

Probiotic Group's commitments to Corporate Social Responsibility (CSR)



Probiotic Group (www.probiotic-group.com) is committed to promoting social and environmental responsibility from its headquarters in the Grand Duchy of Luxembourg. Among the actions already undertaken, our objectives are ambitious but realistic. We will concretely highlight the CSR elements achieved and those planned in a near future.

As a reminder, the **company's values are social responsibility, the deliberately different, efficiency and sustainability.**

The culture of our company is based on the support of our employees in their:

- Well-being: promoting autonomy, equity M/F/X, cultural diversity ;
- Cohesion with the team: promotion of collective or individual training, afterworks and team-buildings ;
- Continuous performance evaluation : up to two scheduled annual interviews with team leaders;
- Valuing internal talent.

Probiotic Group offers working conditions favorable to the development of employees, the establishment of a quality working environment in a healthy climate. Our priority is the respect of the work/life balance.

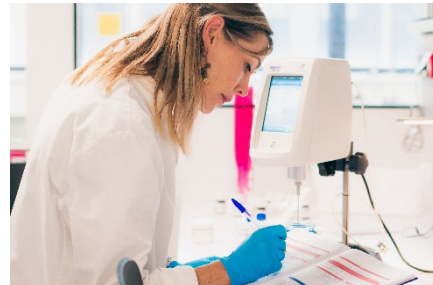
The environment is also our priority, we produce environmentally friendly products without chemical additives – this is our everyday mission. Other aspects are also considered.

- Energy consumption:
 - Pellet heating – independent of any gas source ;
 - Green electricity supplied by the supplier ENOVOS with financial participation compensating for zero carbon ([nova naturstrom](#)) ;
 - Low consumption LED lamps throughout the building.
- Supply and selection of raw materials:
 - Raw materials from the European continent promoting short supply chains ;
 - PCR (post-consumer recycled) bottles recycled and produced in Belgium, Germany or England;
 - The ecological impact is considered in the selection of raw materials and packaging.
- Waste management:
 - Reduction of losses and optimization of yield, production adjusted on demand or according to forecasts ;
 - Packaging and consumable waste is handled by SDK ([Companies and Institutions - SuperDreckskëscht \(sdk.lu\)](#)), a state body that certifies the company to ISO 14.024 – ISO 14.001 is planned in 2024 ;
 - Household waste, cardboard/paper, glass and plastics are managed by a specialized company collecting on a weekly basis ;
 - The waste from our research centers is processed by a company specialized in medical equipment and associated consumables.

- **Hardware Resource Management:**
 - Digitalization of processes promoting a paperless policy (accounting, quality, laboratory, sales) ;
 - Choice of an ecological web host that offsets carbon emissions at 100% ;
 - Purchase of second-hand technical equipment from other companies ;
 - Unused equipment is resold to encourage the circular economy.
- Support for voluntary actions: supply Provilan products for animal welfare in Luxembourg and the Netherlands.

We are established in a rural area in the north of the Grand Duchy of Luxembourg away from major motorways and congested industrial zones, we promote economic development in less developed areas without being disconnected from the economic fabric of the Grand Duchy of Luxembourg.

Source: [Corporate Social Responsibility \(CSR\) – Business – Guichet.lu - Administrative Guide - Luxembourg \(public.lu\)](#)



Added to this is the desire to minimize the use of plastic; our goal is to have a PCR level of 99% by the end of 2025 for all references and promote concentrated products to be diluted.

The period of the health crisis has made us realize that teleworking is a key element in increasing well-being at work and promoting the reduction of CO2 emissions by avoiding commuting. Where possible, we wish to actively support the approach with all stakeholders.



Martin Schoonbroodt
Co-founder & CCO