



LASSONDE POLICY

Sustainability

TITLE	Environmental, Social and Governance (ESG) Policy
DATE OF REVISION	May 2023
FREQUENCY OF REVISION	Annual
PREPARED BY	Senior Vice President, Innovation, Quality and Sustainability
APPROVED BY	Ethics and Governance Committee
CODE	ENV_0100_2023_05

1. POLICY OBJECTIVE

The purpose of this policy is to define the Corporation's environmental, social and governance ("ESG") commitments and the applicable governance framework.

2. SCOPE

This policy applies to Lassonde Industries inc. and all its subsidiaries and divisions (collectively, the « Corporation »).

3. RESPONSIBILITIES

Board of Directors

The Board of Directors is responsible for adopting an ESG practice framework and overseeing the alignment of the sustainability strategy with the organization's overall strategy. The Board of Directors has assigned to the Governance Committee the responsibility of recommending the adoption of an ESG practice framework and overseeing the implementation and its disclosure.

ESG Executive Committee

The ESG Executive Committee, and ultimately the Chief Executive Officer ("CEO"), are responsible for approving the ESG strategic priorities. The ESG Executive Committee, which meets quarterly, is comprised of members of senior management, the CEO and members of the ESG Committee, including:

President	Senior vice president, Innovation, quality and sustainability, Lassonde Industries Inc.
Co-president	Director, Regulatory affairs and sustainability, Lassonde Industries Inc.
Member	Chief Executive Officer, Lassonde Industries Inc.
Member	President and Chief Operating Officer, Lassonde Industries Inc.
Member	Chief Financial Officer, Lassonde Industries Inc.
Member	Chief Legal Officer & Secretary, Lassonde Industries Inc.
Member	Chief Human Resources Officer, Lassonde Industries Inc.



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Member	Vice-president, Communications, Lassonde Industries Inc.
Member	Senior vice president, Supply Chain, Lassonde Industries Inc.
Member	Senior vice president, Operations, Lassonde Industries Inc.

ESG Committee

The ESG Committee develops strategic priorities and ensures that the right conditions are in place to achieve the Corporation's objectives. The committee reports its progress to the ESG Executive Committee and the Board of Directors. Together, the team members ensure that the priorities are appropriately managed and the action plans are developed and handled by the appropriate people in the working groups. The ESG Committee reports to the Senior vice president, Innovation, Quality and Sustainability.

4. POLICY STATEMENT

In addition to its commitment to complying with the applicable laws and regulations, the Corporation intends to deploy the necessary means to ensure that it continuously improves its ESG performance.

Our ESG vision: To be an influential and committed environmentally aware business that drives the transition to a more sustainable society.

Our sustainability strategy is based on the following four pillars.

Pillar 1: Establishing sound ESG governance.

Promoting sound ESG governance is a priority for the Corporation, as it supports our sustainability strategy. We introduced an organizational structure that reflects our ambition and accelerates our efforts toward achieving our objectives. At the heart of this structure are the various working groups that coordinate the implementation of our action plans, in collaboration with the ESG Executive Committee and with the support of the Board of Directors and its Governance Committee.

Pillar 2: Taking care of people.

The Corporation is mindful of its impact on its internal and external stakeholders. Taking care of people is a priority for us and an integral part of our culture. We take the time to examine our behaviors and understand the reality and needs of those around us. Our commitment is based on four priorities that will guide our actions:

1. Offer safe, quality products
2. Build a culture of health, safety and wellbeing
3. Promote a culture of diversity, equity and inclusion
4. Have a positive impact on our communities

Pillar 3: Caring for the planet

Environmental issues and climate change are serious matters that need to be carefully addressed so that future generations can benefit from the planet's resources as much as previous generations. Accounting for our environmental footprint is an integral part of our growth strategy. Our actions are structured around four priorities:



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1. Improve the sustainability of our packaging
2. Reduce our greenhouse gas emissions
3. Preserve water
4. Reduce our waste

Pillar 4: Build a sustainable supply chain

Our commitment is clear: we aim to build a sustainable supply chain. We recognize the importance of having a sustainable supply chain that reflects our corporate culture and the values and behaviors we promote.

This policy was approved by the Board of Directors of Lassonde Industries Inc. on November 10, 2023.