

*Together,  
good becomes  
better*

IMPACT REPORT 2024



  
**VALRHONA**  
Let's imagine the best of chocolate®

Certified  
  
Corporation

# Editorial



**Martine Grazioso**

CEO at Valrhona

*Dear readers,*

*Chocolate is one of those universal pleasures that span ages and cultures. And yet, behind every cocoa bean lies a supply chain that is undergoing rapid change. Threatened by climate change, undermined by unsustainable farming practices and scrutinized regarding its social impact, **cocoa production is going through a pivotal moment in its history.***

*Resources are becoming scarcer and more expensive and product quality a real issue, regardless of the geographical area in which cocoa is produced. Faced with these growing uncertainties and complexities, Valrhona is trying, with a sense of humility and a resolutely forward-looking vision, to adapt to risks as they multiply at ever greater speed.*

*The solution can only ever be collective, and everyone's expertise has been mobilized. From its cocoa bean suppliers to pastry chefs,*

*not forgetting the marketing and R&D teams, Valrhona has moved forward with a shared diagnosis of the problems and a common understanding. In an ever-changing world, thinking in terms of "us" is no longer a choice but a necessity. The teams are constantly adapting to make timely decisions, while thinking about what tomorrow will bring.*

*In the face of these upheavals, Valrhona's duty is to secure and reassure its supply chains, its territory, its customers and its employees. Despite its low profile in the cocoa industry (purchasing just 0.15% of the cocoa sold worldwide), **Valrhona plays a pioneering role.** One example of this is the agroforestry program set up in the Dominican Republic and taken forward by the local government. Another is the same program launched in Côte d'Ivoire and presented at COP 16. By surrounding itself with the right partners and sharing its values*

*with stakeholders, Valrhona has developed an unprecedented array of ways to take action. **With agility and flexibility, the company experiments and adapts its processes,** on a journey sometimes strewn with pitfalls.*

*But a crisis always reveals opportunities. Valrhona sees time in terms of a distant horizon, the same kind of time experienced by trees and nature. We are in a new cycle. We're ready to turn a page in Valrhona's history so that it remains a pioneer and continues to invent the chocolate of the future.*

*Enjoy!*



## We would like to thank our contributors:

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## HIGHLIGHTS OF 2024

Together,  
good becomes  
better



**100% of beans are traceable back to the plot** and from the plot, representing a crucial initiative in the fight against deforestation



**60% of our cocoa bean producer partners are committed to agroecology**



**30% of cocoa bean purchases are fair trade certified**



**First Sustainable Pastry-Making Competition** co-created with Maison Pierre Hermé



**56% of Essentials are reworked using Reasonable Indulgence principles**



**Creation of a shadow board:** 10 employees under the age of 30, with less than 5 years with the company, working co-constructively with the Board



**La Cité du Chocolat is awarded the Sustainable Entertainment label** to become a model for sustainable tourism



**The FRET 21 label** highlights the impact of transport on sustainable development strategy



# Labels & Certificates



## 1% FOR THE PLANET

1% for the Planet is a worldwide movement spearheaded by companies which have decided to **donate 1% of their sales to non-profits dedicated to protecting the environment.**



## ORGANIC CERTIFICATION

To be certified organic, chocolates must comply with strict cultivation standards. This certification guarantees that **chocolates are produced using natural agricultural methods, without the use of herbicides, synthetic fertilizers or synthetic pesticides.** This certification also guarantees the absence of colorants, synthetic chemical flavorings, and flavor enhancers.



## ECOVADIS GOLD

EcoVadis is a platform for assessing how a company has integrated CSR principles into its business and their impact. **Only 5% of companies assessed achieve the Gold rating.**



## FSSC 22000 CERTIFICATION

FSSC 22000 is a **food safety certification system** based on the existing, internationally recognized ISO 22000 standard, supplemented by technical standards such as ISO TS 22002-1 for food manufacturing and ISO TS 22002-4 for packaging manufacturing.



## FAIRTRADE/MAX HAVELAAR CERTIFICATION

To receive the Fairtrade/Max Havelaar label, companies have to comply with specifications designed to **improve cocoa producers' pay and working conditions**, while at the same time preserving the environment.



## THE "VEGAN" LABEL

The V-Label is an international label created by the European Vegetarian Union in 1996. This label certifies that **the ingredients in a product are 100% plant-based.**



## ISO 14001 CERTIFICATION

ISO 14001 is the most widely used of the ISO 14000 series of environmental management standards. It is based on the principle of **continuously improving environmental performance by carefully managing the company's environmental impact.**



## ISO 50001 CERTIFICATION

The NF EN ISO 50001 standard is intended for all organizations and aims to help them **develop a methodical approach to energy management** and continuously improve their energy performance.



## THE B-CORP LABEL

This label assesses a business' social and environmental performance, responsibility and transparency.



Find out more: [Click here](#)

# Results in 2024



## Cocoa



ACHIEVEMENTS IN 2024	OBJECTIVES FOR 2025
Continue to make sure that <b>100%</b> of cocoa beans can be traced back to producers	<b>100%</b> Achieved
<b>100%</b> of cocoa beans can be traced back to the individual plot	<b>100%</b> Achieved
<b>10</b> countries visited at least once during the year	<b>100%</b>
<b>98%</b> of cocoa purchases are from partnerships with durations of at least three years	<b>90%</b> Achieved
<b>60%</b> of our partners use agroecological practices	<b>100%</b>

**17,566**  
producers

**8.5 years**  
the average length  
of our partnerships

Valrhona sourced from **16 countries** in 2024,  
**15 countries** are covered by a long-term partnership.



## People and innovation



ACHIEVEMENTS IN 2024	OBJECTIVES FOR 2025
<b>35%</b> of employees have a CSR objective (including sales staff)	<b>100%</b>
<b>85%</b> of suppliers have signed the responsible purchasing charter	<b>100%</b>

**959**  
employees

**488**  
women  
**471**  
men

**62%**  
of managers,  
including sales staff,  
receive CSR training

**52%**  
of employees  
say that Valrhona is  
a good place to work

**15** accidents  
resulting in time off work

**€333,057**  
donated  
over the year



## Gastronomy



ACHIEVEMENTS IN 2024	OBJECTIVES FOR 2025
<b>114</b> young beneficiaries	<b>100</b> beneficiaries Achieved
<b>38%</b> of young people enter a CAP apprenticeship after completing the "Graines de Pâtissier" project	<b>40%</b>

**15,000**  
professionals  
advised and trained  
by L'École Valrhona  
worldwide

**11**  
regions across France  
participated in the  
"Graines de Pâtissier"  
program



## Planet



ACHIEVEMENTS IN 2024	OBJECTIVES FOR 2025
<b>-68%</b> scope 1 & 2 GHG emissions since 2013 at Tain l'Hermitage (intensity per ton produced)	<b>-60%</b> Achieved
<b>91.3%</b> of waste recovered	<b>100%</b>
<b>70%</b> of our energy mix comes from renewables	<b>79%</b>
<b>87%</b> of our packaging is recyclable	<b>85 %</b> Achieved
<b>100%</b> of new products meet Valrhona eco-design criteria	<b>100%</b> Achieved
<b>-13%</b> waste generated overall 2013	<b>-50%</b>
<b>-34%</b> tap water consumed and <b>-64%</b> groundwater used since 2013	<b>-50%</b>
<b>-39%</b> total energy consumption since 2013	<b>-50%</b>
<b>+41%</b> CO <sub>2</sub> emissions related to air transport since 2013	<b>-30%</b>



# Supply chains

*Creating regenerative supply chains*

The world is changing before our eyes. Against a backdrop of climate change and geopolitical tensions, resources are becoming increasingly scarce. The same goes for cocoa beans, whose production is blighted by deforestation and child labor.

**Wherever it can, Valrhona is making the industry fairer and more sustainable by building in resilience.** Supplies are secured by a dedicated team of sourcers who establish long-term partnerships with producer organizations. Training programs and investment in local infrastructure help to empower communities and ensure fair incomes. Finally, the development of agroforestry and sustainable farming practices will guarantee plantations' futures. These are all essential conditions for setting up a regenerative industry.



Make sure that  
**100%**  
of cocoa beans  
continue to be traced  
back to producers

**OBJECTIVE ACHIEVED**



**98%**  
of cocoa purchases are from  
partnerships with durations  
of at least three years

**8.5 years**  
the average length  
of our partnerships



# Traceability to improve transparency

This is about regulations, performance, credibility, product quality and safety and more. Traceability enables Valrhona to track the cocoa beans from the plots where they are grown to the chocolate factory where they are processed. By mapping production areas in partnership with Tilkal, this approach helps prevent fraudulent practices, such as deforestation and the exploitation of protected areas.

Despite the year-long delay to the Regulation on Imported Deforestation (EUDR)'s implementation on January 1<sup>st</sup>, 2026, Valrhona has not slowed down its efforts around traceability and producer mapping. In 2024, 100% of beans\* were traced back to their plot.

This work is carried out using the Tilkal platform, a powerful worldwide database connected to the Open Atlas mapping solution. Later on, another round-trip with Tilkal enabled us to trigger a declaration of conformity in the European EU Trace system, as provided for in the EUDR. Each container is assigned a code which travels through the entire production process, guaranteeing that the cocoa is compliant.

## OBJECTIVE

**100%**  
of plots mapped by  
2025, including for  
new partners

(\*) Traceability data are dynamic and regularly adjusted



*This work is helping us to prepare for the CSDDD (Corporate Sustainability Due Diligence Directive), which in 2027 will require companies like Valrhona which make purchases to adopt instruments capable of preventing the social, environmental and governance risks associated with their work. This is something that's already on our minds!*

**Lactitia Paravisini,**

Sourcer at Valrhona

## ABOUT TILKAL

A platform specializing in Industry 4.0 supply chain traceability, Tilkal is based on a blockchain network and data analysis and scoring technologies that enable it to create an end-to-end, real-time representation of the supply chain.



# Moving towards a fairer chocolate

Behind the delicious chocolate, cocoa farming provides a livelihood for 50 million people worldwide, in Africa, Latin America and Asia. In a market dominated by a few multinationals, Valrhona makes it a point of honor to work directly with cooperatives, producers' associations and private plantations, and makes a decent income central to its priorities.



**In 2023**  
**30%**  
of cocoa beans purchased  
were Fair Trade certified.  
Objective: 100% of cocoa bean  
purchases to be certified by 2030.

By 2024, Valrhona had planned to purchase 30% of its Fair Trade cocoa beans from four main suppliers: the Dominican Republic, Peru, Bolivia and Côte d'Ivoire. Mission accomplished! Valrhona is nevertheless mindful of climate change's impact on production. In order to ensure 100% of its cocoa bean purchases are fair trade certified by 2030, this year the company drew up a support plan to assist its suppliers in their certification process.

Valrhona also instills fair trade principles within its teams. In 2024, CEF - Commerce Equitable France - organized a training course and set up a working group to disseminate these values throughout our business ecosystem.



## WHAT IS FAIR TRADE?

Fair trade is a trading partnership based on dialogue, transparency and respect, and it aims to achieve greater equity in world trade. It contributes to sustainable development by offering better trading conditions and guaranteeing the rights of marginalized producers and workers, particularly in the southern hemisphere. Fair trade organizations (supported by consumers) are actively engaged in supporting producers, raising awareness and campaigning for changes to the rules and practices of conventional international trade.

Source: FINE (a grouping of Fairtrade Labelling Organizations International, International Fair Trade Association, Network of European Worldshops, and the European Fair Trade Association), 2021

*Valrhona is committed to transforming the cocoa industry by positioning itself as a fair trade partner to all its supplier-partners, and by supporting their efforts to comply with the fair trade standards we have selected together.*

**Amandine Dubourg,**

CSR project manager  
at Valrhona



# Agroecology for sustainable cocoa farming

Producing crops while respecting the environment and promoting agricultural systems' resilience: That's agroecology in a nutshell. In cocoa bean-producing countries, Valrhona supports this approach through tailor-made initiatives that are as close as possible to the work being done on the ground.

## WHAT IS AGROECOLOGY?

This approach involves using nature's resources and mechanisms for agricultural production. It combines ecological, economic and social aspects, and aims to make the most of the interactions between plants, animals, humans and the environment (source: FAO, Food and Agriculture Organization of the United Nations).

All projects are carried out in collaboration with producer communities, research centers, public and non-governmental organizations, and others operating in the world of chocolate. They are part of a long-term process - one working to the timescale of a tree - favoring in-depth changes in the cocoa industry.

### OTHER PROJECTS UNDERWAY

- Launch of Cacao Forest in Côte d'Ivoire
- Financing bio-input distribution centers in Peru and Venezuela
- Continuing Creole gardens in Haiti
- Beyond Beans Foundation program in Togo
- Climate Change Resilient Agroforestry System Program (CIRAD) in Madagascar.

## SPOTLIGHT ON TRACTIONS IN INDONESIA

Valrhona is part of the Transforming the Cocoa Sector in Indonesia through Value Addition for Smallholders (TRACTIONS) project led by the Rainforest Alliance, Rikolto and Kalimajari, and co-funded by the Netherlands Enterprise Agency.

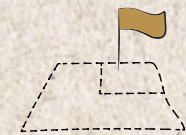
### WHAT IS THE PROGRAM'S AMBITION?

This five-year project aims to improve the cocoa industry's quality and productivity by improving rural grower communities' living conditions and wellbeing.

### WHO DOES IT FOCUS ON?

**7** cooperatives on 3 islands  
**2** Bali  
**2** Flores  
**3** Sulawesi

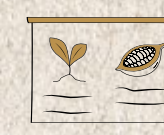
### RESOURCES



**Demonstration plots**



**A model agroforestry system adapted to the local context**



**Training producers on specific topics**



**Creating nurseries with grafted cacao plants and diversification trees**

### RESULTS

**14**

**demonstration plots and 14 nurseries**  
(2 per cooperative)

**3,400**

**producers trained**  
in Climate-Smart Agriculture (CSA), including agroforestry

**17,110**

**diversification trees planted** on cocoa plots between 2021 and 2023



# More children at school, fewer in the fields

The Cocoa Initiative estimates that 45% of cocoa-producing households in Côte d'Ivoire and Ghana<sup>1</sup> may include child laborers. Valrhona is committed to pragmatic ways of combating this violation of fundamental human rights, as defined by the ILO, the International Labor Organization. This complex focus area requires hands-on involvement in local issues.

To combat this phenomenon, which has more than one cause, **Valrhona is pursuing a three-pronged policy.**



## 1 DEVELOPING ACCESS TO EDUCATION

According to a study by the Jacobs Foundation in 2019, the greater the distance to school, the greater the risk of child labor. For the past 10 years, Valrhona has been pursuing a program to improve access to education. In 2024, a new elementary school with 187 students was opened in Lazardkro, Côte d'Ivoire.



## 2 COMBATTING CHILD LABOR

Valrhona is a member of the International Cocoa Initiative (ICI), a leading program in this field, which has developed a methodology for monitoring and reducing child labor, known as CLMRS<sup>2</sup>. Since late 2023, this methodology has been implemented by Valrhona in Côte d'Ivoire and Ghana, where the risk is considered the highest. The first two phases were completed in 2024. Remedial action will be taken as early as 2025.

## 3 OVERSEEING ONGOING RISK ANALYSIS

To identify the areas most at risk from child labor, Valrhona regularly updates its Human and Environmental Risk Analysis. This approach provides an up-to-date picture of child labor risks in the various sourcing zones and, where necessary, enables us to implement measures to combat it in any new zones identified as being at risk. Results are expected in the first half of 2025.

### Objectives for 2030

# 100%

of at-risk countries will be covered by a Child Labor Monitoring and Remediation System (CLMRS) that has been approved by a third-party

# 100%

of sourcing countries covered by a human rights mapping tool

<sup>1</sup><https://www.cocoainitiative.org/issues/child-labour-cocoa>

<sup>2</sup>CLMRS: Child Labor Monitoring and Remediation System



# Employees and communities

*We go further when we go together*

*It is with this belief in mind that Valrhona works with all its stakeholders, from producers to customers, partners and employees. An essential part of the company's foundations, employee engagement is rooted in a comprehensive approach that combines training, responsibility and corporate culture. By providing its teams with the means to get to grips with key issues, Valrhona reinforces their commitment to its values, which are about making sure good becomes better.*



**62%**

of managers, including sales staff,  
receive CSR training

**31.1%**

of employees have a CSR objective

**85%**

of suppliers have signed the responsible  
purchasing charter



**€333,057**

donated over the year



**959**

employees (on permanent contracts, fixed-term  
contracts, work-study contracts and internships)  
including 488 women and 471 men as of 12/31/2024

**52%**

of employees say that Valrhona is a good  
place to work

**15**

accidents resulting in time off work

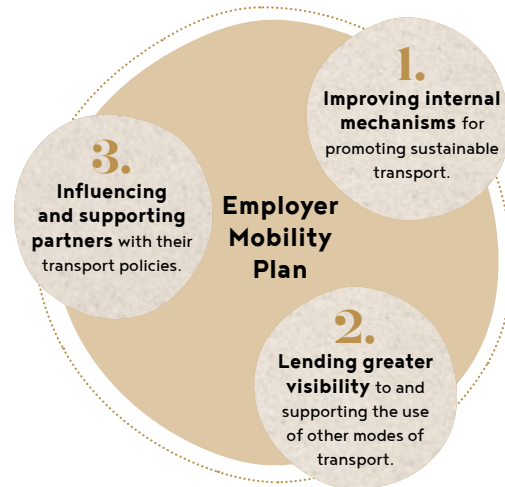


# Employee engagement: on the road to carbon-free commutes

This year has focused on developing environmentally friendly transport in all its forms.

## SETTING UP AN EMPLOYER MOBILITY PLAN

The Employer Mobility Plan, which was made compulsory for companies in France with over 50 employees by the LOM bill (Loi d'Orientation des Mobilités), is bringing about profound behavioral changes to make getting around more sustainable. It is structured around three focus areas:



Specific, sometimes fun, ready-to-use action sheets were sent to employees.

## MOBILITY WEEK

This year's event was an opportunity to present the Employer Mobility Plan to employees, with the emphasis placed on several actions:

- **Using commutes to raise money for charity:** The kilometers traveled by carbon-free transport were converted into a €6,000 donation to the Institut La Teppe medical center
- **Bike workshop:** Learning how to repair your bike for safer journeys
- **Car-sharing cafe:** Share a ride with colleagues
- **Arche Agglo services** explore positive travel options.



## BICYCLE FILM AND CONFERENCE

Around 50 employees attended the screening of the documentary "Les Roues de l'Avenir" ("The Wheels of the Future"), which looks at the contribution bicycles have made to society and their major role in the environmental transition. Afterwards, a discussion with the film-makers addressed the benefits of cycling, resistance to change and the need for appropriate support.





# Giving young people a voice

Valrhona is constantly on the lookout for managerial innovation, so it has drawn inspiration from the concept of a "shadow board" to give young employees a voice and enrich the Board's thinking on transformation issues.

Bringing a different, unexpected viewpoint from an outside perspective is the aim of the shadow board, which has been gathering speed throughout the year.

It has helped the Board to convey more pragmatic and informative messages to employees, and has co-developed transformation focus areas that will be implemented in 2025.



## SETTING UP THE SHADOW BOARD

### April 2024

Call for volunteers launched among employees aged under 30 with less than 5 years' service.

### May 2024

19 candidates invited to give a 3-minute pitch to the Board about what motivates them.

### June 2024

Creation of a shadow board with 10 employees - men and women - representing all the company's various statuses and professions. They are elected for a term of 18 months, and one-third are replaced at a time.

### Late 2024

Co-construction of the shadow board's mission alongside the Board

*We were amazed by the commitment of these young employees! They want to make their contribution, and we - the Board - have to be willing to let go and give them enough autonomy. The shadow board must be a hard-working space for inspiration which will open our eyes to different practices and ways of thinking. We're growing together and paving the way!*

**Hélène Radisson,**  
human resources manager



# Promoting diversity in the workplace

Having identified 46 staff members with RQTH status (Reconnaissance de la Qualité de Travailleur Handicapé) in 2024 - eight more than in 2023 - Valrhona is getting closer to the regulatory target and continuing the inclusion work initiated in 2019 with the setting up of the Disability Committee.

"Our efforts to raise awareness of disability have paid off, as the subject is no longer taboo within the company," says Emilie Bégot, one of the two nurses in the Health Department. The nurses sit on the Disability Committee alongside eight staff representatives (three more than last year). Topics covered included the benefits of the RQTH and job retention for people with disabilities and/or medical restrictions.

The highlight of 2024 was our participation on November 21 in Duo Day, a national initiative run by ALGEEI (L'Association Laïque de Gestion d'Etablissements d'Education et d'Insertion). The idea was that a person with a disability is hosted by a professional to learn about his or her job and share in his or her daily routine, in an ordinary environment.

At Tain l'Hermitage, 10 pairings were formed with volunteer employees from different professions. In Paris, the extraordinary team at the Le Reflet restaurant invited the chef brigade at L'École Valrhona to take part in their day. This reverse Duo Day shook up conventions and raised awareness.





# The Cité du Chocolat is awarded the Sustainable Entertainment label



As the only sustainability award-winning tourist site in the Rhône-Alpes region, the Valrhona Cité du Chocolat is one of the 15 French businesses most committed to sustainable development. In 2024, it was awarded the "sustainable entertainment, responsible emotion" label by the Syndicat National des Espaces de Loisirs, d'Attractions et Culturels (SNELAC).

With a score of 171 points out of 230, the Valrhona Cité du Chocolat obtained the label's "committed" level. Based on over 120 criteria split into 18 themes, the label rewards the social and environmental initiatives implemented by tourism businesses.

**In the future, Valrhona's Cité du Chocolat hopes to achieve the highest level of certification, "experienced".**



*We are committed to making the Valrhona Cité du Chocolat a place for awareness-raising and inspiration. We hope that our example will inspire others in the tourism industry to adopt more ethical practices.*

**Aurélie Roure,**

Valrhona Cité du Chocolat director

## HERE ARE A FEW ILLUSTRATIONS OF THE ACTIONS IMPLEMENTED AT TAIN L'HERMITAGE:

**AN IN-DEPTH ECO-DESIGN APPROACH** reduces plastic to recover glass, cans, plastic bottles, cardboard cups and cigarette butts. The boutique also sells iconic chocolates in bulk.

**STRONG LOCAL ROOTS:** The company prioritizes partnerships with local people, including the tradespeople who renovated the store. At Le Comptoir Porcelana, the Cité's restaurant, visitors can sample fresh, local produce, as 96% of food suppliers are based in Auvergne-Rhône-Alpes, and the menu changes with the seasons.

**A CORPORATE CULTURE ROOTED IN SUSTAINABILITY:** Employees benefit from specific training and environmental awareness programs. All managers take a two-hour e-learning course, called "Imp'act", about understanding climate change and how to take action. In January 2024, Cité employees attended a lecture by climatologist and glaciologist Daphné Buiron.

**AN ENVIRONMENTAL AND SOCIAL COMMITMENT:** To guarantee biodiversity's preservation, the Cité's gardens have been classified as an LPO (Ligue de Protection des Oiseaux - League for the Protection of Birds) refuge. The Tain site has also been awarded the "Accueil Vélo" and "Tourisme & Handicap" labels, making it accessible to all.





# Ethical gastronomy

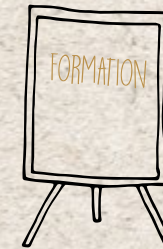
*Developing creative  
and ethical gastronomy*

**As a company committed to ethical gastronomy, Valrhona supports its professional and non-professional customers as they move towards more sustainable, ethical and healthy pastry-making.**

*This "Reasonable Indulgence" approach doesn't compromise on taste or sensory experience, and the lucky consumer doesn't realize that he or she is eating in a healthier, lower-calorie way. This is the challenge that Valrhona is taking up with new generations of pastry chefs, so that gastronomy remains a source of pleasure, but always meets its ethical responsibilities.*



Around  
**15,000**  
people have been  
trained by L'École  
Valrhona worldwide



**38%**  
of young people started  
a pastry training course  
at the end of the  
"Graines  
de Pâtissier" project

**OBJECTIVE ACHIEVED:  
40% in 2024**



**56%**  
of Essentials have been  
reworked using Reasonable  
Indulgence principles.



**114**  
young people have taken part  
in the "Graines de Pâtissier" project

**OBJECTIVE ACHIEVED:  
100 beneficiaries in 2024**

**11**  
regions across France participated  
in the "Graines de Pâtissier" program



# Supporting new generations: Sustainable pastry-making competition

After the first Sustainable Cooking competition in 2023, this year sees the first Sustainable Pastry-Making competition organized by the "Fondation pour la Cuisine Durable by Olivier Ginon", in partnership with Maison Pierre Hermé Paris and Valrhona. Three talents stood out for their creativity and commitment to sustainable pastry-making practices.

## The winners

1. **Baptiste Blanc**, La Clairière Chomelix [Craponne sur Arzon, Haute-Loire]
2. **Charles-Elie Leyzour**, Pâtisserie Leyzour [Mougins, Alpes-Maritimes]
3. **Elena Boulay**, Les Saveurs de Bourgarel [Vauvert, Gard]



While restaurant pastry chefs have already begun to think about this issue, the movement has been more gradual among store-based pastry chefs, for whom the first edition of this competition was intended. The idea was to promote, in addition to seasonality, environmentally friendly practices - waste management, origin and method of production of chosen ingredients, energy management, packaging and so on - and good interpersonal practices, including via the allocation of a commis chef drawn at random at the start of the event.

Following a shortlisting process, eight finalists aged between 21 and 35 were chosen from the 44 applicants who applied. On October 14 at the Vatel Académie Lyon, several panels made up of experts and exceptional professionals decided between the various contenders via kitchen tests, blind tasting and spoken presentations. The winner, Baptiste Blanc, explained that he follows the NESO principle (Nature, Energy, Social, Origin) as part of his work for his Nature et Progrès label. The objective was to analyze all aspects of production, from local sourcing of ingredients to respect for working conditions and customer satisfaction.



# Supporting new generations: Graines de Pâtissier

In 2024, a social impact assessment clarified the positioning of this program aimed at young people aged between 16 and 29 who are not in work or training, but who have expressed an interest in pastry-making.



**545**

young jobseekers have benefited from the program since 2017

**FIND OUT MORE**  
[grainesdepatisserie.com](https://grainesdepatisserie.com)

545 young people looking to get into work have benefited from the Graines de Pâtissier (GDP) program since its creation in 2017. At the end of a short four-month pastry-making training course, the aim is to support them towards a CAP qualification and apprenticeship - or, in other words, a return to employment.

This year, the Valrhona Foundation, wanted to go beyond the figures and measure the program's impact. "The aim of this evaluation was to understand and highlight the benefits of Graines de Pâtissier for young people and pastry chefs," explains project manager Camille Colomb. "Young people are attracted by the technical and practical aspects of the program, while remaining motivated by the future prospects open to them. Pastry chefs, for their part, are unfamiliar with the program and often regard trainees as a temporary workforce even though they are working towards an apprenticeship."

Following a qualitative survey of 25 participants (young people, chefs and operational partners), a new mission was assigned to the program: To

help young people who had lost touch with the world of work to get back on their feet, through encounters with pastry-making and pastry chefs. "Pastry chefs once again take their place as committed partners, while young people are the target group at the heart of the program. There is a more clearly expressed social purpose, as Graines de Pâtissier is a platform for engagement, not recruitment."

The next step will be to identify and implement a tool for collecting and quantitatively monitoring the program's social impact on young people.

## GDP RESULTS FOR 2024

**11** sessions

**114** young people supported

**58%** have gone on to further work or education (short-term, permanent, temporary work or training)

**50%** of young people find a job or enter catering training at the end of the course





# Reasonable Indulgence: Taking the next step

## Essentials for sponges: revised and reduced in fat

The Essentials are celebrating their 30th anniversary in 2025, and these 120 basic pastry recipes have become a real reference work in the professional world. They have now been revisited from a "Reasonable Indulgence" perspective.

This year, following on from the crèmeux and mousses chapters, the section on sponges has been revised.



# 41,000

copies of The Essentials  
distributed since 2018

As of 2023, 22 recipes for mousses and crèmeux have been entirely redesigned according to the principles of "Reasonable Indulgence". This is an opportunity to introduce six new chocolate products, and one dark chocolate concentrate perfectly suited to healthier pastry-making that is just as indulgent as ever.

Continuing in the same vein, in 2024 Valrhona tackled another all-important product - sponges used to make desserts - with **19 new recipes**.



*Each pastry chef/R&D collaboration starts by considering which of the sponge's ingredients are the most calorific. For example, they might replace the cream or milk with water. The chefs try out new techniques, while R&D provides a more expert eye on methodology.*

**Sarah Roux,**

loyalty and services group lead



The aim is to reduce the number of ingredients, without ever compromising on flavor. The recipes are then sent out to customers for testing, before being officially approved. It can take as long as several months to get the results perfect. To date, 56% of the Essentials recipes have been reviewed using a Reasonable Indulgence approach; for the remainder, there is currently no technical solution for improving nutritional quality.

"With the Essentials, Valrhona's main aim is to enable makers and pastry chefs to think differently and unlearn the old techniques, habits and reflexes that have been repeated and passed down for generations so that they can work in a more aware way and create their own conventions. These new guidelines enable us to push back the limits of creativity and eat more healthily, while preserving the gustatory experience and excellence of sweet cuisine, today and tomorrow!" Sarah Roux, loyalty and services group lead



# 1% for the Planet: a small gesture with a big impact

On January 1, 2024, Valrhona joined 1% for the Planet, a global collective of companies and environmental organizations committed to donating 1% of their annual sales, on all or part of their product range, to environmental protection organizations.



**€228,000**  
were donated to five 1% for the Planet  
non-profit organizations in 2024

In 2024, Valrhona's contribution was made through single origins ranges, the spring 2024 collection and Cuvées du Sourceur. This approach has enabled us to step up our support for environmental non-profits involved in sustainable cocoa farming, agroforestry, reforestation and improving producers' living conditions. A total of €228,000 was donated to five 1% for the Planet associations:

- **AGRONOMES ET VÉTÉRINAIRES SANS FRONTIÈRES:** Creole garden plot regeneration project in Haiti
- **TERRA ISARA:** agroforestry research program in Côte d'Ivoire
- **THE 1% FOR THE PLANET ENDOWMENT FUND**
- **BIOVALLÉE:** "Sous les arbres, rejoignons-nous" citizen tree-planting project in Drôme
- **B LAB EUROPE**

## WHAT WILL CHANGE IN 2025?

To take our commitment even further, all our chocolate ranges for consumers and Cuvées du Sourceur for professionals have become members of 1% for the Planet!



## 1% FOR THE PLANET IN FIGURES



Created in **2002**



+ **\$672M** donated worldwide



**110** countries represented worldwide



**4,872** member companies worldwide



**7,265** approved environmental non-profits





# Operating within planetary boundaries

*To respect the nine planetary boundaries, which represent "a safe operating space for humanity" and the goal of global carbon neutrality by 2050, Valrhona is gradually narrowing its greenhouse gas emissions. Whether they are directly generated by our business, linked to energy use or stem from growing and transporting cocoa (factors which make up 73% of Valrhona's emissions to date), we are experimenting with them all so we can make processes more sustainable. The objective is to combine resource conservation, social responsibility and economic performance.*



**-68%** Scope 1 & 2 greenhouse gas emissions since 2013

**2025 OBJECTIVE ACHIEVED (-60%)**



**70%** of our energy mix comes from renewables

**OBJECTIVE 2025: 79%**

**-34%** mains water consumption

**-64%** groundwater consumption

**-39%** total energy consumption since 2013

**2025 OBJECTIVE: -50% water and energy consumption compared with 2013**



**87%** recyclability rate for our packaging  
**2025 OBJECTIVE ACHIEVED (85%)**

**100%** of new products meet our eco-design criteria  
**2025 OBJECTIVE ACHIEVED (100%)**

**91.3%** of waste recovered  
**2025 OBJECTIVE: 100%**

**-18%** in waste generated overall since 2013  
**2025 OBJECTIVE: -50%**

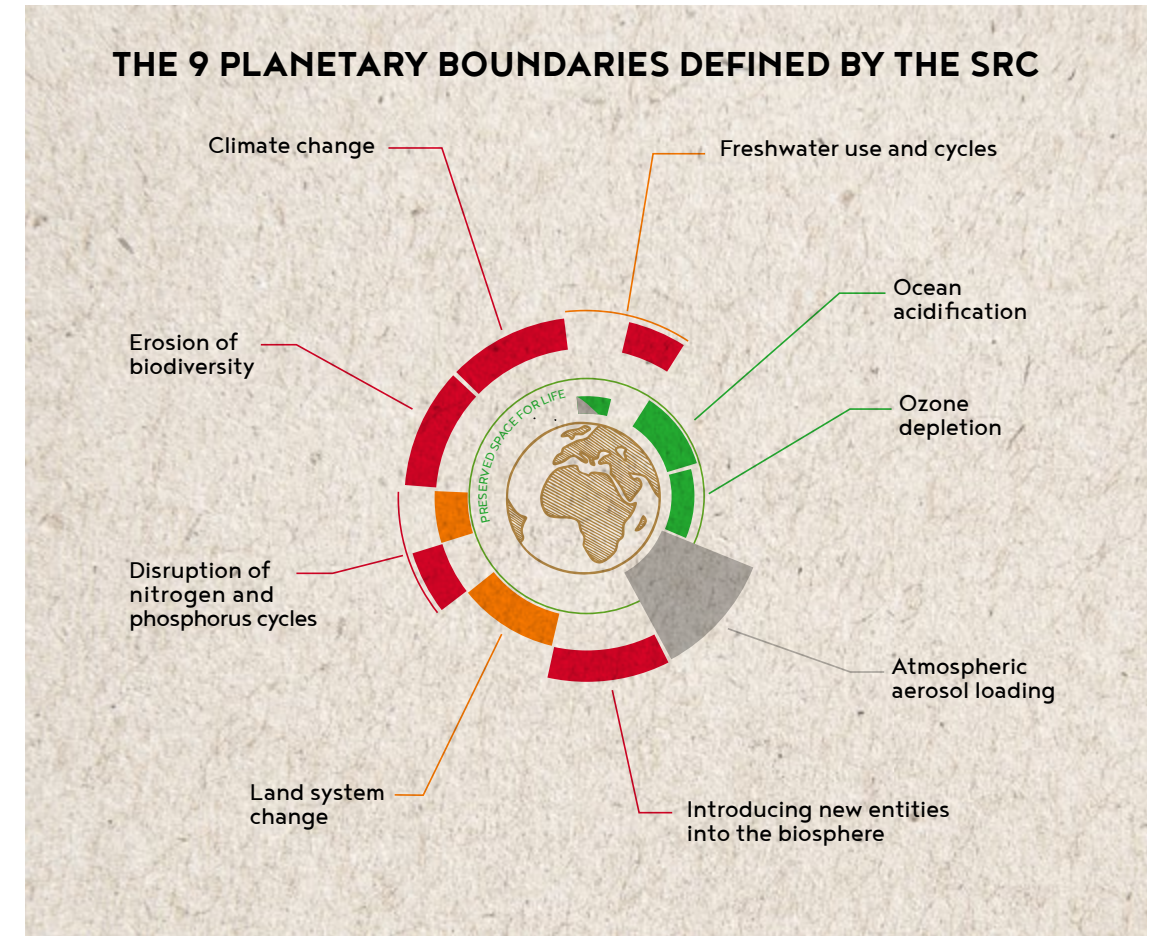


# The Valrhona climate plan gains momentum

Six of the nine planetary boundaries have been crossed! The alarm bells were rung in September 2023 by the researchers at the Stockholm Resilience Centre (SRC) who came up with the concept. These are nine thresholds beyond which the Earth's natural balances could be destabilized and living conditions become unfavorable to humanity.

**To limit the impact of its business on the planet, Valrhona first embarked on a policy of reducing greenhouse gas emissions as part of its Climate Plan.** With the support of a proven approach - developed by ADEME (the French agency for environmental transition) and CDP (Carbon Disclosure Project) - called "ACT step by step", Valrhona has begun to deploy its decarbonization strategy through a number of actions.

**The Climate Plan's objective is to reduce total emissions measured in equivalent CO<sub>2</sub> per tonne of products sold by 50% by 2030, and by 90% by 2050.** As we know that carbon is only one aspect of climate change, **Valrhona has opted for a more all-encompassing approach, including respect for planetary boundaries.** The entire value chain is involved.



VALRHONA'S CLIMATE PLAN IS BASED ON **FOUR FOCUS AREAS**

## Focus area 1

**INNOVATE** to move towards a model and offer aligned with the objective of limiting global warming to +1.5°C (Paris Agreement)

## Focus area 2

**PRODUCE** within planetary boundaries, based on low-carbon distribution.

## Focus area 3

**REDUCE** purchasing-related emissions.

## Focus area 4

**INVOLVE** employees



# LCA

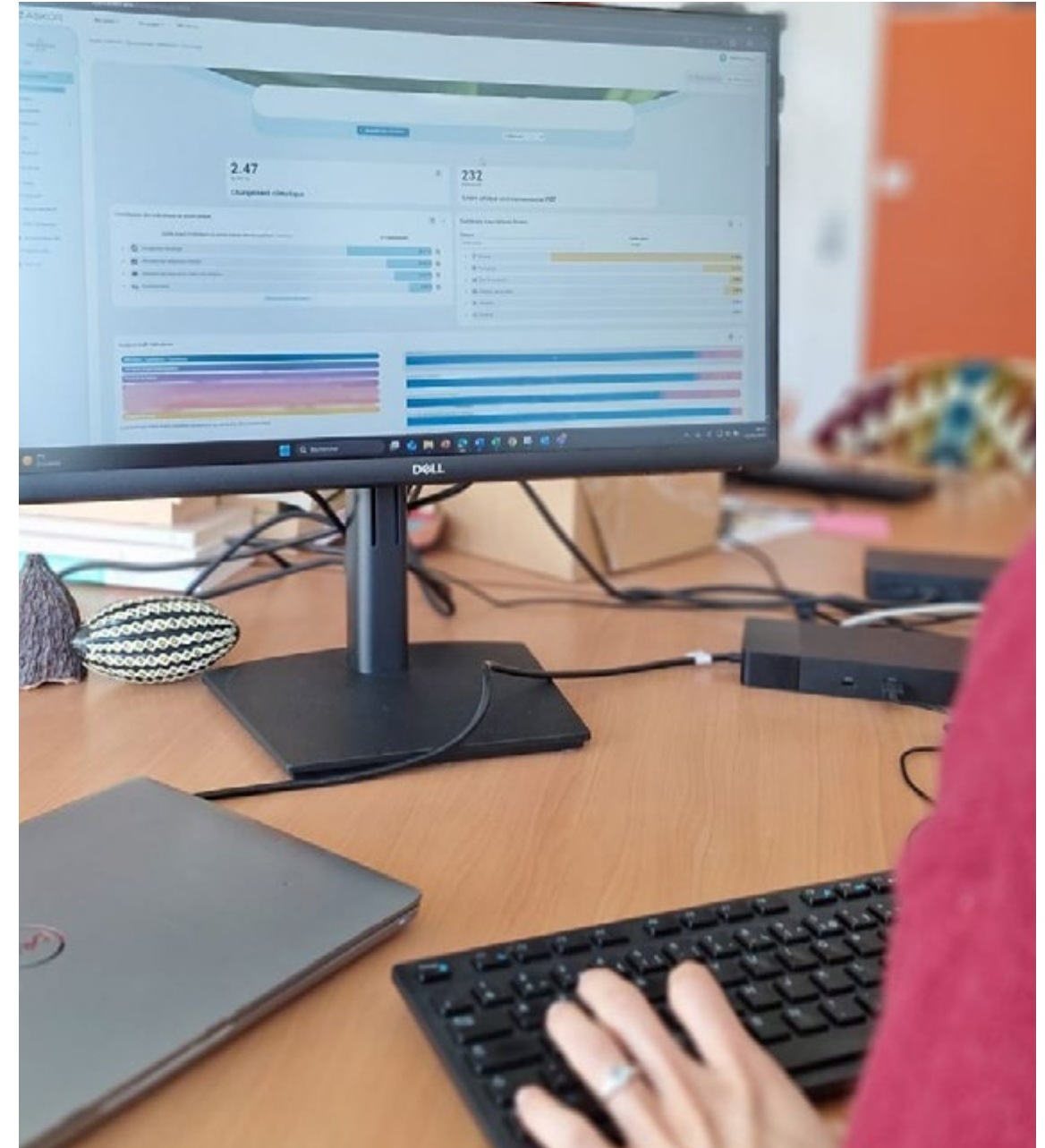
## put to the test

To reduce its products' carbon footprint in line with the commitment made as part of Valrhona's Climate Plan, a preliminary step was needed, as we had to embed a tool to assess products' environmental impact through Life Cycle Analysis (LCA).

A multi-disciplinary team worked on this pilot project in 2024, which looked at benchmarking and selecting service providers, training in life cycle analysis, raising awareness of eco-design, and setting up the tool. Deployment continues through 2025, with the modeling of some fifteen products.

### CARBON FOOTPRINT OR LIFE CYCLE ANALYSIS?

These two methods serve as a benchmark for assessing a company's environmental impact. While carbon footprinting focuses on greenhouse gas emissions, LCA assesses the impacts of a product, service or process throughout its life cycle. It takes into account 16 indicators relating to resource use, impacts on eco-systems - including the carbon footprint - and impacts on human health.





# More sustainable packaging

Valrhona continues to deploy its eco-design policy to minimize its packaging's impact and comply with current regulations.

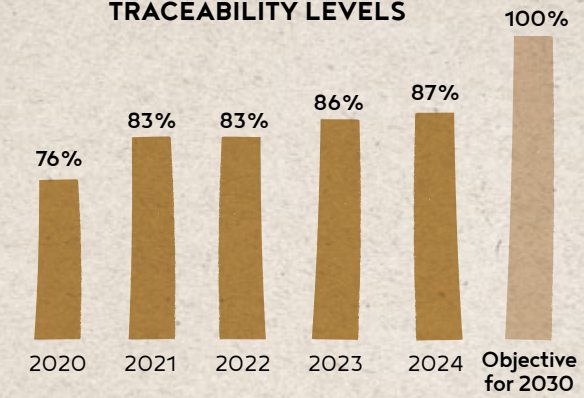


87%

Packaging recyclability rate in 2024  
(2025 objective: 85%)



## TRACEABILITY LEVELS



## TWO MAJOR INNOVATIONS SHAPED THE YEAR:

### July 2024

#### THE DEVELOPMENT OF A NEW VERSION OF THE PRALINÉ TUB

Until now, tubs have been colored using a pigment called carbon black, which absorbs infrared radiation from sorting center detectors.

As a result, tubs go undetected and unsorted for recycling. R&D work with suppliers has enabled us to identify a substitute pigment and overcome this problem.

### November 2024

#### NEW PACKAGING FOR CHOCOLATE SQUARES

Gone are the plastic trays inside our 1kg cardboard boxes. In their place is a new 100% cardboard, entirely recyclable packaging, which reduces packaging weight by 56%, saving 4.9 metric tonnes of plastic. This is the culmination of many years' work to meet all our customers' packaging, protection and handling requirements.



# Respecting planetary boundaries

2024 was the year of research and analyses to set the tone for the following years. The result is a real improvement in our independence, so we can understand where the impacts lie, better define the issues and carry out simulations based on tangible, measurable facts.

Avenues for progress have been identified so that we can implement innovative solutions. These initiatives' success depends not only on investment, which is a real challenge in the current economic climate, but also on operational control, so that everyone in the company is involved in the process.



## KEY FIGURES FOR 2024



**40,637m<sup>3</sup>**

of **water** consumed, i.e. -34% of the ratio (m<sup>3</sup> consumed per tonne of product manufactured) compared with 2013, the reference year



**-64%**  
groundwater  
used to cool  
equipment



**970** cumulative  
tons of **waste**  
+ 323 tons of  
chocolate-specific waste  
+ 815 tons of  
chocolate shells



**-39%**  
of the cumulative  
ratio for **Electricity**  
(20,642 MWh)  
+ **Gas** (8,798 MWh)



# Low-carbon distribution

Following on from its Fret 21 label, Valrhona is increasing its partnerships with carbon-free transport companies to find the most suitable solution, taking a test and learn approach.

## RETURNABLE PACKAGING BY VALRHONA

For the past four years, Valrhona has been testing a circular economy approach with its customers. Plastic containers are delivered, recovered, washed and reintroduced into production. To ensure the project's success, Valrhona is pooling deliveries and rolling out at a larger scale by the end of 2025.

In 2024, new tests were carried out with a view to automating the process. Returnable packaging will now be offered in 12kg formats, to further reduce its carbon footprint.



## GRAIN DE SAIL

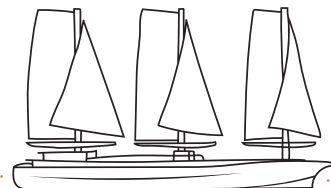
Thanks to a partnership with Grain de Sail, in 2024 two pallets left for the USA by cargo sailboat. Valrhona forecasts a six-fold increase in shipped volumes by 2025.

**This initiative is part of the FRET 21 commitment and enables a 95% reduction in CO2 emissions (for sailboats as compared with traditional container ships).**

***It won the Gold Medal in the "Co-Constructed Projects" category at the Nuit de la Supply Chain in December 2024!***

# 95%

reduction in CO2 emissions



## GOING WITH THE FLOW

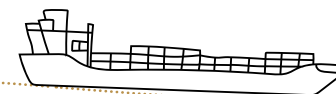
2024 saw the introduction of refrigerated river transport, known as Reefer. A test run in April between the ports of Fos-sur-Mer and Portes-lès-Valence proved a success, and regular shipments have been running since October. The pace is set to accelerate in 2025.

# 2

river containers per month  
since October 2024, i.e.

# 280kg

of CO2 savings for each trip



## RIDING THE LAST KILOMETER BY BIKE

This low-carbon transport solution is ideal for urban areas and uses electrically-assisted cargo bikes to cover the last kilometer of delivery for orders weighing less than 20kg. It has been set up in Paris via partner DeliverMe.City. The result? Less traffic, pollution and noise!

# 6,000

deliveries over 2024, i.e.

# 10 tons

of CO2 savings

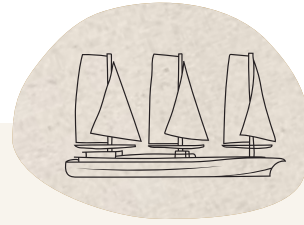




# Decarbonizing at source

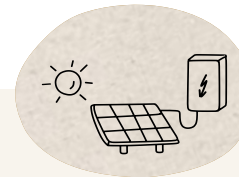
Because 73% of its global emissions are linked to cocoa cultivation\*, Valrhona works tirelessly to narrow down contributing factors. In each farm, the approach is tailored to growers' specific needs and is established in close collaboration with partners. Here are a selection of key early decarbonization initiatives.

\* Source: 2023 carbon assessment



By 2026, Valrhona cocoa and Norohy vanilla should be transiting from Madagascar to the port of Marseille in cargo sailing ships. With an investment of €300,000, **Valrhona has become a shareholder in Windcoop**, the first cooperative shipping company for sailing container ships.

**OBJECTIVE: A REDUCTION IN EMISSIONS OF 200 TCO2 EQ/YEAR**



In **Madagascar**, **investments in solar energy** (through a stake in a partner) have significantly reduced the plantation's CO2 emissions.

**RESULT: A 39% DROP IN EMISSIONS RELATED TO MADAGASCAR COCOA**



In November 2024, Valrhona ran a **project in Ghana** in collaboration with cocoa partner Fedco and the NGO Nitidae, **to limit the loss of tree cover in plantations via an incentive bonus for producers** located in at-risk areas.

**OBJECTIVE: A REDUCTION IN EMISSIONS OF 5 TO 10,000 TCO2 EQ/YEAR**



To meet its emissions reduction targets, Valrhona has launched **an annual cocoa decarbonization routine, prioritizing the bean origins with the greatest footprint**. At the same time, emission factors for the 17 cocoa bean origins used by Valrhona were refined in collaboration with the NGO Nitidae.

**OBJECTIVE: A 50% REDUCTION IN GHG EMISSIONS BY 2030**



# Valrhona Foundation

The Valrhona Foundation is a sponsorship organization set up to finance or carry out public interest projects.

In Venezuela, for example, the San José Foundation – an operational partner of the Valrhona Solidarity Fund – has led a project to improve access to healthcare.

So that we can ensure that the people who produce, transform and work with quality chocolate can make a living from and be proud of it, the Valrhona Solidarity Fund is committed to making these professions more attractive to the younger generations.

In 2024 in Venezuela, the "Familia Cacaoteras Saludable" ("Healthy Cocoa-Growing Family") project enabled several hundred families on the cocoa-producing Paria peninsula to benefit from medical consultations and awareness-raising about medical and social risks, via the San José Foundation.

## KEY PROJECT FIGURES

**740** families attended medical consultations in various disciplines (including gynecology, dermatology and pediatrics), making a total of 3,070 consultations and 3,000 treatments.

**17** training courses were given to 343 adults and children on the following topics: **personal hygiene and oral health; prevention of gender-based violence; health promotion** and disease prevention.

## THE BACKSTORY

The Valrhona Foundation was set up in 2006 following on from charitable projects led by several of the company's employees in the Drôme Valley. In 2019, the Foundation expanded, enabling all those who wished (including employees, customers, suppliers and food lovers) to support gastronomy and the cocoa industry and roll out initiatives internationally.





# Conclusion



**This impact report highlights the progress made by Valrhona to reduce its environmental footprint and get all stakeholders committed to chocolate production's future.**

At ground level, in agreement with cocoa industry communities and partners, Valrhona is implementing solid initiatives to combat deforestation and child labor. It works to develop farming practices that are more respectful of nature, and to guarantee cocoa producers a fair income.

The company also reaffirms the strength of collective working with its suppliers, its customers and its employees on a daily basis. In a world that is constantly challenged and called into question, this helps everyone to

find meaning in what they do and to believe in a model shared by all and for all.

Valrhona is committed to gastronomy that is as healthy as it is delicious, and supports new generations of pastry chefs in their quest to make increasingly ethical creations, in line with current concerns.

Last but not least, we ensure that our activities respect the planet's boundaries. From reducing carbon footprints at every stage of the value chain to better managing resources and minimizing waste, so many actions that illustrate Valrhona's determination to contribute to a more sustainable future for the cocoa and chocolate industry.

**There's still a long way to go, but all our teams are committed to ethical gastronomy that combines pleasure, ethics and respect for the environment. So that Valrhona can continue make sure that**

*good becomes better.*





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