

DANONE

SALIENT HUMAN

RIGHTS ISSUES



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Danone's dual commitment to economic success and social progress has been at the core of our corporate values since 1972. Defending human dignity at work and fighting against forced labor in our own operations and supply chains is fundamental to our commitment to do business in a sustainable manner. The environmental, social and health consequences of climate change, which disproportionately affect low-income countries and poor people in high-income countries, are already profoundly affecting human rights and social justice.

At Danone, we are committed to respecting and improving human rights throughout our value chain, and we aim to foster a culture of awareness and continuous improvement. As part of this approach, we are sharing our 12 salient human rights issues*, identified with the support of Shift, the leading center of expertise on the UN Guiding Principles on Business and Human Rights (UNGPs):



This identification exercise has helped strengthen Danone's overall approach to human rights due diligence. For instance, it formed the basis for our Human Right Policy and sharpened our messaging with internal stakeholders. We recognize acting with due diligence is a journey and our approach will evolve as we mature our practices together with our business partners and stakeholders. We will continue to regularly report on our progress in our annual reporting.

*** What do we mean by salient issue?**

Salient issues are those human rights that are at risk of the most severe negative impact across a company's operations and value chain. It is the first step in the human rights' due diligence process – an integral element of the corporate responsibility to respect human rights as set out in the UNGPs.