



Layla
PÂTISSERIE

Inspiring, Empowering, Gathering

LSP – the “Layla Sustainability Program”



Welcome To *Layla's world*



At Layla, we craft more than exceptional pastries we create connections.

We believe that true success grows in harmony with a healthy environment and a resilient economy.

Rooted in authenticity, we choose real local ingredients, celebrate our heritage, and empower our community.

Our mission is: ensure sustainable growth that meets today's needs while protecting and enriching both people and nature for tomorrow.

To bring this vision to life, we launched the **Layla Sustainability Program (LSP) in 2020**, led by a dedicated Senior Manager who coordinates all initiatives and tracks progress towards our sustainability goals.





OUR *Mission*

- Operate within a healthy environment and economy.
- Commit to sustainable development through responsible business strategies.
- Enrich human and natural resources while meeting stakeholder needs.
- Senior manager appointed to coordinate and monitor sustainability actions.

Our 4 Pillars *of Commitment*



Environment



*People
Empowerment*



*Ethics &
Integrity*



*Responsible
Purchasing*



ENVIRONMENTAL *Responsibility*

- **Cutting Waste** Elimination of plastic in our packaging.
- **Sourcing Smart:** Using regional raw materials and seasonal, sustainable ingredients.
- **Clean Energy:** Integrating solar power at our office to reduce our carbon footprint.
- **Resource Efficiency:** Saving water and energy through optimized processes.
- **Responsible Disposal:** Sorting waste carefully and working with accredited partners for safe recycling.
- **Measuring Impact:** Tracking the carbon footprint of our products from raw material to end-of-life.



PEOPLE *Empowerment*

- Job creation in Tunisia, especially for youth post-Revolution.
- Women hold leadership roles reflecting our commitment to empowerment, equality, and opportunity.
- Continuous training & safety compliance.
- Inclusion & fair recruitment practices.
- Partnerships with suppliers sharing our values.



ETHICS & INTEGRITY

Doing What's Right

- **Zero Tolerance for Corruption:** Clear policies and strict compliance in every operation.
- **Transparency:** Open, honest communication with all stakeholders.
- **Responsible Marketing:** Communicating authentically and aligning messages with our values.



RESPONSIBLE PURCHASING

Building a Supply Chain We Trust

- **Ethical Partnerships:** Work with suppliers who share our values on ethics, quality, and sustainability.
- **Local First:** Prioritize regional suppliers to support communities and reduce transport impact.
- **Sustainable Sourcing:** Select raw materials that respect both people and the planet.
- **Continuous Evaluation:** Regular audits and performance reviews to ensure ongoing quality and compliance.



OUR PLAN

for the Future

- **Cut Emissions:** Reduce CO₂ and boost renewable energy use.
- **Source Responsibly:** 100% verified sustainable raw materials.
- **Innovate Packaging:** 100% recyclable, reusable, or compostable.
- **Empower People:** More jobs, training, and leadership for women & youth.
- **Stay Transparent:** Annual progress reports and joint eco-initiatives.



Layla

PÂTISSERIE



Together, we can deliver exceptional products that delight customers, protect our planet, and empower communities.



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