2025 CSR BAROMETER
OF AGRI-FOOD COMPANIES

UNIGRAINS

SCOPE

64
agri-food companies

+107,000
Full-time equivalent employees

€42bn
in revenues

25% SMEs
56% Middle-market companies
19% Cooperatives

SUMMARY
OF THE 2025 BAROMETER (2024 DATA)

2025 results: partner company data

Trend relative to 2024 barometer results (2023 data)

↗ Progress ↘ Deterioration

CSR PILLARS

CSR pillar		
ENVIRONMENTAL TRANSITION	**58%** ↗ have carried out an overall Group carbon footprint assessment covering all three scopes over the last two years	**41%** ↗ have defined a comprehensive decarbonisation action plan
LOCAL ROOTS AND COLLABORATION with the agricultural ecosystem	**67%** ↗ have worked on the subject of sustainable procurement	**1,3%** ↘ net permanent job creation in 2024 vs. 2023[1]
SOCIAL RESPONSIBILITY	**52%** ↗ have implemented one or more supra-legal value sharing measures within the Group scope	**23** for companies > 1,000 FTEs; **32** for companies < 1,000 FTEs — average frequency rates weighted by FTEs[2] — ↗ Work safety & health
GOVERNANCE CSR MATURITY	**30%** ↗ have rolled out a group-wide CSR approach	**89%** ↗ have identified a CSR manager or contact person[3]

Notes : (1) Calculation based on 54 responding companies; (2) FTE: Full-Time Equivalent; (3) The CSR manager is a dedicated position, the CSR contact person already has another position within the company



KEY TAKEAWAYS

CSR momentum continues...

in the face of challenges relating to competitiveness, non-financial risk management, job attractiveness, and anticipation of regulatory deadlines.

Management support is essential...

for the speed of deployment and impact of a CSR approach (CSR Manager's place in governance, budget release, etc.).

Decarbonisation remains a priority...

and it is closely linked to cost reduction opportunities (energy, packaging, waste, etc.). Water management is also necessary in order to limit operational risks (production stoppage, health incident).

Actions to strengthen health and safety...

play a key role in CSR initiatives. However, management levels remain heterogeneous and improvements still need to be implemented, particularly in smaller companies.

Disparities in Europe...

on the whole, French partner companies appear to be more advanced on CSR issues than their Italian and Spanish counterparts.

Methodological frameworks can support...

the structuring and management of a robust CSR approach. A number of initiatives (certification, tools, analysis and monitoring grids) contribute to the sustainability and visibility of the strategy, both internally and externally.

WITH UNIGRAINS
AS PART OF A PROGRESS APPROACH

- Responsible investment policy (pre-investment analysis and CSR monitoring of partner companies)
- Exchange and sharing of information, best practices and contacts
- Implementation of non-financial performance criteria and trajectories
- Dedicated support adapted to the CSR maturity of each partner company and specific needs

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