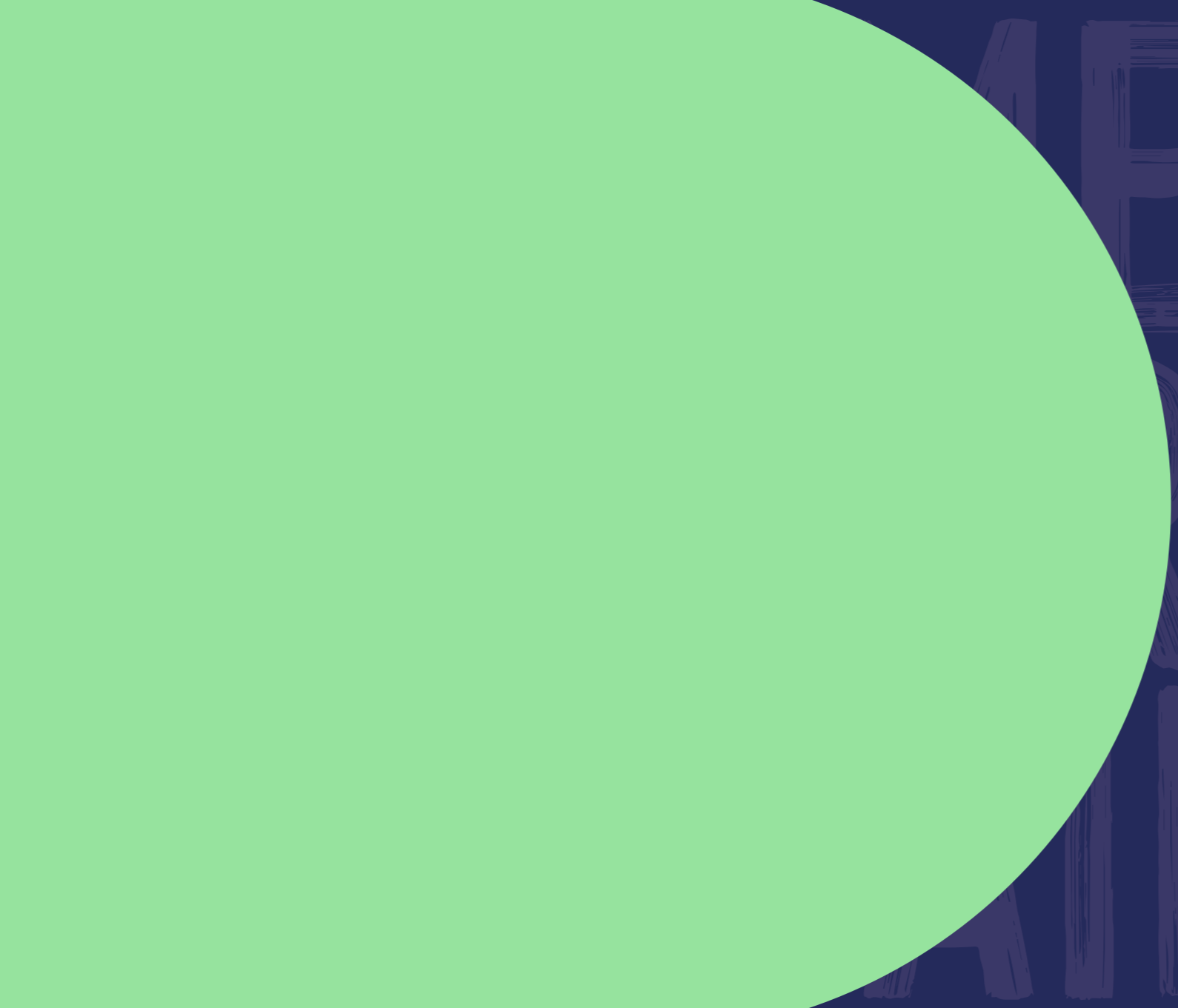




AIMER SA TERRE
Horizon 2030





MER SA TERRE

RE AIMER SA

AIMER SA TERRE

Aimer sa terre

Forging a powerful bond
and getting the best from it.
Producing food responsibly,
From the land to the table.
And offering sustainable services.

Aimer sa terre

Preserving its resources
and respecting it at every step of the chain.

Aimer sa terre

Supporting a responsible economy
and maintaining a virtuous circle
for Life.

Aimer sa terre

Cultivating talent and difference
and fertilising potential
within a rich and symbiotic ecosystem.

Aimer sa terre

Also means feeding and serving
Living together
And sharing...

PRESERVING RESOURCES

Taking action against climate change
Reducing food waste
Opting for sustainable disposable packaging



CULTIVATING TALENT AND DIFFERENCE

Ensuring staff safety and well-being
Encouraging career development
Strengthening social cohesion



SUSTAINABLE FOOD AND SERVICE

Providing sustainable services
Offering controlled services
and a safe and balanced food offering
Acting in the public interest

SUPPORTING A RESPONSIBLE ECONOMY

Sourcing purchases locally
Buying sustainable and ethical products
and services

PRESERVING RESOURCES

Every day, we are committed to offering the best services to everyone: customers, partners, employees, while preserving the planet. That's why Elior Group is reducing its environmental footprint and preserving resources by offering services that are increasingly responsible and sustainable.

Our sustainable achievements in 2024:

-12%
greenhouse
gas emissions
per meal served*

-47%
waste

70%
of our packaging
is sustainable

*Compared to 2023

HORIZON 2030

Taking action against climate change

Reducing our greenhouse gas emissions by 1/4

- Increase sustainable and vegetarian dishes
- Helping our suppliers transition to low-carbon
- Low-carbon transport
- Reducing energy use at our sites and at our customers' sites

Reducing food waste by 50%

Opting for sustainable disposable packaging

100% sustainable packaging in the food-service sector.

Reducing the use of single-use packaging and preferring recycled materials.

- Adding reusable equipment to our service offerings
- Optimizing waste recovery

SUSTAINABLE FOOD AND SERVICE

We offer quality services as part of our mission to serve the public interest by promoting healthy eating and acting as a lever for environmental performance on behalf of our customers. Every action we take combines excellence and responsibility for a positive and lasting impact.

Our sustainable achievements in 2024:

+35%

in “green” offers
(electric terminals,
energy efficiency,
LEDs)

50%

of recipes rated with
Nutri-Score A or B

165.000

tonnes of food
donations

HORIZON 2030

Offering sustainable services

Proposing “green” offers to our customers

- On-site waste collection and processing
- Installation and maintenance of EV charging stations
- Services to measure a building’s energy performance

Offering controlled services and a safe and balanced food offering

- Audits and inspections of our services by certified organizations
- **70%** of balanced recipes (Nutri-Score A or B or equivalent)

Acting in the public interest

- Donating uneaten meals
- Supporting communities through public-interest initiatives

CULTIVATING TALENT AND DIFFERENCE

We offer our employees a safe, inclusive and inspiring working environment where well-being is a priority. We nurture their talents, encourage their development and support them towards collective and sustainable success.

Our sustainable achievements in 2024:

40%
of managers promoted from within the group

6h
training per employee

4,337
disabled employees

46%
of female managers

23
frequency rate*

*Number of workplace accidents divided by hours worked x 1,000,000

HORIZON 2030

Ensuring staff safety and well-being

- 90% retention rate
- 7% fewer workplace accidents

Encouraging career development

- 2/3 of managers to come from internal promotions
- +20% training hours per employee

Strengthening social cohesion

Supporting equal opportunity

- 40% of female in the leader committee
- +16% of disabled employees
- Dialogue and increased benefits for our employees
- Monitoring of employee well-being



SUPPORTING A RESPONSIBLE ECONOMY

As a leader in catering and services, we favour a local, ethical and sustainable supply chain. In this way, we enhance the value of our regions, while developing practices that respect the environment and animal welfare.

Our sustainable achievements in 2024:

13%
of food products
are local

14%
of food products
are labelled

70%
of cleaning products
are eco-labelled

HORIZON 2030

Sourcing purchases locally

- Local, seasonal food products

Buying sustainable and ethical products and services

- Protecting biodiversity and animal welfare
- Inclusive purchasing from socially responsible suppliers

COMMITTING TO THE TRANSITION



SCIENCE BASED TARGETS INITIATIVE

In order to define and monitor science-based greenhouse gas emissions reduction targets, enabling us to make an effective contribution to limiting global warming.



THE UNITED NATIONS GLOBAL COMPACT

In 2004, Elixir Group joined the Global Compact, signing up to its ten principles for human rights, the environment, labour standards and the fight against corruption.



GLOBAL COALITION FOR ANIMAL WELFARE

By founding the Global Coalition for Animal Welfare in 2018, alongside the biggest names in the food industry we established our commitment to taking animal welfare into consideration throughout the supply chain.



INTERNATIONAL FOOD WASTE COALITION

Elixir Group is a member of the coalition of players in hospitality and food services, the International Food Waste Coalition (IFWC), which regularly tests innovative solutions to reduce food waste.



CARBON DISCLOSURE PROJECT

Elixir has a B rating on this international environmental disclosure platform, which collects data on environmental impact to encourage transparency.

