



2021

**SOCIAL AND ENVIRONMENTAL COMMITMENTS**  
DANONE CANADA





# A Word from the President

Looking back at 2021, I am extremely proud of our progress—both as a company and as individuals. More than ever, we demonstrated our ongoing commitment to use **business as a force for good**.

Early in the year, we signed the **Canada Plastics Pact**, reaffirming our pledge to make our plastic packaging 100% recyclable, reusable or compostable by 2025. Rallying the business community to reduce waste is central to Danone's **One Planet. One Health** vision and our ambition to create and share **sustainable value**.

Two thousand twenty-one also saw Danone Canada recertify as our **country's largest consumer-facing B Corporation®**, with an even higher score than our first certification, three years ago. In the wake of the pandemic and its economic and social impacts, Danone Canada's belief that the **health of people and planet are connected and interdependent** is stronger than ever.

Over the year, we continuously spearheaded initiatives to **improve consumer health**, the safety and well-being of our employees, and the communities in which we do business. When businesses were solicited to ensure the safety and health of citizens, Danone Canada heeded the call and supported the local COVID-19 vaccination campaign in the area where our Boucherville plant is situated.

We leveraged our **longstanding relationship as a founding partner of the Breakfast Club of Canada** to take another important step toward creating a healthier and more inclusive community, where every child can reach their full potential. More specifically, in November, as part of the celebrations of our 25-year-long partnership, we announced a new commitment to donate **\$1,200,000 over the next 5 years to support the opening of new school breakfast programs in communities where the need is greatest**.

Finally, I was proud to join over 450 fellow Canadian business leaders in signing the **BlackNorth Initiative CEO Pledge**, a public commitment by CEOs that their companies will follow seven specific actions around addressing anti-Black racism. Inclusive diversity is a key component of **Danone's 2030 Goals**.

**2021 also marked the final year of Danone's most recent 3-year sustainability strategy.** Over the past three years, we accomplished so much in our journey towards sustainability, significantly advancing our goal of using our business as a force for good. **I am confident that 2022 will prove just as fruitful, if not more.**

**Dan Magliocco**  
President & CEO of Danone Canada



**DANONE**  
ONE PLANET. ONE HEALTH





A black and white photograph of Antoine Riboud, a French businessman, speaking at a conference table. He is wearing glasses and a suit, gesturing with his hands while speaking into a microphone. Other people are seated at the table behind him, but they are out of focus.

## Our DNA

*“A company's responsibility does not end at the factory or office doorstep.”*

Antoine Riboud's groundbreaking speech from 1972 marked the debut of Danone's dual commitment to business success and social progress.





# BRINGING OUR ONE PLANET. ONE HEALTH VISION TO LIFE IN CANADA

We are **purpose-driven**, balancing business growth with social responsibility.

We are committed to the **highest standards of social and environmental performance, accountability, and transparency** as the largest consumer-facing B Corporation™ in the country.

**True to our mission, we are bringing health through food to as many people as possible**, with a growing health-focused product portfolio with **less sugar and more natural ingredients**.





# 2030 GOALS

**OUR BUSINESS MODEL**  
Grow as B Corp™, innovating to offer superior food experiences.



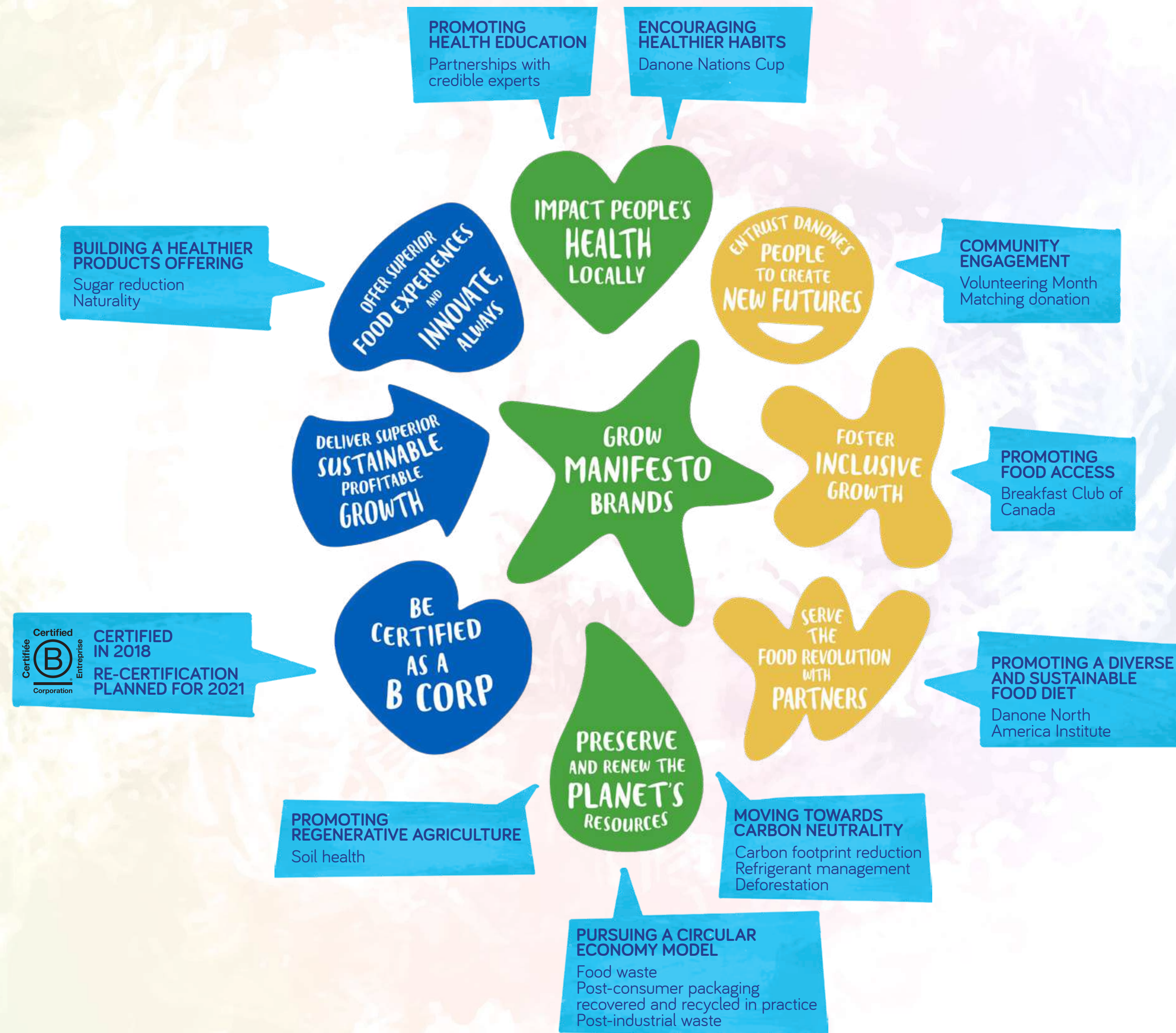
**OUR BRAND MODEL**  
Grow Manifesto brands to protect and nourish the health of the people and the health of the planet.



**OUR TRUST MODEL**  
Grow in an inclusive way, empower our people, work with partners to create and share sustainable value.



## OUR ONE PLANET. ONE HEALTH COMMITMENTS







**DANONE**  
ONE PLANET. ONE HEALTH

## 2019-2021 Highlights

2021 marks the third and last year of Danone's 3 years sustainability strategy, filled with challenges and accomplishments that allowed us to strengthen our ambition to use our business as a force for good.

We are enthusiastic to start a new chapter of our sustainability journey, as we will be benefiting from our learnings and our team's passion to lead social and environmental performance to tackle important topics and achieve milestones.

*Planet. Health. Community.*

2019-2021

Advocacy efforts to promote  
**REGENERATIVE AGRICULTURE**  
in collaboration with  
influential partners

2019-2021

Creation of Employee  
Resource Groups standing  
for diversity and inclusion  
within Danone and beyond

2021

B Corp™ certification with an  
**ENHANCED PERFORMANCE  
SCORE!**

2019-2021

Expansion of Plant based  
offering, lower sugar and no  
sugar added products

2020

Record donation to Breakfast  
Club of Canada surpassing  
\$250k in the time of Covid-19  
through our Danone brand  
"It's okay" campaign

2020

Joining forces with leading  
industry partners to launch the  
Circular Plastics Taskforce

2021

Activia & Canadian Digestive  
Health Foundation Gut-health  
Educational series

**2022 will mark the launch of  
a renewed 2025 sustainability  
strategy!**





**DANONE**  
ONE PLANET. ONE HEALTH

*2019-2021 Strategy*

*2021 Update*



# DANONE CANADA RECERTIFIED AS B CORP™ WITH ENHANCED SCORE, REAFFIRMING ITS STATUS AS CANADA'S LARGEST CONSUMER-FACING B CORPORATION®



## What is a B Corp™?

IT'S A CERTIFICATION

IT'S UNIQUE

IT'S A VISION

IT'S A MOVEMENT

IT'S A COMMUNITY

Being a Certified B Corporation is no easy task. In order to receive certification a company must achieve 80 points or more out of 200 possible on the B Impact Assessment, a rigorous standard that measures impact on governance, workers, community, environment and customers.



To celebrate our recertification, Danone Canada hosted a special internal event with special guest Marie-Josée Richer, co-Founder of Prana, a fellow B Corp™!

A SCORE OF  
**96.2**

a 12.8-point increase  
from our score in 2018!



## Health

- Collaboration with NGOs to support **health education** such as free educational resources or activities



## Community

- **Employees volunteering** at non-profit organizations
- Proud partner with **The Breakfast Club of Canada** for 25 years, donating over **2.3 million products yearly**, in addition to **corporate donations and employee volunteerism**



## Environment

- Partnership with Nutrinor Cooperative, to advance **regenerative agriculture** efforts supporting sustainable farming practices, improving soil health and reducing carbon footprint
- Active member of **circular economy initiatives task forces**:



## Employees

- Nearly **50%** of our **Leadership Team** is **comprised of women**
- **Employee Resource Groups** to continue creating a more inclusive and diverse workforce by supporting our **LGBT2Q+** and **BIPOC** communities and fostering **women's leadership**
- Our **unique governance** model of “**One Person. One Voice. One Share**” enables **all employees** to have an ownership stake and a voice in the company's future

[Click here to see our Impact Report](#)



# DANONE CANADA Shining @ B Corp™ Leadership Development Days



**Melanie Lebel**  
Senior Vice President  
Human Resources

Melanie took part in the **Lightning Talks** at the **B Corp™ Leadership Development** conference to share stories with respect to **justice, equity, diversity and inclusion**.

June 2021



**Jeremy Oxley**  
Senior Vice President Marketing,  
Activations & Ecommerce

Jeremy participated in **B Corp™ Leadership Development** conference on “**Brands with purpose**”, where he spoke about the development of our **Manifesto brands** and the **importance of transparency**.

September 2021



# Brands With Purpose

## At Danone Canada

We believe that each time we eat and drink, we can vote for the world we want. That is why we aim to build purpose driven brands – what we call Manifesto brands – that will act as true activists towards their point of view, not only delivering an exciting experience to people, but also committing to create a positive impact on health and the planet.

## 2021 Highlights



# Silk


## Silk bee hotels

On World Bee Day, in May 2021, Silk and PATTISON Outdoor Advertising announce the launch of a pilot project in partnership with a research team from University of Montreal. As part of an environmental approach to biodiversity, this pilot project aimed to study solitary bee populations and pollination at newly installed nest boxes at ten select billboard locations across Montreal.

Throughout the summer, Silk's colourful Out-of-Home campaign hosted solitary bee nesting boxes, made locally by Atelier Zabie, a company in Ayer's Cliff, Quebec. The purpose of the boxes is to allow pollinators to lay their eggs.



As pioneers in the plant-based community, Silk stepped up to support pollinators.



We built them bee hotels.





# Brands With Purpose



## Activia Celebrates Women Who Have Guts

### FOR 20 YEARS

Activia has been deeply anchored in the mission to help people form good from the inside out – with expertise and passion for women’s gut health

To bring its purpose to life in 2021, Activia launched its “You’ve got guts” campaign, highlighting women who demonstrate courage in real-life situations. Geneviève Lamoureux, lending her voice to narrate the commercial, is a great example of being a woman with guts, destigmatizing speech impediment.

Activia supports and empowers women in their daily and not-so-daily tasks.



In 2021, we announced our partnership with Pflag Canada: Canada’s only national organization that offers peer-to-peer support striving to help all Canadians with issues of sexual orientation, gender identity and gender expression.



International Delight partnered with Priyanka to support Pflag Canada to help Canadians through the coming-out process.

This partnership is aligned with the brand’s “Live Life to the Flavourest” campaign which speaks to living boldly and free from the judgement of others.





# Environment

## At Danone Canada

We believe that choosing food is also making a decision for the planet. Danone is continuously reviewing its practices and setting up projects to offer products that benefit the health of consumers and our planet. Our environmental projects and the continuous improvement of our practices allow us to make progress and evolve in this direction.



## Regenerative Agriculture

Danone is working around the globe to develop and promote regenerative models of agriculture that **protect soils, empower farmers and promote animal welfare**.

PROMOTING REGENERATIVE AGRICULTURE			
DANONE CANADA OBJECTIVES	2021 ACHIEVEMENTS	STATUS	COMMENTS
By 2020 EOY: Implement action plan with key partners.	Danone continued to carry out actions with key partners such as Equiterre and Nutrinor to improve knowledge on best practices and promote regenerative agriculture.		Actions consist of collaboration with governmental organizations, advising through influential committees, investing in research and piloting projects on new farming practices.

Danone Canada advocates for regenerative agriculture practices by building relationships and sharing our views with various stakeholders in various forums.

In May 2021, Danone appeared in front of the House of Commons Standing Committee on Agriculture and Agri-Foods.

As a **New Acre Project** sponsor, **partnering with ALUS**, Silk will help steward **90** acres of land in **7** communities across Canada, by supporting farmers and ranchers to build nature on their land.

As part of the **Danone North America Soil Health Program**, Danone Canada partners with Nutrinor Cooperative to explore and improve agriculture practices, piloting projects on **1.0553,8** hectares of dairy farm land.





Legend:  Ongoing Objective  Achieved Objective  Unachieved Objective



## Circular Economy

Danone is committed to help build **effective, efficient and inclusive** systems for collection, reuse and recycling of our packaging alongside the industry.

### ACCELERATING THE TRANSITION TOWARDS A CIRCULAR ECONOMY OF PACKAGING

DANONE CANADA OBJECTIVES	2021 ACHIEVEMENTS	STATUS	COMMENTS
<b>By 2021 EOY:</b> Zero post-industrial plastic waste going to landfill.	As of November 2021, Boucherville plant achieved objective.		A new partnership ensures traceability of post-industrial plastic, which is recycled and given a second life after being mechanically transformed.
<b>By 2021 EOY:</b> Zero post-industrial waste* sent to landfill.	In 2021, 98.1% of post-industrial waste from our Boucherville plant was diverted from landfill, a 0.81% increase from the previous year.		Fell slightly short of our yearly objective. Action plan is being deployed to achieve target in a near future by refining segregation of waste at plant, for instance.
<b>By 2021 EOY:</b> Co-creation of at least one project that will enable the recycling of greater quantities of post-consumer plastic packaging.	In 2021, Phase 1 of the Circular Plastics Taskforce (CPT) was completed, providing a detailed mapping of the value chain of the plastics recycling industry in Quebec.		Read more about CPT's work on <a href="#">page 17</a> . 

\*The zero-waste level is considered achieved when the amount of waste sent to landfill reaches a percentage equal or less to 1%.






**Legend:**  Ongoing Objective  Achieved Objective  Unachieved Objective



## Carbon Neutrality

Danone plays its part in the fight against climate change by implementing **carbon positive solutions** and aims to achieve **carbon neutrality by 2050**.

### MOVING TOWARDS CARBON NEUTRALITY

DANONE OBJECTIVES	2021 ACHIVEMENTS	STATUS	COMMENTS
<p><b>By 2030 EOY:</b> 50% reduction of CO<sub>2</sub> emissions intensity (g of CO<sub>2</sub> eq/kg of products sold) on Danone Global total scope (vs 2015).</p> <p><b>By 2030 EOY:</b> 30% reduction of CO<sub>2</sub> emissions absolute (tCO<sub>2</sub>) on Danone Global scope 1 &amp; 2 (vs 2015).</p>	<p>Danone globally: -27.5% (2021 vs 2015)</p> <p>Danone globally: -48.3% (2021 vs 2015)</p>		<p>Danone Canada performance is embedded within Danone global results on CO<sub>2</sub> emissions.</p> <p>Read more about successful projects on <a href="#">page 16</a>.</p> <p>To know more about Danone's extra-financial performance, <a href="#">click here</a>.</p>
DANONE CANADA OBJECTIVES	2021 ACHIVEMENTS	STATUS	COMMENTS
<p><b>By 2020 EOY:</b> 100% of the palm oil we used is certified RSPO segregated type.</p>	Objective achieved since 2020.		Sustainable palm oil from various RSPO-certified sources that remains separate from conventional palm oil throughout the supply chain.
<p><b>By 2020 EOY:</b> 100% of our paper and cardboard is recycled or FSC-certified.</p>	Objective achieved at Boucherville plant since 2020.		-----
<p><b>By 2030 EOY:</b> RE100 - 100% renewable energy.</p>	Objective achieved through the purchase of renewable energy credits (REC).		-----
<p><b>As of 2025:</b> 100% of newly purchased refrigeration systems for our sales outlets are free of hydrofluorocarbons (HFCs).</p>	In 2021, 98% of the new refrigeration units purchased for our points of sale are on target, HFC-free.		In collaboration with our suppliers, alternatives are being found to ensure the imminent achievement of target.

Legend:  Ongoing Objective  Achieved Objective  Unachieved Objective



# Carbon Footprint - Highlights 2021

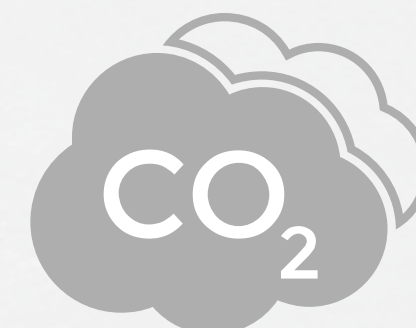
Actions are being deployed across our company, including operations, logistics, packaging and agricultural activities, to influence lower carbon emitting practices.

**In 2021, 3 major projects highlighting smart logistics choices** in terms of sourcing sites and transport optimization **resulted in significant yearly savings.**

Those projects consist of moving production of some beverages closer to distribution network and collaborating with manufacturing partners to facilitate distribution in certain regions of Canada, **avoiding significant travel distance for deliveries and greenhouse gas emissions.**

**Removing  
3.9 million  
kilometres**  
driven by delivery trucks

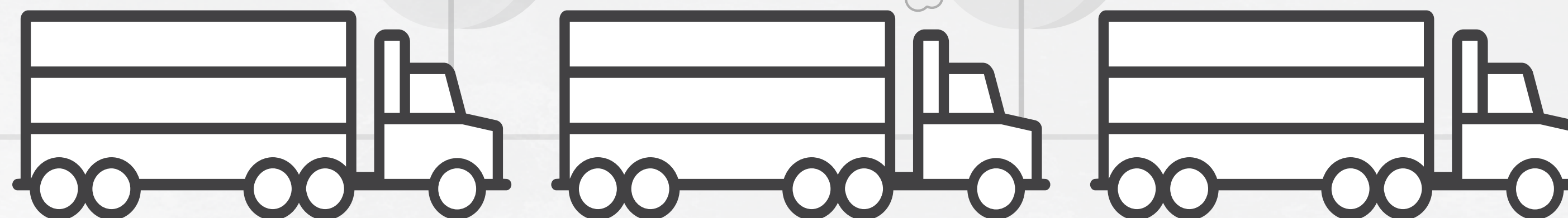
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Removing  
4,900  
Tonnes CO<sub>2</sub>

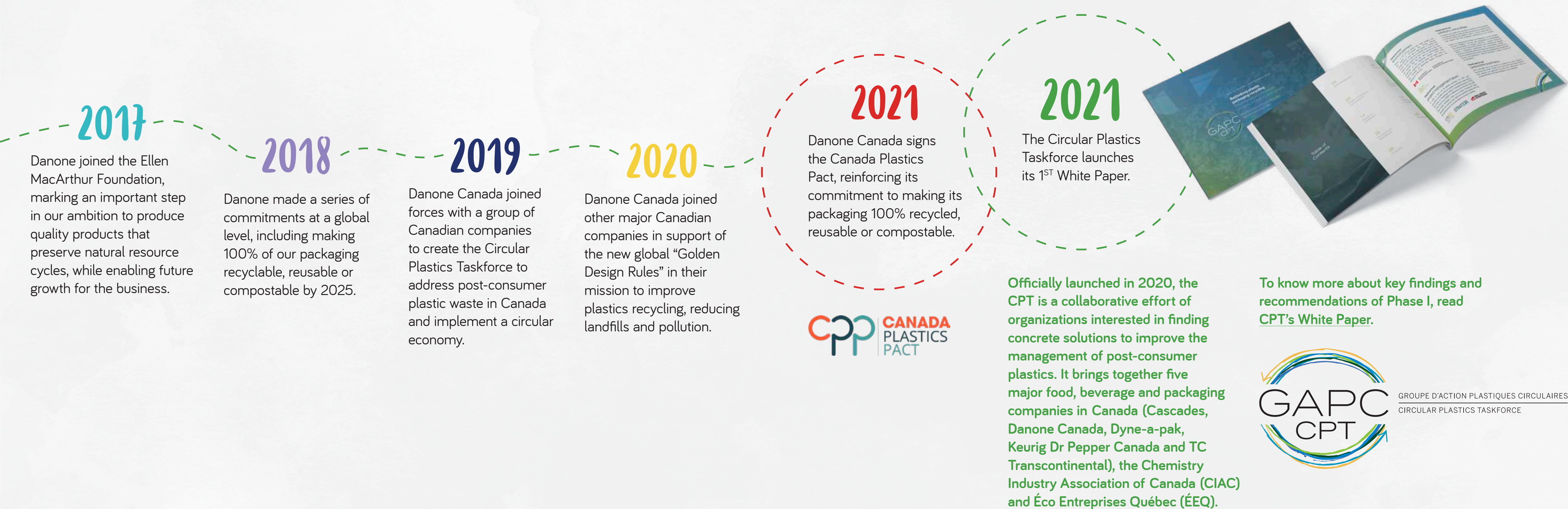


**That's the  
equivalent of  
more than 600  
roundtrip flights**  
Montreal-Paris for a family of 4





# Towards Circular Economy of Packaging - Highlights 2021



GROUPE D'ACTION PLASTIQUES CIRCULAIRES  
 CIRCULAR PLASTICS TASKFORCE



# Health

## At Danone Canada

As stated by our One Planet. One Health vision, we truly believe that the health of people and the health of the planet are interconnected. It is a call to action for all consumers and everyone who has a stake in food to join the food revolution: a movement aimed at nurturing the adoption of healthier, more sustainable eating and drinking habits.

## Healthier Products

Danone constantly improves its products nutritional profile.

### BUILDING A HEALTHIER PRODUCT OFFERING

#### DANONE CANADA OBJECTIVES

**By 2021 EOY:** Danone Canada is committed to increasing its category of products with no added sugar\*\*, no refined sugar\*\*\* and no sweeteners (with Stevia instead of artificial sweeteners)\*

**Baseline data:** In 2018:  
2 products without added sugar  
13 products without refined sugar

**By 2021 EOY:** Danone Canada commits to progressively reduce the sugar content in all Oikos, Activia, DanActive and Danone products according to consumer demand.

**Baseline data:** In 2018, average quantity of sugar in products belonging to the following brands:  
Oikos: 9.5%  
Activia: 8.7%  
DanActive: 10.6%  
Danone: 9.1%  
Silk beverages (2019): 3%  
Silk yogourt (2020): 6.7%

#### 2021 ACHIEVEMENTS

**In 2021:**  
27 products without added sugar  
42 products without refined sugar

**In 2021:**  
Oikos: 6.8%  
Activia: 6.3%  
DanActive: 4.7%  
Danone: 6.7%  
Silk beverages: 2%  
Silk yogurt : 6.2%

≈ 30% sugar reduction on average on overall daily brands since 2018.

#### STATUS



\*Targeted products: all products for daily consumption -> Oikos, Activia, DanActive, Danone, Silk

\*\*Added sugar: Added sugars are sugars that are added to foods during processing or preparation.

\*\*\*Refined sugars refer to those sugars extracted and refined from sugar cane or sugar beets. Refined sugar is commonly sold as granulated sugar and is a type of added sugars. All products without refined sugar are also without added sugar.

**Legend:**  Ongoing Objective  Achieved Objective  Unachieved Objective



## Healthier Products

### BUILDING A HEALTHIER PRODUCT OFFERING

DANONE CANADA OBJECTIVES		2021 ACHIEVEMENTS	STATUS
<b>For 2021:</b> Danone Canada is committed to increasing the offer of certified organic <b>and</b> non-GMO products in its plant-based and dairy product lines*.	<b>Baseline data:</b> In 2018, 2 products are certified organic <b>and</b> non-GMO	<b>In 2021:</b> 8 products are organic <b>and</b> non-GMO certified  N.B.: 59 products are non-GMO certified	
<b>For 2020:</b> Danone Canada is committed to offer no product containing artificial flavours and colours*.	<b>Baseline data:</b> In 2018, 100% of products are free of artificial flavours and colours	<b>Since 2020:</b> 100% of the products are free of artificial flavors and colours.	
<b>For 2020:</b> Danone Canada is committed to reducing the number of ingredients in its products*.	<b>Baseline data:</b> In 2018, the number of ingredients contained in products belonging to the following brands: Oikos: 11 ingredients Activia: 18 ingredients DanActive: 15 ingredients Danone: 17 ingredients Silk beverages (2019): 17 ingredients Silk yogurt (2020): 17 ingredients	<b>In 2021:</b> Oikos: 10 ingredients Activia: 16 ingredients DanActive: 14 ingredients Danone: 13 ingredients Silk beverages: 13 ingredients Silk yogurt: 13 ingredients	

\* Targeted products: all products for daily consumption -> Oikos, Activia, DanActive, Danone, Silk

**Legend:**
 Ongoing Objective
 Achieved Objective
 Unachieved Objective



## Sustainable Diet

Danone is committed to **promoting a diversified and sustainable diet**. Through the **Danone Institute North America One Planet. One Health initiative**, Danone supports community-based projects on sustainable food systems that contribute to the nutritional health of populations.

PROMOTING A DIVERSIFIED AND SUSTAINABLE DIET			
DANONE CANADA OBJECTIVES	2021 ACHIEVEMENTS	STATUS	COMMENTS
<p><b>Until 2021 EOY:</b> Promote the work of the Danone Institute North America in all major Canadian universities with programs on sustainable food systems.</p>	<p>Danone Institute North America launched the 2nd edition One Planet. One Health initiative grant program. Through outreach efforts, Canadian universities were encouraged to submit applications for community-based projects on sustainable food systems. As compared to previous years, there was a considerable increase in the number of Canadian applications, with the numbers doubling for 2021 (8 applications) vs. 2020 (4 applications). Out of a total of 5 selected projects that were funded, 2 were Canadian.</p>		<p>Danone Institute North America is a non-profit innovation center managed by Danone North America. Its One Planet. One Health initiative is a competitive program that selects and funds transdisciplinary teams to design, implement and evaluate actionable community-based projects on sustainable food systems that contribute to the health of populations.</p> <p>For more information, visit <a href="#">Danone Institute North America</a></p>

Legend: Ongoing Objective Achieved Objective Unachieved Objective



## Health Education

Health education is key to help address public health challenges. Danone collaborates with several stakeholders, such as scientific organizations, to educate on nutrition and positively impact dietary habits.

### PROMOTING HEALTH EDUCATION

DANONE CANADA OBJECTIVES	2021 ACHIEVEMENTS	STATUS	COMMENTS
<p><b>Until 2021 EOY:</b> Danone is committed to maintaining its collaborations with Canadian Nutrition Society, Dietitians of Canada, Canadian Digestive Health Foundation, Diabetes Canada, and AEPbio.</p>	<p>Collaborations were maintained with all organizations, with the exception of AEPbio. However, Danone started a new partnership with Osteoporosis Canada. Specific educational activations were launched with all partners. For instance, Danone sponsored the Canadian Nutrition Society Annual conference, as well as Dietitians of Canada' National Conference and Nutrition Month. Educational resources were developed by Canadian Digestive Health Foundation (blogs, infographics and videos on probiotics, fermented foods, prebiotics) and Diabetes Canada (7-day meal plans). With Osteoporosis Canada, recipes were developed and shared through virtual cooking demos.</p>		<p>Danone enabled various activities in collaboration with long-time partners throughout the year. Adapting to the challenged circumstances of the pandemic, Danone sponsored and participated in educational activities such as webinars and virtual events to promote healthy nutrition. Danone continuously enhances partnerships with key health organizations and maintains strong relationships to raise awareness for the benefit of people's health.</p>

Legend: Ongoing Objective Achieved Objective Unachieved Objective



## Healthier Offerings - Highlights 2021



### ACTIVIA SMOOTHIE

#### Probiotic smoothie with no added sugar.

Wholesome blend of Activia® - smoothly mixed with a concoction of chia and/or flax seeds, fruits and vegetable, combining an explosion of flavor with 1 billion active probiotics\* and no added sugar.

#### BENEFITS

- No sugar added
- 1 billion active probiotics\*
- No artificial colours or flavours

\*With more than 109 CFU Bifidobacterium lactis per serving, a probiotic that contributes to healthy gut flora.

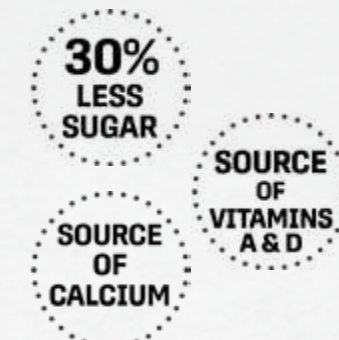


### DANONE GO DRINKABLE YOGURT

Each flavour of our all-drinkable yogurt Danone GO is a source of vitamin A, vitamin D, and calcium, and its creamy texture starts with 100% Canadian cow's milk. Each serving contains 30% less sugar than the leading 200mL drinkable yogurt.

#### BENEFITS

- 30% less sugar than the leading 200mL drinkable yogurt
- 100% Canadian cow's milk
- Source of calcium
- Source of vitamin A
- Source of vitamin D
- No artificial colours or flavours



### UNSWEETENED ORIGINAL OAT

#### Creamy-tasting oat with 0g of sugar (shelf stable).

Our 0g of sugar per serving oat beverage delivers on taste and creamy texture with Canadian-grown Gluten Free oats!

#### BENEFITS

- Shelf-stable packaging allows pantry storage
- 50 calories per serving
- Gluten free oats
- Just as much calcium as dairy milk
- Source of vitamin D
- Absolutely no cholesterol
- Free of dairy, soy, lactose, casein
- Verified by the Non-GMO Project's product verification program
- No artificial colours or flavours



Dairy Free



Gluten Free



Vegan



### SILK BARISTA OAT

Silk Barista Oat adds cafe quality froth and foam to your favorite home-brew coffee.

#### BENEFITS

- Free of dairy, lactose, gluten, casein, egg, peanut and MSG
- Non-GMO project verified
- No artificial colour and flavour
- Vegan, Kosher, Carrageenan free



Dairy Free



Gluten Free



Vegan





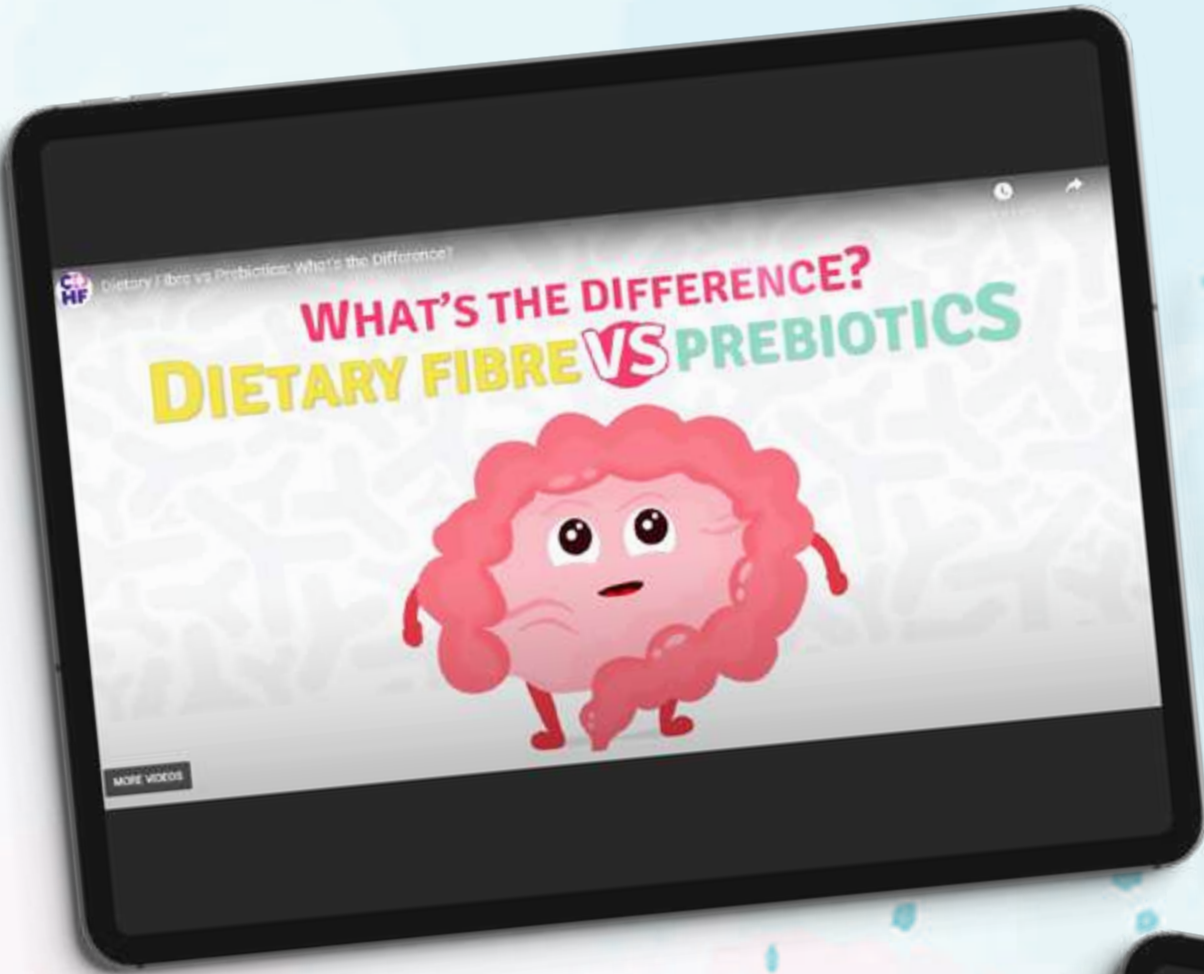
# Promote Health Education - 2021 Highlights

Danone continuously enhances partnerships with key health organizations and maintains strong relationships to raise awareness for the benefit of people’s health.



Collaboration, through Activia, with Canadian Digestive Health Foundation

- ✓ Development of educational resources, including blogs, infographics, and videos, to educate on the differences between probiotics, fermented foods, prebiotics and dietary fibre.



### Dietary Fibre vs Prebiotics

Fibre and prebiotics are both key dietary components to promoting health. Understanding the differences is important so you can make informed decisions about your diet.

#### What is Dietary Fibre?

Fibre describes plant material that your body cannot digest or absorb. Unlike fats, proteins or carbohydrates, which your body breaks down and absorbs, fibre binds with your body's waste products, helping it move through the proper channels!

#### There are Two Types of Fibre:

Insoluble Fibre	Soluble Fibre
Helps keep bowel movements regular.	Helps to either bulk up loose stools, or soften firm stools. Can also help to lower blood cholesterol and control blood sugars.
<b>Insoluble Fibre</b> e.g. Cellulose Wholegrain foods Wheat bran Corn and corn bran Nuts Vegetables e.g. cauliflower, broccoli, green beans, spinach Fruits, especially fruit skins	<b>Soluble Fibre</b> e.g. Pectin, beta-glucan Legumes e.g. beans, lentils Oats Barley Apples Citrus fruits Avocado Chia seeds

#### How Much Should You Be Getting in Your Diet?

While there isn't a recommended daily amount of prebiotics to consume, Health Canada recommends 25 grams of fibre per day for women and 38 grams of fibre per day for men.

### Probiotics vs Prebiotics

While probiotics and prebiotics sound similar, they are very different and have different roles in gut health.

#### What are Probiotics?

Probiotics are live microorganisms which, when taken in adequate amounts, provide certain health benefit.

Each probiotic is unique, has a very specific intended purpose, with specific types or strains helping to manage certain specific conditions.

- Reducing antibiotic-associated diarrhea
- Managing IBS symptoms like bloating, & changes in bowel habits
- Help us digest fibre & other nutrients

#### What Forms do they Come in?

Probiotics come in various forms. They can be found in certain foods, such as probiotic yogurt and kefir, or in pill or powder form.

Probiotics don't make their way into your gut and set up 'camp', but rather, have a 'transient' effect meaning that when you consume them, they do a specific job, and then they leave your gut.

#### Important Facts!

Not everyone needs to take a probiotic for general "gut health". It's important that you talk with your doctor, pharmacist, or dietitian before taking a probiotic. Together, you can select an appropriate probiotic that is the most suitable for you.

Veggies	Fruit	Whole Grains
Jerusalem artichokes, garlic, onion, asparagus, cabbage, snow peas, green peas, leeks, shallots	Apples, grapefruit, pomegranate, nectarines	Oats, wheat, barley, rye crackers

### Probiotics vs Fermented Foods

When think fermented foods and probiotics are the same - but they differ in many important ways! Let's break it down.

#### What are Probiotics?

Probiotics are live microorganisms which, when taken in adequate amounts, provide certain health benefit.

Each probiotic is unique, has a very specific intended purpose, with specific types or strains helping to manage certain specific conditions.

#### What are Fermented Foods?

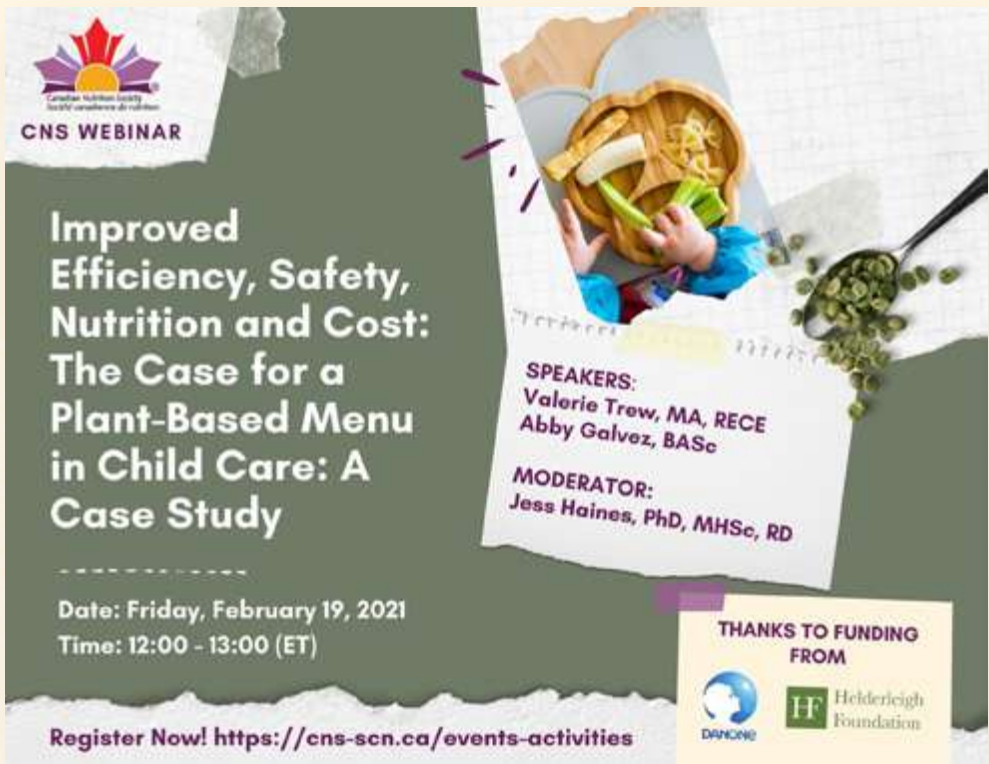
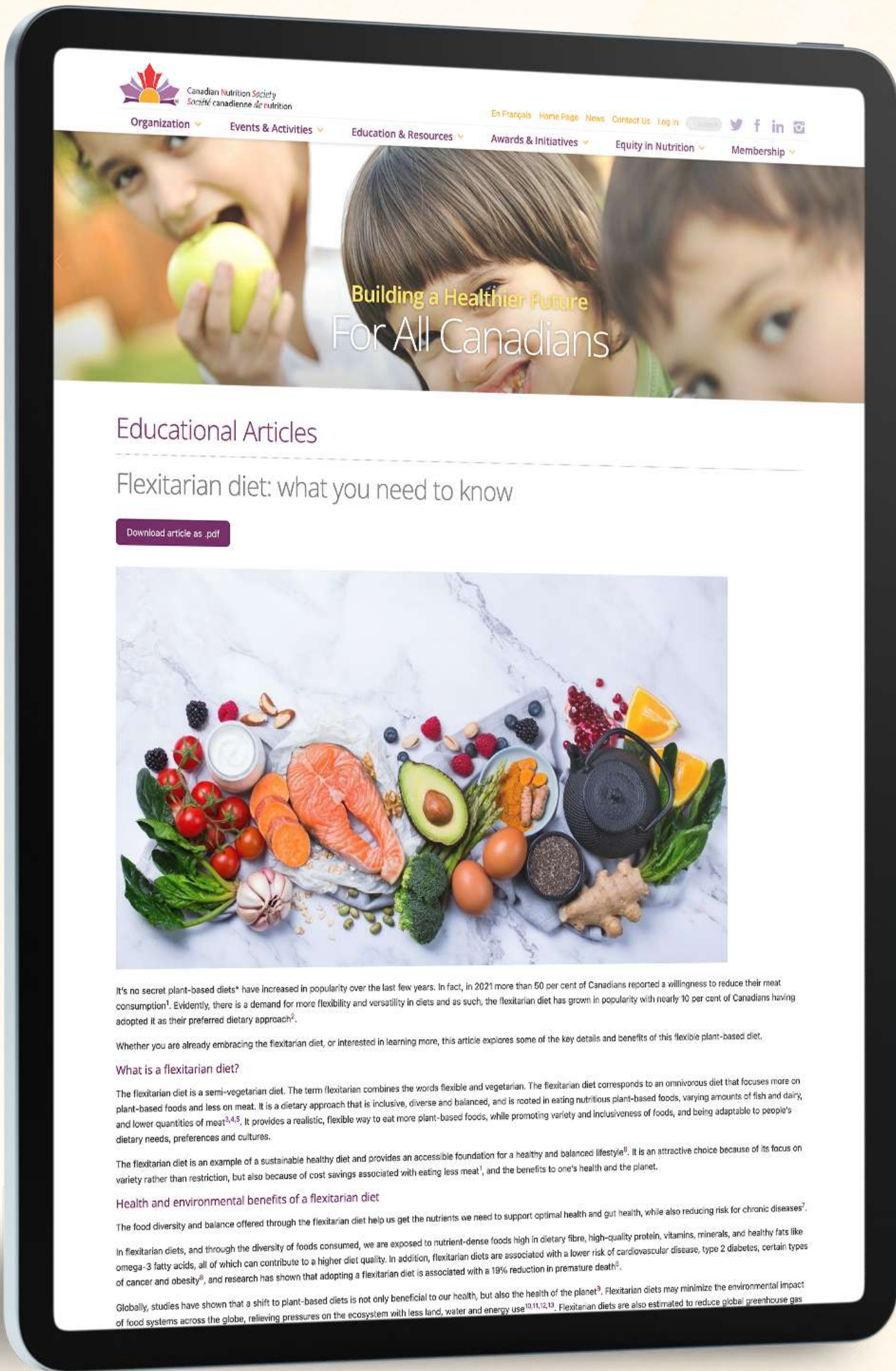
Fermented foods are foods or beverages that are produced by controlled microbial growth. Fermented dairy products, like yogurt, have certain health benefits:

- Improved ability to digest lactose
- Weight management
- Improvement in bone health
- Improvement in blood pressure
- Reduced risk of developing heart disease
- Reduced risk of developing type 2 diabetes
- Reduced risk of developing colon cancer

#### What Forms Do They Come In?



# Promote Health Education - 2021 Highlights



Canadian Nutrition Society  
Société canadienne de nutrition

## Collaboration with Canadian Nutrition Society

- ✓ Sponsorship of the Annual Conference, including conference session on nutrition and gut health.
- ✓ Sponsorship of webinar on plant-based eating.
- ✓ Educational campaign on flexitarian diet, including educational article.





# Promote Health Education - 2021 Highlights

Collaboration, through Silk, Oikos and Activia, with Diabetes Canada

✓ Sponsorship of 7-day healthy meal plans



## 7-day low-carbohydrate healthy meal plan



### Day 1

**Breakfast:** 1 serving of **soy protein smoothie** (28 g carbohydrates, 7 g fibre)

**Lunch:** 1 serving of **vegetable frittata**, 1 slice whole-grain bread, 1 cup (250 mL) unsweetened plant-based beverage (example: soy or 0 g sugar oat beverage) (15 g carbohydrates, 2 g fibre)

**Dinner:** 1 serving of **Indonesian tofu stew with spring vegetables**, ½ cup (125 mL) cooked brown rice (22 g carbohydrates, 2 g fibre)

## 7-day dairy-free healthy meal plan



### Day 1

**Breakfast:** Avocado-topped egg toast with 2 slices whole-grain or rye toast, 2 eggs, poached or cooked to your liking, ¼ small avocado, mashed, salt and pepper to taste and top toast with avocado and egg and 1 serving of soy or nut beverage (461 calories, 38 g carbohydrates, 8 g fibre)

**Lunch:** 2 cups/2 servings (500 mL) **quinoa black bean and mango salad** (320 calories, 46 g carbohydrates, 8 g fibre)

**Dinner:** 2 cups/2 servings (500 mL) **Indonesian tofu stew with spring vegetables**, 1 cup (250 mL) cooked quinoa, spinach or kale salad, 1 tbsp (15 mL) light salad dressing (462 calories, 55 g carbohydrates, 11 g fibre)

## 7-day vegan healthy meal plan



### Day 1

**Breakfast:** Peanut butter and banana toast, 2 slices whole-grain bread topped with: 1 tbsp (15 mL) peanut butter, 1 small banana, sliced and 1 cup (250 mL) plant-based beverage (e.g. unsweetened oat milk) (358 calories, 48 g carbohydrates, 8 g fibre)

**Lunch:** Pita pockets with roasted vegetables and hummus, 3 tbsp (45 mL) hummus, roasted pepper, mushrooms, zucchini, red onion\*, 1 medium-sized (6½ inch/16 cm) whole-wheat pita cut in half – spread 1½ tbsp (22 mL) hummus on each half, fill each half with roasted vegetables, 1 medium-sized fruit \*to roast vegetables – place sliced vegetables in a bowl, drizzle with oil, and season with oregano, garlic powder and salt to taste. Place on a baking pan and bake in 400°F (200°C) oven until soft and tender (about 40 minutes) (400 calories, 56 g carbohydrates, 11 g fibre)

**Dinner:** 1 serving **chickpea and cauliflower curry** and 1 cup (250 mL) cooked quinoa, prepared according to package instructions (478 calories, 65 g carbohydrates, 16 g fibre)

## 7-day Mediterranean healthy meal plan



### Day 1

**Breakfast:** ¼ cup (180 mL) plain 0% Greek yogurt topped with ½ cup (125 mL) berries and ¼ cup (60 mL) walnuts or almonds, 2 slices whole-grain or rye toast, 2 tsp (10 mL) soft margarine (495 calories, 46 g carbohydrates, 10 g fibre, 36 g net carb)

**Lunch:** Baked lemon herb salmon: 2 ½ oz. (75 g) salmon, baked with 1 cup (250 mL) dark leafy vegetables or other vegetables of your choice (cooked to your liking) season with salt, black pepper, lemon and garlic to taste and ½ cup (125 mL) cooked brown rice. (345 calories, 41 g carbohydrates, 6 g fibre, 35 g net carb)

**Dinner:** 1 serving of Mediterranean salad tacos: ½ cup (125 mL) canned and drained chickpeas heated in 1 tbsp (15 mL) olive oil, serve on whole-wheat tortilla wrap (8 inch/20 cm) with ½ cup (125 mL) raw vegetables (arugula, tomatoes, cucumbers) or other vegetables of your choice. Garnish with sesame seeds and salsa. (520 calories, 55 g carbohydrates, 10 g fibre, 45 g net carb)

## 7-day gestational diabetes healthy meal plan



### Day 1

**Breakfast:** 1 serving (1 cup/250 mL) **butternut squash probiotic yogurt bowl** and 1 medium-sized apple (362 calories, 60 g carbohydrates, 7 g fibre, 53 g net carb)

**Lunch:** 3 oz. (90 g) grilled chicken breast with mixed green- leaf salad (lettuce, cucumber, and tomato)\* with 1 tbsp (15 mL) light salad dressing, and ¼ cup (60 mL) croutons and 1 cup (250 mL) plain, low-fat probiotic yogurt, with 1 medium-sized fruit (such as apple or pear) and dash of cinnamon (574 calories, 56 g carbohydrates, 9 g fibre, 47 g net carb)

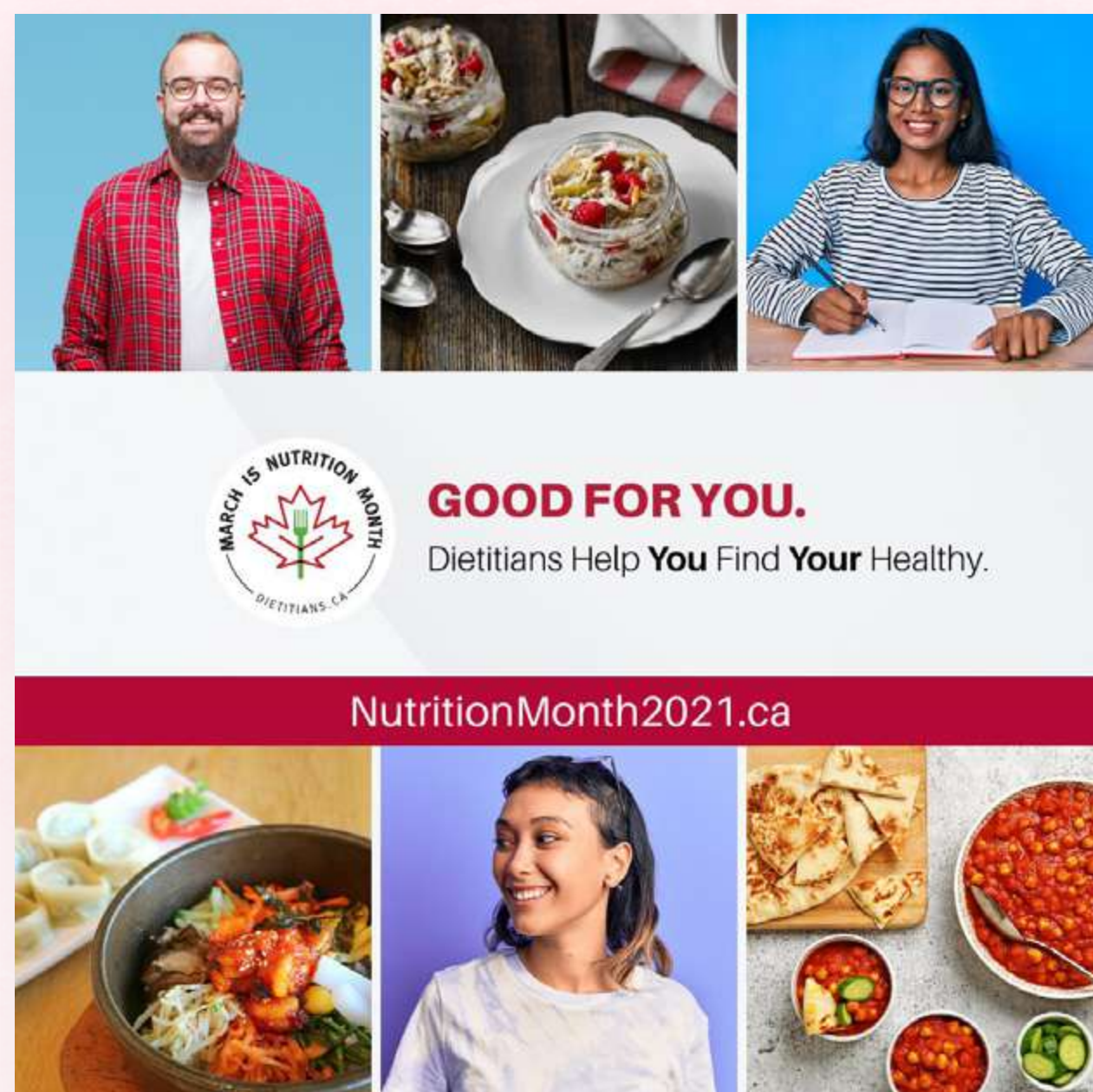
**Dinner:** 3 oz. (90 g) baked salmon with drizzle of lemon juice and herbs, 1 cup (250 mL) brown rice, cooked (measured after cooking), steamed green beans\* and 1 tsp (5 mL) soft margarine (465 calories, 54 g carbohydrates, 6 g fibre, 48 g net carb)



# Promote Health Education - 2021 Highlights

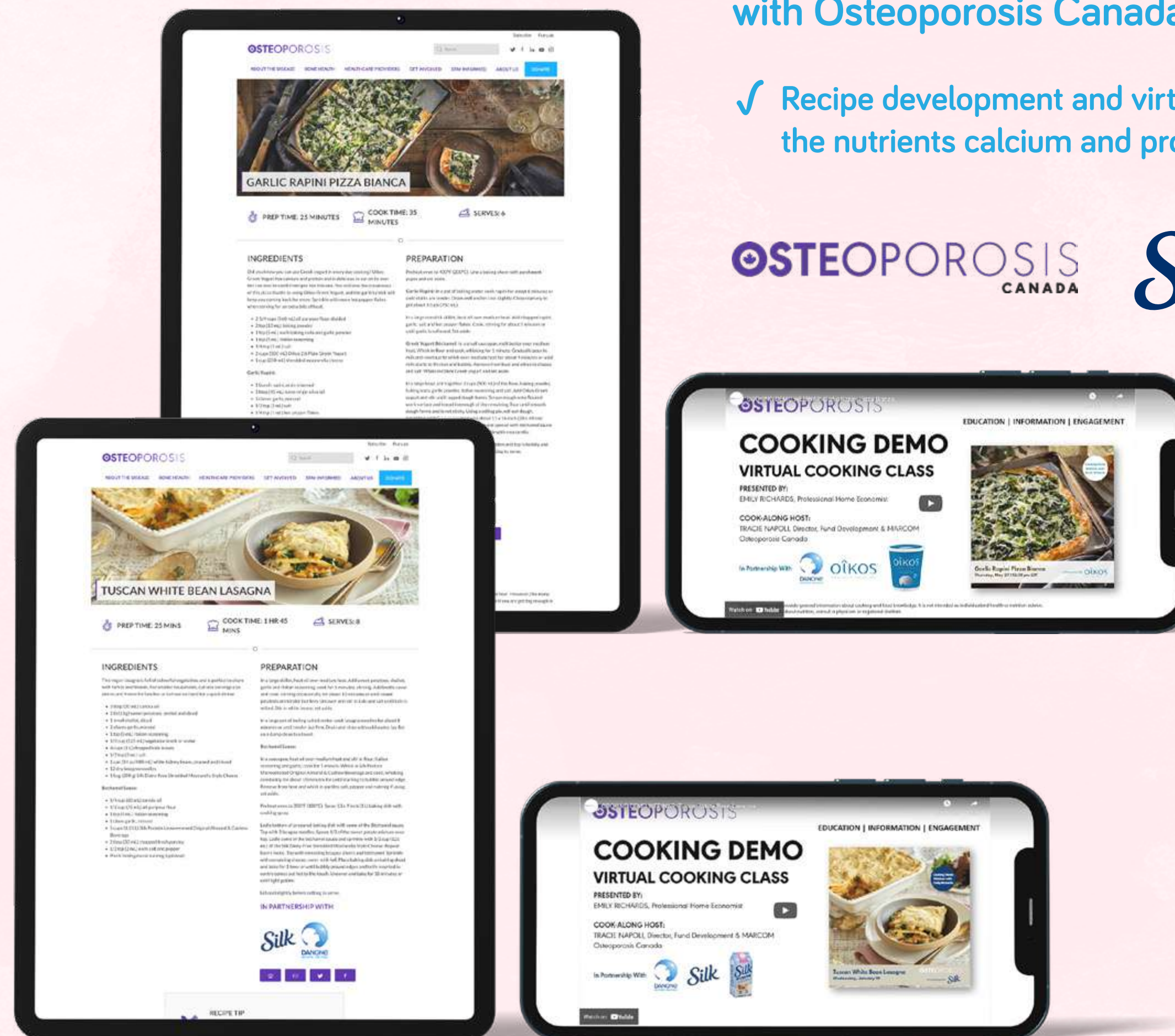
## Collaboration with Dietitians of Canada

- ✓ Sponsorship of Nutrition Month
- ✓ Sponsorship of the annual National Conference



## Collaboration, through Oikos and Silk, with Osteoporosis Canada

- ✓ Recipe development and virtual cooking demo focused on the nutrients calcium and protein for bone health





# Community Engagement





## At Danone Canada

We believe in the importance of mutual aid, community and team spirit for the realization of great ideas. This is why, over the years, Danone has made commitments to develop and carry out projects that contribute to the growth of community well-being and health.



## Food Access

Danone Canada is committed to nourishing lives and fighting food insecurity.

IMPROVING FOOD ACCESS			
DANONE CANADA OBJECTIVES	2021 ACHIEVEMENTS	STATUS	COMMENTS
<b>Until 2021 EOY:</b> Danone is committed to donating at least \$45,000 each year to Breakfast Club of Canada (BCC).	\$100,989 was donated to BCC.		Employee-led initiatives contributed to increase the total amount of donation.
<b>Until 2021 EOY:</b> Danone is committed to donating 2.3 million product units to Breakfast Club of Canada every year.	Objective achieved.		-----
<b>Until 2021 EOY:</b> Danone is committed to having at least 75 of its employees volunteer their time with Breakfast Club of Canada.	Employees were not able to volunteer in schools for BCC.		Our teams are looking forward to volunteer next year.
<b>Until 2021:</b> Danone is committed to opening at least 1 breakfast program per year in partnership with Breakfast Club of Canada.	4 breakfast programs were opened in indigenous communities' schools.		Read more about Danone multiyear engagement on <a href="#">page 36</a> .

**Legend:**  Ongoing objective  Achieved objective  Unachieved due to COVID-19 context



# Community Engagement

## Community Engagement

Volunteering initiatives from our teams play a crucial role in our community engagement.

IMPACTING COMMUNITIES			
DANONE CANADA OBJECTIVES	2021 ACHIEVEMENTS	STATUS	COMMENTS
<p><b>Until 2021 EOY:</b> Danone is committed to offering at least 1,250 hours of volunteer work to communities.</p> <p><b>Until 2021 EOY:</b> Danone is committed to ensuring that at least 80% of its employees offered time to communities.</p>	<p>276 volunteer hours were donated to the communities.</p> <p>18% of our employees offered time to communities.</p>		<p>Due to COVID-19, in-person volunteering opportunities were limited.</p>
<p><b>Until 2021 EOY:</b> Leverage DNA Impact donation platform to match employee donations.</p>	<p>\$42,499 was donated through the DNA Impact platform to support Canadian organizations.</p>		<p>Danone matches employee donations made through DNA Impact, up to \$150/year.</p>

**Legend:**
 Ongoing objective
  Achieved objective
  Unachieved due to COVID-19 context



# Community Engagement

## Healthy Habits

Danone Nations Cups is the world’s biggest football tournament for children, gathering 2 million girls and boys aged 10 to 12.

PROMOTING HEALTHY HABITS			
DANONE CANADA OBJECTIVES	2021 ACHIEVEMENTS	STATUS	COMMENTS
<b>Until 2021 EOY:</b> Danone is committed to sending a minimum of one girls’ and one boys’ team to the finals of the Danone Nations Cup.	Danone Nations Cup was unfortunately cancelled.		Due to COVID-19, there was no in-person tournament.
<b>Until 2021 EOY:</b> Danone is committed to having more than 2,000 children involved in camps in Ontario and Quebec each year.	No camps were held.		Other opportunities were identified to support our communities in time of crisis.

Legend:  Ongoing objective  
  Achieved objective  
  Unachieved due to COVID-19 context



# Community Engagement - 2021 Highlight

## P&WC Vaccination Hub

In the fight against COVID-19, Danone Canada answered the Quebec government's call by partnering with Pratt & Whitney Canada (P&WC) to support a COVID-19 vaccination hub, located at their Longueuil location.



**+250 doses**  
were administered to Danone employees and their families



**+140 hours**  
of volunteering by Danone employees



**+900 product units**  
were donated

## Volunteering at Moisson Montreal, Moisson Rive-Sud and Mississauga Food Bank

Danone employees joined forces with local food banks to help provide food to families in need during the holidays.



Danoners helping out with deliveries at Moisson Rive-Sud



Danoners preparing boxes at Mississauga Foodbank



Danoners sorting foods at Moisson Montreal





# Employee Resource Groups in Action! - 2021 Highlights



- BIPOC celebrated **Black History Month** with a goal to educate and highlight the history and contributions of Black partners, inside and outside of Danone.
- The group held a **#StopAsianHate** Group session and **Black Lives Matters** discussions, providing a platform for open dialogue and develop actions to support the community.
- The group proudly supported Danone Canada's signature of the **BlackNorth Initiative's Pledge**.



- On September 30th, the very first **National Day for Truth and Reconciliation** (Orange Shirt Day), Danone Canada's employees came together to reflect and learn about the legacy of residential schools in Canada and recognize this important part of our history, with two inspiring guests: **Pahan Pte San Win and Wanbdi Wakita**, who shared their personal experiences and profound wisdom with kindness and honesty.

[bearpawtipi.ca](http://bearpawtipi.ca)



- Fiona O'Brien, Director of Marketing for Danone's Coffee Division, took part in **AC Packaging Consortium's Diversity of Thought Summit**. Not only did she discuss **1DANONE**, an initiative we launched alongside Pigeon Brands that supports inclusive diversity through education, development and community support, but she also shared valuable insights on how to **attract and recruit more diverse candidates**.



# Employee Resource Groups in Action! - 2021 Highlights



## L.I.F.T. Leadership Award

Danone Canada celebrated **International Women’s Day**, by announcing the second edition of the annual Danone **L.I.F.T. Leadership Award**. The award recognizes a female student from the **Schulich School of Business - York University** who embodies our leadership behaviors of agility, human-centricity, accountability & decisiveness, inclusivity & collaboration, and being courageous with empathy.

The recipient was awarded a **\$3,000 scholarship** and given the opportunity to engage in mentorship with a member of Danone’s leadership team.



Empowering women in leadership is a priority for Danone: We are dedicated to diversity and inclusion, which is reflected by the strong presence of women among our management.

## Additionally, LIFT activated a series of events to drive the conversation.

- Celebrating women colleagues within Danone by launching its first annual LIFT Awards.
- Educating workforce to understand and overcome gender biases in the workplace, inviting keynote speaker Professor Maydianne Andrade.
- Internal networking events for employees to discuss themes such as career planning, breaking down stereotypes and courage in risk taking.

## PRIDE

Pride Canada celebrated Pride Month under the **Individuality: Celebrating LGBTQ+ Authenticity** at Danone theme to empower employees to engage authentically through a series of event.







# 2021 Marks 25 Years of Partnership





## 2021 Marks 25 Years of Partnership



### Danone Canada announced a new \$1.2 million multi-year commitment to Breakfast Club of Canada for new school breakfast programs

Marking the **25th year of its partnership with Breakfast Club of Canada**, Danone announced an additional commitment to donate \$1.2 million to support the opening of new school breakfast programs in communities where the need is greatest.

This **5-year commitment** will initially help Breakfast Club of Canada reach an **additional 1,000 children** every day, in **4 schools located in Indigenous communities**, in Nunavut, Northern Manitoba and Alberta, with additional schools to follow in 2022 and subsequent years.

Danone Canada is proud to continue supporting Breakfast Club of Canada in its mission and we look forward to building upon our longstanding relationship as we strive for a healthier world in which all children can reach their full potential.

[Click here to know more](#)





# 2021 Marks 25 Years of Partnership

## Silk In-store Activation

To highlight this important milestone, Silk launched its **Back to school in-store campaign** to raise funds for Breakfast Club of Canada!

The brand donated an **additional \$25,000** to help feed children across Canada.



## Feed a Child Challenge's First Edition!

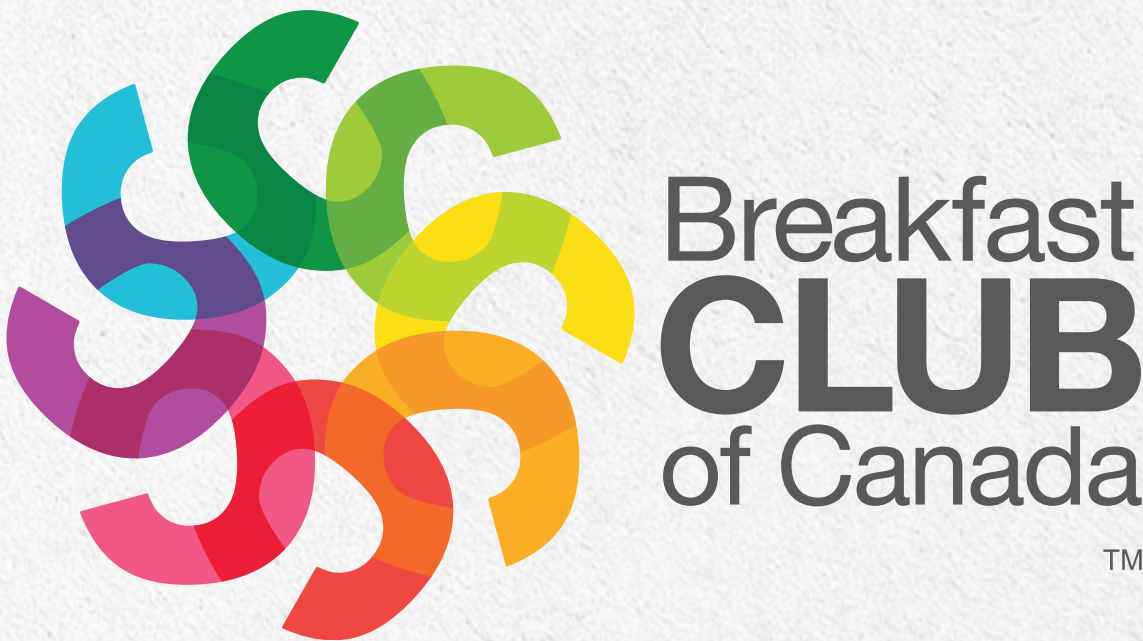
Danone employees held the **"Feed A Child Challenge"** in October, an event aimed at raising awareness about food insecurity and collecting \$25,000.

The generosity and support of employees, their friends and families, as well as our partners, allowing us to surpass our goal and raise over **\$30,000!** This amount will help the Club distribute **15,000 nutritious breakfasts to kids** across Canada and nurture the development of their full potential.





# 2021 Marks 25 Years of Partnership



### Founding Partner

Danone has been working alongside the Breakfast Club for 25 years to help children develop their potential by giving them access to a nutritious breakfast in an environment that allows them to build their self-esteem and blossom.

To learn more: [Breakfast Club of Canada](#)

### 2021 Commitment Update

Danone employees who volunteer their time to Breakfast Club of Canada  
2019: 64 volunteers  
2020: 60 volunteers  
2021: COVID-19 paused in-person volunteering activities.

Annual individual product unit donation  
2019: 2.4 M  
2020: 2.3 M  
2021: 2.3 M

Annual financial donation  
2019: \$68,097  
2020: \$263,457  
2021: \$100,986

Annual breakfast program opening in schools  
2019: 1 program  
2020: 0 program  
2021: 4 programs

As of 2022, we hope to reopen volunteering for our employees to serve breakfasts in schools in Quebec and Ontario!



# 2021 Recognitions



CANADA'S LARGEST  
CONSUMER-FACING B CORP™,  
RECERTIFIED IN 2021 WITH  
ENHANCED SCORE



RECOGNIZED AS ONE OF  
CANADA'S TOP 100 EMPLOYERS  
FOR 3<sup>RD</sup> YEAR IN A ROW



RECOGNIZED IN THE  
SUSTAINABILITY AND  
DE&I CATEGORIES



MISSION PARTNER  
(250,000 - 999,999 KG)

