SNACKS DEVELOPPEMENT SAS (GROUP)

ST DENIS LA CHEVASSE - France | Manufacture of other food products

Company size: L | Assessment scope: **Group**

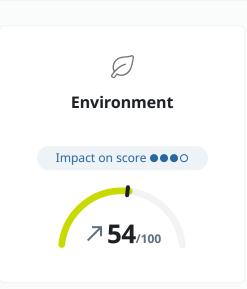
Overall score **7** 65/100 Percentile 74th



Scorecard

Publication date: 25 Sep 2025 Valid until: 25 Sep 2026











Environment Impact on score ••••

54/100

■ 7 100/100

Environment | Policies Impact on score ••••

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

Environmental policy on customer health & safety

Exceptional policy on major environmental issues

Environmental policy on energy consumption & GHGs

Quantitative objectives set on energy consumption & GHGs

Quantitative objectives set on customer health & safety

Environmental policy on air pollution

Environmental policy on water

Environmental policy on product end-of-life

Environmental policy on materials, chemicals & waste

Quantitative objectives set on water

Quantitative objectives set on materials, chemicals & waste

Quantitative objectives set on product end-of-life

Environment | Endorsements Impact on score •000

 \rightarrow $0_{/100}$

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

1/16 © 2025 EcoVadis SAS

Improvement areas

Low priority

No conclusive information on endorsement of external initiatives or principles on environmental issues

Environment | Measures Impact on score ••••

■ 7 100/₁₀₀

Measures are your company's actions to support your sustainability policies and commitments.

Strengths

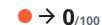
© 2025 EcoVadis SAS 2/16

Company implementation of HACCP (Hazard Analysis and Critical Control Points) methodology Provision of products adapted to people with special needs Use of efficient HVAC (heating, ventilation, and air conditioning) equipment Implementation of a rainwater harvesting system Procedures in place to ensure traceability of raw materials Reduction of carbon emissions in transportation Company-specific emergency preparedness and response procedure regarding customer health and safety Technologies or practices to recycle or reuse water Water network maintenance or leakage detection Actions to prevent emissions of atmospheric pollutants and other environmental nuisances (e.g. noise, odor, vibration, road and light) Work processes or technologies implemented to mitigate emissions of dust and/or particulate matter Use of biofilters to minimize odor generated in plant operations Reduction of material consumption through process optimization Recovery and reuse of materials from company operations Repurposing organic waste into biofertilizers, biomaterials or biogas in own operations or through external partnerships Mapping of waste streams Other actions to manage water efficiency or wastewater discharge Other actions to ensure safe management of hazardous substances Collaboration with external stakeholders for packaging end-of-life management Optimization of primary packaging for dimension and weight reduction or material mix simplification Packaging free of toxic chemicals Work processes or technologies implemented to mitigate noise Work processes or technologies implemented to mitigate odor Use of eco-friendly or bio-based process materials Improvement of perishable materials management through an inventory management system Training of employees on waste reduction and sorting Reduction of internal wastes through material reuse, recovery or repurpose Internal sorting & disposal of waste according to waste streams Purchase and/or generation of renewable energy Provision of products to prevent nutritional diseases (e.g. cholesterol) or fight malnutrition Other actions on customer health & safety management Use of resealable and returnable packaging Wastewater quality assessment Energy and/or carbon audit

© 2025 EcoVadis SAS 3/16

Improvement of energy efficiency through technology or equipment upgrades

Environment | Certifications Impact on score ••••



Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

External sustainability audit from a site of Group: no non-compliance found on environment

Improvement areas

Medium priority

No information on ISO 14001/EMAS certification

Environment | Coverage Multiplying factor

25/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

High priority

Supporting documents show a low level of coverage of environmental actions or certification throughout company operations

Environment | Reporting Impact on score ••••

75/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Comprehensive reporting on environmental issues

Reporting on total weight of waste recovered

Declares none of the sites/operations located in or near biodiversity-sensitive areas (not verified)

Reporting in accordance with SASB

Company communicates progress towards the Sustainable Development Goals (SDGs)

Company reports to CDP

Reporting on total weight of hazardous waste

Materiality analysis in sustainability reporting

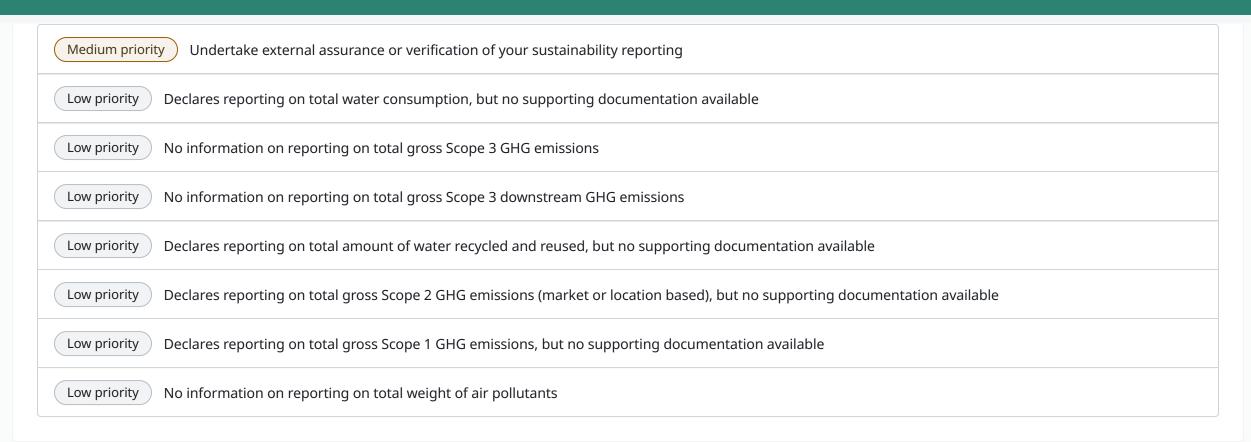
Reporting on total weight of non-hazardous waste

Reporting on total amount of renewable energy consumed

Reporting on total energy consumption

Improvement areas

© 2025 EcoVadis SAS



Environment | 360° Watch Impact on score ••••

25/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Improvement areas

Medium priority

The 360° Watch has identified at least one significant adverse report regarding water management.

Medium priority

The 360° Watch has identified at least one significant controversy, fine or penalty regarding environmental issues in the last five years (see news with red downward arrow in the 360° Watch section).

News that impacted your score (3)

News stories about your company we found in public databases.

Food companies ordered to pay over £265,000 for severe sewer abuse offences

www.watermagazine.co.uk

18 Dec 2024

Kolak Snack Foods Limited has been fined £152,000 for breaching industrial waste discharge regulations, following a prosecution by Thames Water. The food company was found to have knowingly disposed of partially treated effluent, containing food solids and fats, into the public sewer system in September 2022. This action caused a blockage that led to pollution in the River Brent. In addition to the fine, Kolak Snack Foods was ordered to pay £16,000 to Thames Water to cover legal and operational costs. The Environment Agency also issued a warning letter to the company. Thames

360° Watch

Impact on Score

Negative

Severity



valid from Sep 2022 to Oct 2027

日前亚夕

Europe Snacks, un fabricant de snacks, a lancé un rappel de plusieurs produits de crackers de la marque Bouton d'Or. Ce rappel a été émis après la découverte d'une teneur en oxyde d'éthylène (un pesticide) supérieure à la limite réglementaire dans les graines de sésame utilisées. Les produits concernés incluent les crackers sésame et pavot, les mix crackers et les assortiments de crackers, tous identifiés par des codes-barres et des numéros de lot spécifiques. Il est recommandé aux consommateurs

www.processalimentaire.com

30 Nov 2020

Europe Snacks, un fabricant de snacks, a lancé un rappel de plusieurs produits de crackers de la marque Bouton d'Or. Ce rappel a été émis après la découverte d'une teneur en oxyde d'éthylène (un pesticide) supérieure à la limite réglementaire dans les graines de sésame utilisées. Les produits concernés incluent les crackers sésame et pavot, les mix crackers et les assortiments de crackers, tous identifiés par des codes-barres et des numéros de lot spécifiques. Il est recommandé aux consommateurs ayant acheté ces produits de ne pas les consommer en raison de la contamination.

360° Watch

Impact on Score

Severity Neutral

valid from Nov 2020 to Dec 2025

日销亚少

No records found for this company on Compliance Database

16 Sep 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Sep 2025 to Sep 2030

Labor & Human Rights Impact on score ••••

71/100

■ 7 100/100

Labor & Human Rights | Policies | Impact on score ••••

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

Exceptional policies on major labor and human rights issues

Labor & human rights policy on social dialogue

Quantitative objectives set on working conditions

Quantitative objectives set on employee health & safety

Quantitative objectives set on career management & training

Labor & human rights policy on career management & training

Labor & human rights policy on preventing discrimination and harassment

Quantitative objectives set on preventing discrimination and harassment

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Labor & human rights policy on child labor, forced labor & human trafficking

Improvement areas

Low priority

Declares that no commitment or review has been conducted regarding payment of living wage

Labor & Human Rights | Endorsements | Impact on score ●○○○



Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Improvement areas

Low priority

No conclusive information on endorsement of external initiatives or principles on labor and human rights issues

Labor & Human Rights | Measures | Impact on score ••••

■ 7 100/₁₀₀

Measures are your company's actions to support your sustainability policies and commitments.

ecovadis Sustainability scorecard Strengths

7/16 © 2025 EcoVadis SAS

Collective bargaining agreement on working hours, overtime, or leaves Actions to ensure equal pay for equal work Collective bargaining agreement on preventing discrimination and harassment Grievance mechanism on discrimination and/or harassment issues Collective bargaining agreement on career management & training Employee representatives or employee representative body (e.g. works council) Awareness training on discrimination and harassment Flexible organization of work (eg. remote work, flexi-time) Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement) Training of employees on health and safety risks and best working practices Training of employees on child labor, forced labor and human trafficking Collective bargaining agreement on employees' health & safety Age verification of candidates before hiring Health care coverage of employees in place Employee satisfaction survey Compensation for extra or atypical working hours Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances) Actions to promote internal mobility Grievance mechanism on working conditions Actions to ensure adequate wages Collectively bargained wages Equipment safety inspections or audits Preventive actions for repetitive strain injury (RSI) Actions to address stress and psychological wellbeing in the workplace Employee health & safety risk assessment Actions to prevent noise exposure Employee health and safety emergency action plan Complaints procedure in place for employees to report on occupational health and safety issues Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises Actions to promote equal opportunities for all in the workplace Actions to prevent discrimination in professional development and promotion processes Actions to promote the inclusion of employees with disabilities Actions to prevent discrimination during recruitment phase Actions to prevent workplace harassment

© 2025 EcoVadis SAS 8/16

Skills development program tailored to employee needs

Grievance mechanism on child labor, forced labor and/or human trafficking issues

Regular assessment of individual performance

Individual development and career plan for all employees

Improvement areas

Low priority

Further develop your remediation procedure for identified victims of child labor, forced labor, or human trafficking

Labor & Human Rights | Certifications | Impact on score ••••



Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

External sustainability audit from a site of Group: no non-compliance found on labor or human rights

Improvement areas

Low priority

No information on ISO 45001 certification

Labor & Human Rights | Coverage | Multiplying factor



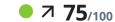
Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

Medium priority

Supporting documents show a medium level of coverage of labor and human rights actions or certification throughout company operations

Labor & Human Rights | Reporting | Impact on score ••••



9/16

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Reporting on the percentage of women at top management level

Reporting on the percentage of women employed in relation to the whole organization Reporting on number of average training hours per employee Comprehensive reporting on labor and human rights issues Reporting in accordance with SASB Report on average unadjusted gender pay gap Company communicates progress towards the Sustainable Development Goals (SDGs) Reporting on the percentage of employees from minority and/or vulnerable groups in the whole organization Report on percentage of women within the organization's board Materiality analysis in sustainability reporting Reporting on number of days lost to work-related injuries, fatalities and ill health Reporting on number of recordable work-related accidents

Improvement areas

Medium priority

Undertake external assurance or verification of your sustainability reporting

Low priority

No information on reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees

Labor & Human Rights | 360° Watch Impact on score ••••



The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (4)

News stories about your company we found in public databases.

HSE Improvement Notice served against Kolak Snack Foods Limited

resources.hse.gov.uk

01 Jul 2024

In July 2024, Kolak Snack Foods Limited was served with an Improvement Notice for exposing its employees to noise such that their daily personal exposure is likely to be at or above the upper exposure action value. The company has also failed to establish and implement a programme of organisational and technical measures to reduce their exposure to noise to as low a level as is reasonably practicable.

360° Watch

Impact on Score

Severity Neutral

valid from Jul 2024 to Aug 2029









© 2025 EcoVadis SAS 10/16

L'index égalité professionnelle pour Frandex (Frandex) pour 2025

egapro.travail.gouv.fr

01 Jan 2025

Frandex (Frandex) a réçu une note de 98 sur 100 sur l'index de l'égalité professionnelle entre les femmes et les hommes pour 2025.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2024 to Feb 2029









2023/24 Gender pay gap report Kolak Snack Foods Limited

gender-pay-gap.service.gov.uk

05 Apr 2023

In this organisation, women earn 89p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 10.9% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 18.1% lower than men's.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2023 to May 2028









No records found for this company on Compliance Database

16 Sep 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Sep 2025 to Sep 2030

Ethics Impact on score •000



59/100

75/100

Ethics | Policies Impact on score ••••

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Dedicated responsibility for ethics issues

Strengths Comprehensive policies on ethics issues Policies on corruption Policy on fraud Disciplinary sanctions to deal with policy violations Quantitative objectives set on some relevant issues Policy on information security Policy on money laundering Policy on conflict of interest

Ethics | Endorsements Impact on score •000



Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Improvement areas

Low priority

No conclusive information on endorsement of external initiatives or principles on ethics issues

Ethics | Measures | Impact on score ••••

■ 7 100/₁₀₀

Measures are your company's actions to support your sustainability policies and commitments.

Strengths

Specific approval procedure for sensitive transactions (e.g. gifts, travel)

Corruption risk assessments performed

Anti-corruption due diligence program on third parties in place

Implementation of a records retention schedule

Information security risk assessments performed

Training of employees on corruption and bribery prevention

Whistleblower procedure for stakeholders to report information security concerns

Awareness training to prevent information security breaches

Whistleblower procedure for stakeholders to report corruption and bribery

Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information

Incident response procedure (IRP) to manage breaches of confidential information

Measures to protect third party data from unauthorized access or disclosure

Improvement areas

Low priority No conclusive documentation on audits of control procedures to prevent corruption

Ethics | Certifications | Impact on score ••••

50/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

External sustainability audit from a site of Group: no non-compliance found on ethics

Ethics | Coverage Multiplying factor

25/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

© 2025 EcoVadis SAS

High priority

Supporting documents show a low level of coverage of ethics actions or certification throughout company operations

Ethics | Reporting Impact on score ••••

50/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Standard reporting on ethics issues

Reporting in accordance with SASB

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

Improvement areas

Medium priority

Undertake external assurance or verification of your sustainability reporting

Ethics | 360° Watch Impact on score ••••



The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (1)

News stories about your company we found in public databases.

No records found for this company on Compliance Database

16 Sep 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Sep 2025 to Sep 2030

Sustainable Procurement Impact on score ••••



Sustainable Procurement | Policies | Impact on score ••••

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

■ 7 100/100

Strengths

© 2025 EcoVadis SAS

Exceptional policy on sustainable procurement issues

Quantitative objectives set on sustainable procurement policy

Sustainable Procurement | Endorsements | Impact on score • 0 0 0

 $\bullet \rightarrow 0_{/100}$

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths and improvement areas

No recommendations yet

Sustainable Procurement | Measures | Impact on score ••••

75/100

Measures are your company's actions to support your sustainability policies and commitments.

Strengths

Supplier assessment on environmental and social practices

Risk assessment of adverse sustainability impacts in the supply chain

Training of buyers on social and environmental issues within the supply chain

Global inclusive sourcing program in place

Actions to prevent discrimination and harassment in the workforce of suppliers

Integration of social and environmental clauses into supplier contracts

Supplier sustainability code of conduct in place

Improvement areas

Medium priority No conclusive documentation on on-site audits of suppliers on environmental and social issues

Low priority No conclusive documentation on capacity building of suppliers on risks of sustainability adverse impacts

Low priority No conclusive documentation on incentive programs for suppliers based on their environmental and social performances

Low priority No conclusive documentation on sustainable procurement objectives integrated into buyer performance reviews

50/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths and improvement areas

No recommendations yet

Sustainable Procurement | Coverage | Multiplying factor

50/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

© 2025 EcoVadis SAS 14/16

Improvement areas

Medium priority

Supporting documents show a medium level of coverage of sustainable procurement actions throughout company operations or supplier base

Sustainable Procurement | Reporting | Impact on score ••••

75/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Comprehensive reporting on sustainable procurement issues

Reporting in accordance with SASB

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

Improvement areas

Medium priority

Undertake external assurance or verification of your sustainability reporting

Low priority

No information on reporting on total gross Scope 3 upstream GHG emissions

Sustainable Procurement | 360° Watch | Impact on score ••••

 $\rightarrow 75_{/100}$

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (1)

News stories about your company we found in public databases.

No records found for this company on Compliance Database

16 Sep 2025

360° Watch

Impact on Score

Neutral

Severity N/A

valid from Sep 2025 to Sep 2030

15/16 © 2025 EcoVadis SAS

The below disclaimers apply to you if you have no contractual relationship with EcoVadis:

- 1. This Scorecard has a validity of twelve (12) months from the issue date. The rating and this Scorecard have been prepared based on information provided by the rated company and in accordance with best industry practices and EcoVadis methodology, which may differ from those used by other companies conducting similar assessments. EcoVadis disclaims any liability for any actions and/or decisions taken by a third party, including any investment decision, based on the ratings and/or this Scorecard.
- 2. This Scorecard is based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the Scorecard validity, EcoVadis reserves the right to place the Scorecard on hold and, if considered appropriate, to re-assess and possibly issue a revised Scorecard.
- 3. This Scorecard is the intellectual property of EcoVadis and must not be: (i) copied, modified, translated, published, reproduced and/or (ii) used as part of or in connection with any other CSR/ESG assessment, unless agreed otherwise in a written agreement signed with EcoVadis.
- 4. This Scorecard is the confidential information of EcoVadis. Unless agreed otherwise in a written agreement signed with EcoVadis, this Scorecard and the rating must not be used by a third party as part of or in connection with any activity related to revenue generation and shared any further; it may be used only for a third party's internal purposes.
- 5. Only a Scorecard of a rated company having a Select subscription can be used for the purpose of ESG linked loans and similar products offered by any financial institution outside of the EcoVadis solution.
- 6. The rating and this Scorecard have been prepared based on information provided by the rated company and in accordance with best industry practices and EcoVadis methodology, which may differ from those used by other companies conducting similar assessments. EcoVadis disclaims any liability for any actions and/or decisions taken by a third party, including any investment decision, based on the ratings and/or this Scorecard.

© 2025 EcoVadis SAS 16/16