Sustainable Development Goals (SDG)**, defining the global priorities and aspirations about the social, environmental and economic development by 2030.

Adisseo is contributing through its products and services, through its investments and also through the best practices implemented.

SUSTAINABLE DEVELOPMENT GOALS



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