

# CSR Roadmap 2025-2027

*To achieve our climate related goals, our cooperative relies on a CSR roadmap, which is the foundation of our action plan.*

  
**LRG**

LAITERIES RÉUNIES GENÈVE

Depuis 1911



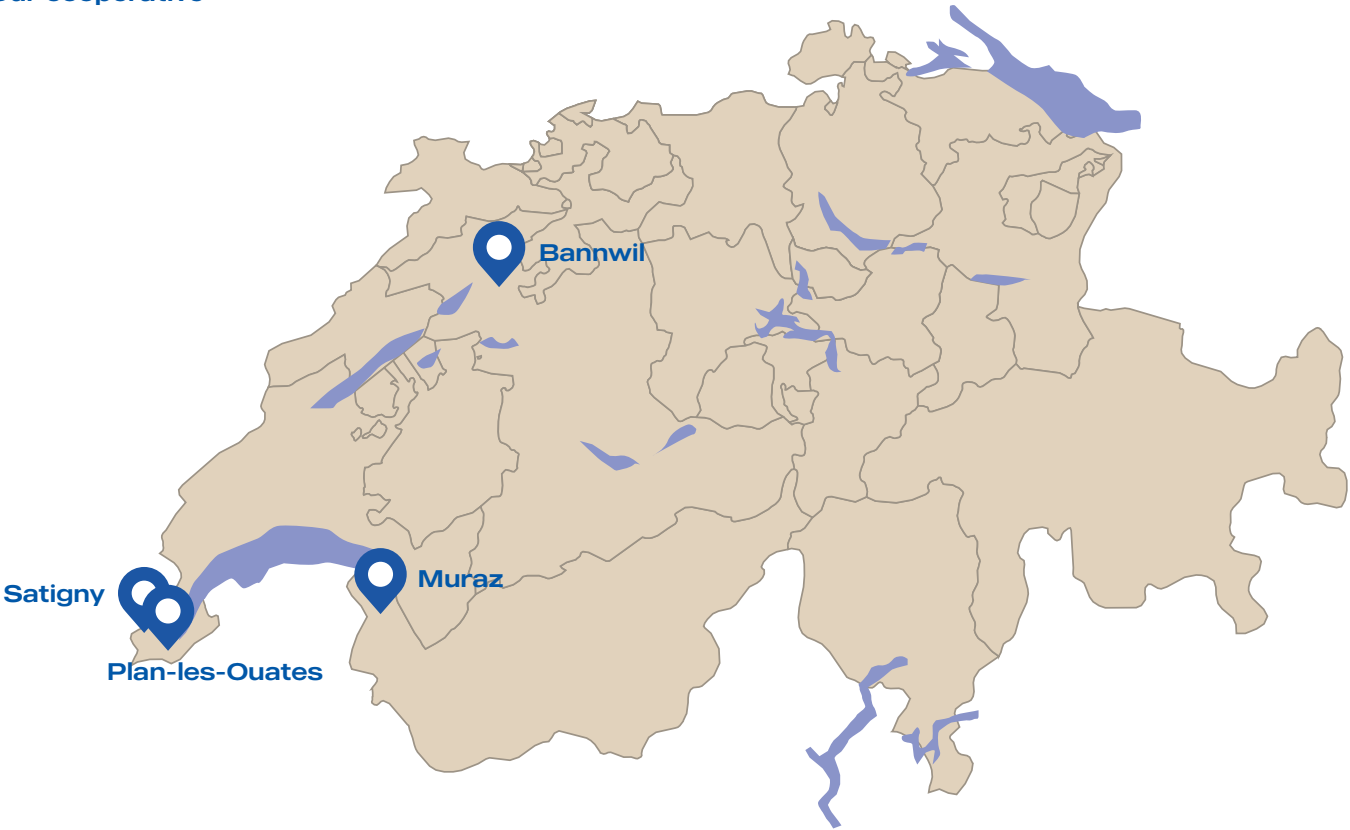
«More than ever, it is essential that we consider the impact of our activities on the environment and on our communities for future generations.»



As an employer and a key actor in the agri-food industry, we have many responsibilities. Whether they are of a social, environmental or economic nature, we are keen to make each of them a commitment in the conduct of our business.

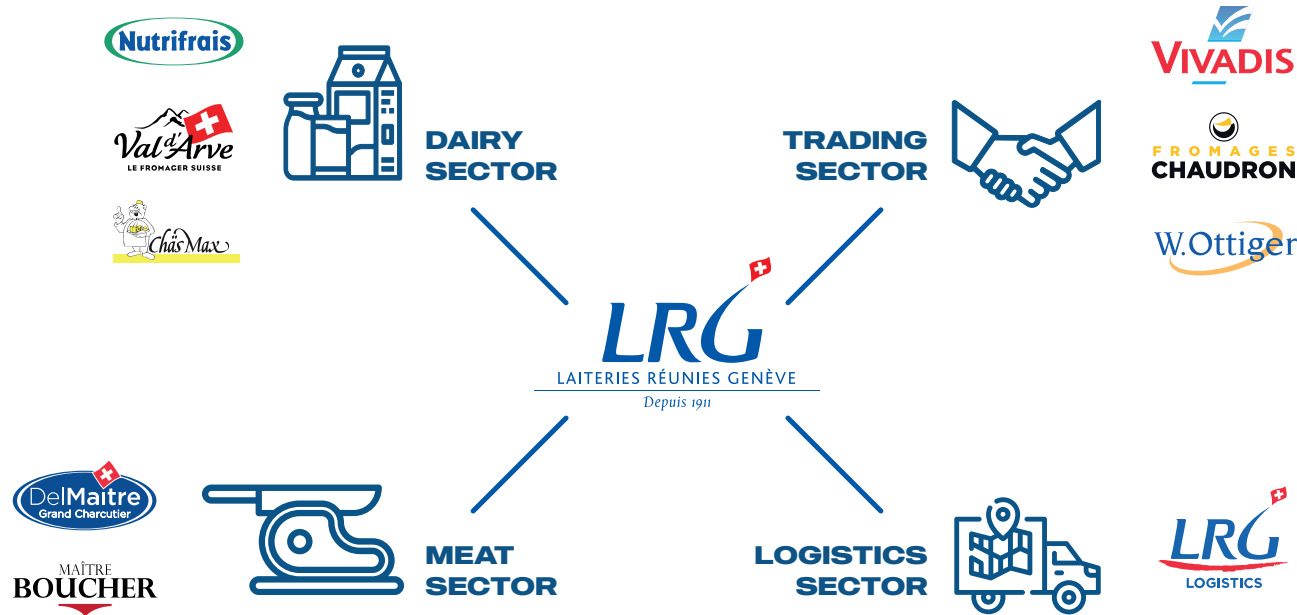
We want to be proactive in driving change at the scale of our business. Over the coming years, considerable efforts will be required to achieve the climate related goals, and this will require the commitment of everyone.

For ease of reading, and without any discriminatory intention, the masculine gender has sometimes been chosen in accordance with the grammar rule which allows it to be used as a neutral value to designate a group of people composed of men and women.



Founded in 1911, the LRG Group is one of Switzerland's 11 dairy federations, bringing together more than 80 local dairy and farming associations. The Federation adds value to the milk produced by an entire region by collecting, processing, marketing and commercializing the finished products through the group's subsidiaries.

The cooperative and its 9 subsidiaries





# Mission

To guarantee the long-term future of our producers’ farms, while ensuring the development of our cooperative and its commitments to the society of today and tomorrow.

**Dairy and Meat:**

Since 1911, our cooperative has been fully committed to responsible farming and production, adding value to producers’ milk and meat and offering quality products to customers and consumers.

**Trading and logistics:**

Since 1930, we have been meeting our customers’ expectations with a wide range of fresh products, and offering the major Swiss and international food brands an efficient distribution network in Switzerland.

# Vision

To develop our presence in the Swiss agri-food market through expertise and agility of our cooperative, while acting with greater responsibility towards future generations.



**Tradition**

The knowledge has shaped the identity of our cooperative since 1911.

«Respecting Swiss culture, our cooperative perpetuates its know-how through the production of authentic products.»

«For over a century, our cooperative has been offering traditional products based on Swiss excellence.»



**Proximity**

The cooperative DNA reminds us that we are at the service of our local communities for our producers, our employees and our customers.

«The trustful relationship between our dealers and local customers is crucial to our ability to adapt and offer a personalised, responsive service.

«We emphasise internal team cohesion to promote respect, collaboration and solidarity.»



**Quality**

Our group’s primary objective is to offer consumers and customers high quality products at affordable prices.

«Quality defines the Group’s image, through our actions and excellence in what we do everyday.»

«Developing healthy products by complying with requirements and standards, while striving for excellence.»



**Commitment**

Our cooperative is committed to sustainable production to ensure that consumers have access to varied, healthy and affordable products.

«A promise to all our stakeholders to respect social, environmental and ethical values.»

«Commitment means being aware of our know-how and our values, so that we can maintain them over the long term.»

**Our cooperative’s values are embodied in a collective vision**, developed as part of an inclusive process in which all employees were invited to express their views. **Every employee shares the conviction that these values contribute both to the prosperity of our company and to the customers’ satisfaction.**

Our cooperative recognises the growing importance of environmental, social and governance challenges in its business. Our approach aims to create value, not only for the long-term future of our Group, but also for our employees, customers and all our stakeholders, while respecting our environment.

# Our approach is based on three sustainable pillars:



Environment



Social



Governance

This CSR strategy is not limited to mere declarations. It is accompanied by commitments in line with the United Nations' Sustainable Development Goals (SDGs). Our ambition is to make our cooperative a key actor on its own scale.

In 2024, having clarified its mission, vision and values, our Group strengthened its commitment to sustainability. Our cooperative's various governance entities have worked together to integrate sustainability into its overall strategy.

We defined the priority issues by drawing up a materiality matrix. This process has enabled us to establish a clear vision of our areas of commitment linked to our core business. **Four priorities have been set:**

1.

Reducing our environmental footprint
2.

Food waste reduction
3.

Integration and deployment of our CSR culture
4.

Attractiveness and sustainability of our industry expertise

## SUSTAINABLE DEVELOPMENT GOALS



In 2015, the UN defined global policy priorities and targets for 2030. It has encouraged the economic sector to use its creativity and potential for innovation to overcome the challenges of economic, ecological and social

development, respecting the needs of future generations, while improving living conditions today. **Our cooperative is aware of its responsibilities and is setting objectives in line with the SDGs.**

### The Sustainable Development Goals applicable to LRG

Pillars of sustainable development	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	17 PARTNERSHIPS FOR THE GOALS
Environment				✓	✓	✓	
Social	✓	✓	✓				
Governance			✓		✓		✓





# Key projects



Installed **photovoltaic panels** at our sites in Plan-les-Ouates and Muraz and first phase of installation in Bannwil

**SIG Energy Transition 2024 Award** in the «Large Companies» category for our energy reduction initiatives

Reduced the use of resources by following the **AEnEC program** to reduce CO2 emissions and the **ECO 21- SIG** program to reduce electricity consumption and waste



Carried out an **initial greenhouse gas assessment** for scopes 1 and 2 in 2024



45% of incinerable waste recycled through **methanisation**



# Key projects



Since 2023 we have collaborated with **PRO**, a local player **promoting diversity and equal opportunities** for people returning to work



**Reducing food waste** - products that are not sold but can still be consumed are sold **at our chalet** and in community solidarity groceries at preferential prices.

Supporting the **Théodora foundation**, which helps children in hospital: **CHF 91,000.00** donated in 2024, representing **4,450 visits** offered



Integration of young talents, **with opportunities for apprentices and trainees** to discover the industry's professions



## Objectives 2025-2027

Priority

Goals



**CO2 emissions**

Quantify and publish all our greenhouse gas emissions in the annual report and create a decarbonization plan

**Renewable energies**

Launch the second phase of photovoltaic panels at the Bannwil site

**Sustainable mobility**

Establish a mobility plan

**Digital Responsibility**

Carry out a Green IT survey and implement an action plan

**Circular economy**

Develop and implement a circular economy approach in order to use materials as efficiently and sustainably as possible

**Waste reduction**

Reduce waste with a special attention on food waste

## Objectives 2025-2027

Priority

Goals



**Training and development**

Implement a training and skills development plan for our employees

**Health & Safety**

Prevent accidents and ergonomic issues by implementing a zero accident plan

**Equal opportunities and diversity**

Guarantee a discrimination-free recruitment process

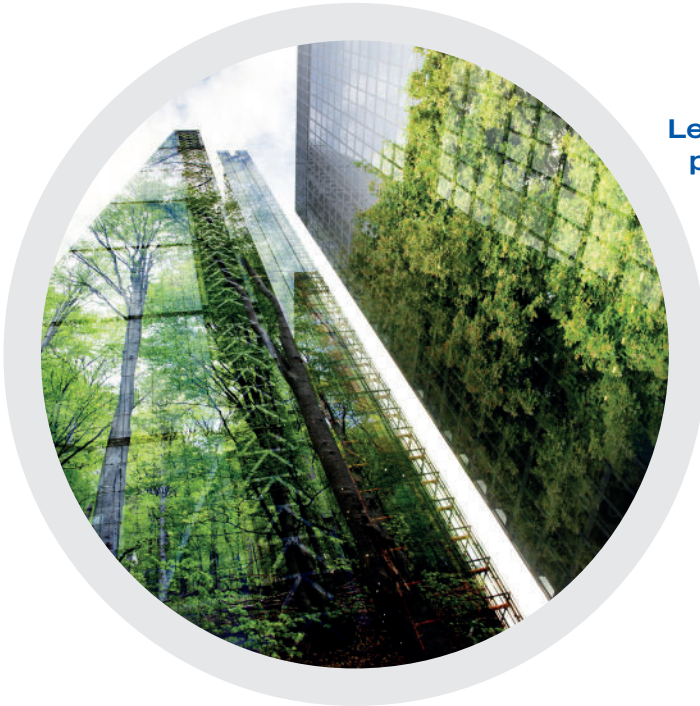
**Local involvement**

Develop partnerships with local associations and companies with a social mission, and involve our employees in actions





# Key projects



Leveraged the voluntary program proposed by the Cantonal Office for the Economy and Innovation to help Geneva companies move towards sustainability



Creation of a dedicated CSR representative posting in 2024 to orchestrate actions



Creation of two CSR committees: strategic and operational, to roll out the strategy within the Group



Raising managers' awareness of sustainable development challenges

Development of labelled products (GRTA, Bio Suisse, IP Suisse, Tapis vert)

## Objectives 2025-2027

### Priority

### Goals

Develop a CSR culture

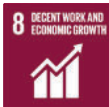
Raise employee awareness of sustainable development challenges

Societal commitment









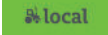


Organize our approach by committing to the Swiss Triple Impact program with the support of B Lab Suisse

Value chain







Collaborate with suppliers and customers who are committed to a sustainability strategy in line with climate goals





Labels	Description
	<b>Bio Suisse</b> «Le Bourgeon» is the trademark of Bio Suisse, the organic farming organization federation. «Le Bourgeon» products come from fully organic farms.
	<b>Bio France</b> Certificate of organic production and labelling of organic products.
	<b>Suisse Garantie</b> Products bearing the Suisse Garantie label are certified as being produced and processed in Switzerland.
	<b>GRTA</b> GRTA identifies agricultural products from the Geneva region. It applies to all agricultural products, at every stage of processing, from field to plate.
	<b>IP Suisse</b> IP-Suisse is a collective certification mark for Swiss agricultural products.
	<b>Alpage Montagne</b> Use of the names Alpage and Montagne for agricultural products and foodstuffs made in these areas.
	<b>Migros DLR</b> Migros cooperatives sell products from their region under the label «From the region. For the region», supporting local agriculture.
	<b>Coop ma région</b> Coop marks local products with the «Ma région» quality label, promoting the creation of added value in the region.
	<b>Manor local</b> Manor's regional brand for the Geneva region.
	<b>Tapis Vert</b> The Swissmilk green label distinguishes milk and dairy products that meet the Swiss sustainable milk standard. This standard includes requirements in the areas of animal welfare, feeding, ecology and social issues.
	<b>Fairtrade</b> This quality label distinguishes products from sustainable agriculture and fair trade in developing and emerging countries.

## Standards

	<b>FSS22000</b> The FSSC 22000 standard, recognised by the GFSI (Global Food Safety Initiative), is an international benchmark for food safety certification. This standard has been in existence for over 12 years and combines ISO 22000, ISO 9001 and additional requirements. It is validated by an annual audit lasting several days. The standard is based on the company's HACCP, to guarantee a healthy, high-performance system of operation.
	<b>IGP</b> IGP products have a strong identity based on their geographical origin. It is the origins that gives the product its personality. The product must demonstrate that it has local roots, a history that guarantees a tradition that is always respected in the form of specifications.
	<b>IFS Food</b> IFS is a set of standards to ensure food safety control.
	<b>ISO 9001</b> This standard enables us to establish an effective quality management system within our organisation in order to meet our customers' needs and continuously improve our internal processes.
	<b>ISO 14001</b> This standard enables us to put in place an environmental management system and aims to identify, manage, control and reduce our impact on the environment.
	<b>ISO 22000</b> The goal of this standard is to guarantee food safety throughout the supply chain and to ensure the healthiness of food products.