

DDD
2018
Desserts of Development
& Economic Growth Durables

**DESTINATION
DESSERTS DURABLES**



20 | **SUSTAINABLE
DEVELOPMENT
14** | **REPORT**



EUROPÉENNE DES DESSERTS



EUROPEENNE DES DESSERTS' COMMITMENT

Late 2014, the group continued to grow, thanks to the integration of a 6th company in England: The Handmade Cake Company. Consumer mouths are watering already in France and all over Europe over their caramel shortcakes, carrot cakes and gluten-free cakes...

« TARGETING SUSTAINABLE DESSERTS » IS MORE THAN EVER OUR PLEDGE !

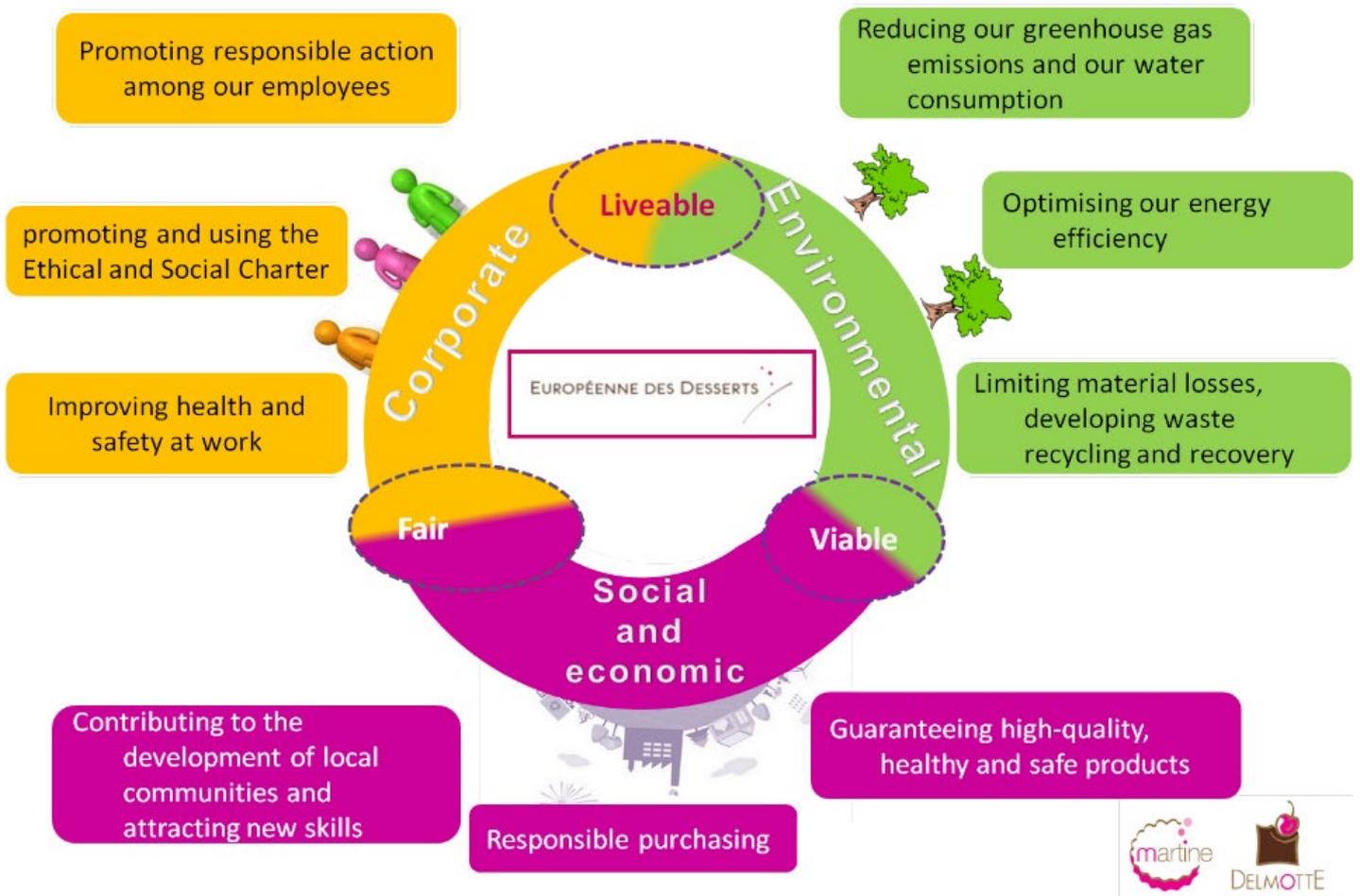
Since June, we have become a member of the Global compact. This commitment has reinforced our voluntary involvement in an international and combined effort that promotes universal principles: human rights, labour standards, the environment and the fight against corruption. We have also joined the French "Pacte Mondial" network, which has enabled us to exchange views on these topics with other players involved.

Finally and above all for 2014, the group has reaffirmed its intention to place the Corporate Social Responsibility approach at the heart of its business model. We have redefined our commitments and our priorities for the years to come and are now relaying our 9 social, environmental and company commitments. We share this approach with our staff, our clients and our stakeholders. Simply because our desserts will only taste good, if they remain sustainable.

Didier Boudy
Président

“ *The group has continued to grow, thanks to
the integration of a 6th company* ”

OUR 9 SUSTAINABLE DEVELOPMENT PRIORITIES







SUMMARY

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EUROPEENNE DES DESSERTS' GROUP PROFILE IN 2014

FIGURES

140 MILLION €
TURNOVER

1,000
MEMBERS OF STAFF

42 ans
AVERAGE AGE OF
WORKFORCE

14%
TURNOVER GENERATED BY
THE EXPORT MARKET

14%
CAPITAL HELD BY THE

EMPLOYEES

1,500
FINISHED GOODS
REFERENCES

11,000 hours
TRAINING

20,000€
ALLOCATED TO
DONATIONS AND
SPONSORING

EXEMPLARY IN TERMS OF GENDER EQUALITY AND DIVERSITY



CUSTOMER PORTFOLIO :

LARGE RETAIL OUTLETS, COMMERCIAL CATERING,
DISTRIBUTORS, INDUSTRIALS, EXPORT.



THE GROUP

The group offers the wildest range of cake products on the market and covers almost 80% of the traditional pastries in France : pastry cases made from puff, sweetened or shortcrust pastry, sponge sheets, custard tarts, pies, tarts, charlottes, desserts, choux pastry... amounting to 1,500 product references, essentially under retailer's brands (private labels).

Our star products include Delmotte Broons' feuillantine, Martine Valade's flan (custard tart), Martine 3 Abers' shortcrust and sweetened pastry cases, Delmotte Renaison's charlotte kits and Parisian choux buns and Speciality Desserts' cheesecake.

Our clients include prominent supermarket chains, key figures of the French catering sector as well as artisan bakers/confectioners. We have clearly identified the growth prospects on the international markets and export sales are expanding, currently representing 14% of the group's turnover. In 2014, Européenne des Desserts' consolidated turnover amounted to 140 million Euros

The group employs around 1,000 people and has six production sites, four in France and two in the United Kingdom. Européenne des Desserts' management, which is backed in its development by the Equistone investment fund, holds 14% of the group's capital.



WE HAVE SHARED OUR

ETHICS



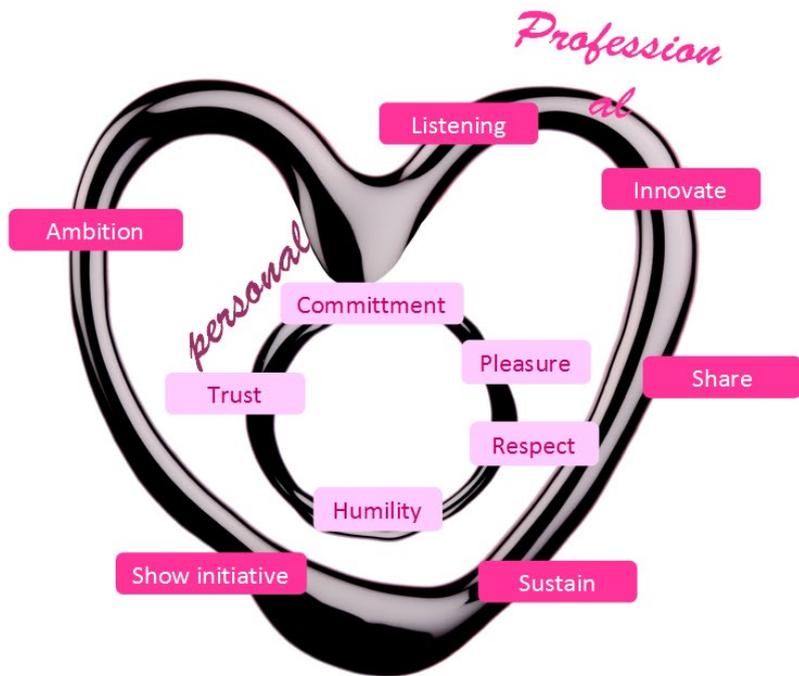
For the Européenne des Desserts Group, the way something is accomplished is just as important as the set goal itself. Our ethics represent a common base for all the group's employees. The spirit in which these principles are implemented also determines to what extent they are respected and regarded.

The group conveys 11 principles which are: Ambition, Listening, Innovate, Share, Sustain, Show initiative, Commitment, Pleasure, Respect, Humility and Trust. These ethics are posted up both in the factories' production zones and boardrooms. These ethics portray the corporate culture and how work should be carried out every day.

Every month since February 2014, we have been posting "the ethic of the month". Its meaning is transcribed by Européenne des Desserts members of staff, with supporting testimonials.

AT THE END OF THE YEAR

a thermal mug emphasizing these ethics was given to each member of staff



In 2014,

We sent our New Year's wishes and presented the group's ethics to our clients, suppliers, service providers... 1,500 personalised Unicef greeting cards, printed on recycled paper, were sent out.

“ *Respect also implies being responsive towards one's colleagues and associates* ”

Exemple of monthly communication

RESPECT

Treat everyone with dignity, by accepting and growing as a result of our differences.



Good manners are the foundations of respect. Respect also implies being responsive towards one's colleagues and associates. Respect means taking comments or criticisms on board. The smooth running and good relations within the company rely essentially on respect.

Bernard Grangeon,
Philippe Duverger,
Thierry Tesey
Delmotte Renaison Supply Service



Everyone must show respect and deserves it; we are all human beings with our weaknesses, strengths and distinctive characteristics. Our potential is rooted in these differences. On a daily basis within the EdD group, with our suppliers, our colleagues, our customers, this notion of "respect" is essential if we want to guarantee a serene working environment. It's difficult to prioritize principles but I do believe that mutual respect and keeping one's promises is fundamental every day.

Patricia Delage,
Group's Marketing Executive.



Every day, our mission is to provide clean and sterilised premises and equipment so that production and work can be carried out in the best possible conditions. In return, we expect the staff to show respect for our work, during the day and at night.»

Vincent Perrot
Christophe Le Roch
Cédric Dieudonné.
Delmotte Broons Cleaning
Department.



LISTENING

Understanding and taking into consideration people's desires and constraints, both inside and outside the company, while showing respect for what others have to say.

Listening is an essential moral value: listening implies showing an interest, understanding and accepting. In our profession, responding to the market is vital if we want to stay in line with our customer's requirements. But listening to one another is also invaluable: respecting, accepting and understanding one another is the key to living comfortably together.»
Listening, thought, action... what a great process !!!

Jérôme, Julie-Anne, Adeline, Denis, Cécile, Séverine, Erwan
Research & Development team

WE HAVE CONTINUED TO FOCUS OUR ATTENTION ON EMPLOYMENT AND TRAINING

EMPLOYMENT & TRAINING

The group employed 47 people in 2013/2014, including 7 executives.

The group's employees are our key resource. Their skills, dedication, flexibility and ability to move forward, combined with their imagination and creativity are what secure the group's achievements.

Vocational training is an essential tool when it comes to supporting the business strategy: thanks to Strategic Workforce Planning, the aim is to find the best possible balance between what skills are required and the human resources the company has on board. Training boosts both the creation of value and the company's economic development and at the same time, it acknowledges the importance of human capital via:

 Increased skills: over 3% of the aggregate payroll is invested in training and skill development in areas such as trade, safety and risk management.

 Command of the workplace environment: for example "greeting representatives" have been trained at the Martine Valade and Delmotte Broons sites to welcome temporary workers and new members of staff and advise them when they start working.

 Improving individual and group efficiency and achievements; both the supervisors and tutors have had guidance and receive training for management, operational knowledge transmission and how to conduct meetings. The company has invested in training schemes that are proposed by a coaching expert.

 Updating knowledge in relation to a social, economic and technological environment that's constantly on the move; the company offers training programs that boost flexibility and develop skills such as mastering computer tools, sustainable buying, and ever-changing social laws.

 Validation of acquired experience by a recognised diploma: the professional qualification certificate. On a voluntary basis between 2013 and 2014, 15 members of staff worked towards a professional qualification certificate as cleaners or production team leaders.



WE HAVE CARRIED ON

INNOVATING

The innovation and development team represents 20 members of staff in total for the whole group. Most of our products manufactured reflects customer demands and specifications. Having said that, the percentage of products referred to as “Push” products increases every year. These product recipes have been invented and created in our laboratories by our own staff.

The collections

With two collections every year around a set theme, we propose trendy products. The 2014 spring/summer collection reinvented basics and revisited tastes and shapes. For example, the well-known Paris-Brest became the « Paris-pralines » with a praline twist, the toffee apple became the “love dome”, the traditional round apricot tart became square...



Worshipping Gingham !

In 2014, Delmotte Renaison gave centre-stage to gingham, to set a trendy impression! Brown gingham for the warm flavoured desserts or a pink version for the fruit desserts. 10 new references are available for the round kits ready-to-fill Joconde biscuits and also decorated sheets.

This creative range was marketed for the Christmas festive season and for event products.

Memory lane !

Autumn always brings back childhood memories. Européenne des Desserts offered a range of six products, conceived around flavours of crisp pastry, caramel fragrances, the sweetness of pralines and the richness of chestnut cream.

“The pleasure of what
looks and tastes good”

“ A traditional and comforting touch ”

Buttercream Yule logs

This is a first for Européenne des Desserts. These Yule logs offer a gorgeous rich recipe with up to 35% buttercream, available in 5 flavours: chocolate, coffee, praline, Grand Marnier and vanilla.

The range comes in 4 sizes (portion-sized logs, logs and ready-to-decorate stems).

Over 31,000 buttercream Yule logs were devoured by the French but also American consumers!

These buttercream logs were put to the American market for the first time in 2014 with the referencing of a chocolate buttercream Yule log by one of our Food Service distributors.

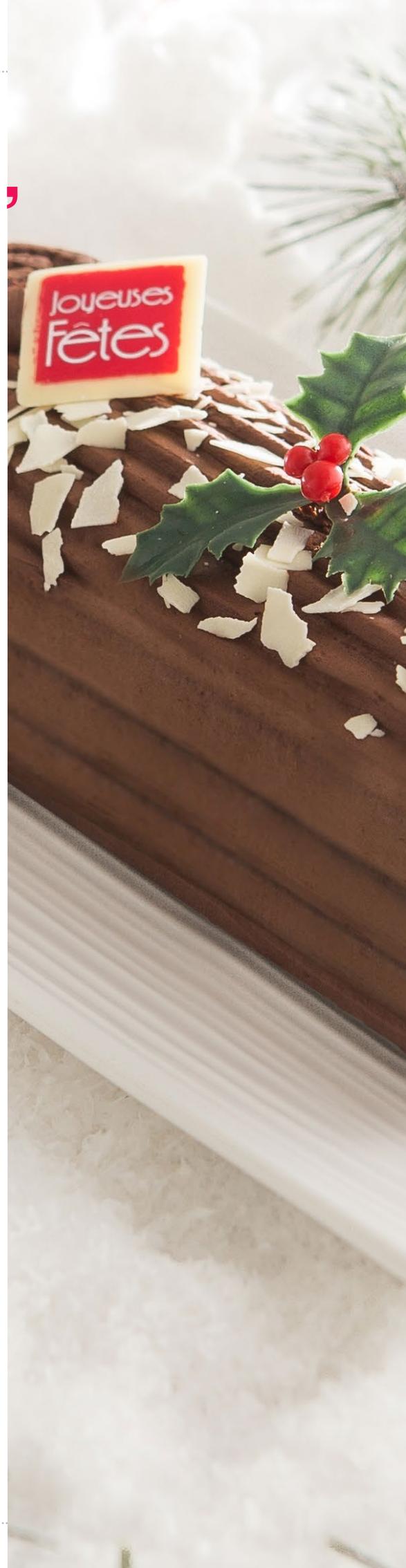
The buttercream log really appeals to the American market, thanks to its handmade look that adds the traditional and comforting touch of "comfort food" goods.



Events :

Valentine's Day, Easter, Mother's Day.

This year, the range grew in response to our clients' needs in terms of specific event goods on the cake shelves. These ranges are made up of goods produced on the Broons, Renaison and Valade sites, extending from ready-to-fill goods, to ready-to-sell finished goods.



OUTLOOK

2015

BRING THE FESTIVE SEASON'S PRODUCT RANGE AS CLOSE AS POSSIBLE TO CLIENT DEMAND.

INTRODUCE A KEY, BUT REVISITED, CAKE STANDARD TO OUR RANGE....SURPRISE, SURPRISE !



« RAYMOND BLANC » HAS EXPORTED HIMSELF

In the UK he has become a real celebrity on British TV in cookery or catering programmes: Raymond Blanc, the French owner and chef of the Manoir aux Quat 'Saisons (2 Michelin stars), has entrusted his Confectionary licence with Winterbotham with whom we have created two desserts at Broons and one clafoutis (ready-to bake) at Valade!

The 3 products were launched simultaneously at Waitrose and Sainsbury's in a total of 600 retail outlets and have been available since February 2014.

Our expertise now has a famous ambassador in the UK's freezer departments.

“ Our expertise now has
A famous ambassador ”

WE HAVE ATTENDED

TRADESHOWS

Equihotel :

Like every other year, Transgourmet, one of the leading French out-of-home catering distributor, invited its suppliers to present their goods at the Equi'hotel tradeshow.

The show took place in November 2014 at the Porte de Versailles in Paris. As one of Transgourmet's suppliers, we were able to take part and present the products we sell, such as the custard tart, pies, desserts, palmiers... "This tradeshow is an opportunity to fully understand the needs of chefs and traditional bakers, because they are directly our customer's client", testifies Philippe Petitbon who held the booth over the 3 days.

The sandwich « Snack and show » tradeshow

The Sandwich tradeshow took place in February at the Porte de Versailles in Paris and the entire Européenne des Desserts team was proud to present its desserts. We invited our customers to visit our 30m² booth under Martine and Delmotte's colours. For our second participation at this tradeshow, the accent was placed on QUALITY and INNOVATION!

The level of our expertise was there for all to see: from classic cakes to our new range of pies and catering strips; from the Speciality range to a whole palette of snacking products; from the iconic custard tart to the next 2014 Spring-Summer collection...

A special acknowledgment goes to the chouquettes and buttercream Yule logs that were both the strong points of this tradeshow.

Wabel....

There are various ways of getting new clients ' attention and tradeshow are clearly one of those; but there are other more targeted events, such as meetings with buyers from a set country, zone or even market segment. In March 2014, our Export Manager took part in the second frozen goods summit for private labels in Paris, organised by Wabel. Established international representatives from the major deciding buyers of frozen products in Europe (Carrefour, Tesco, Waitrose, ICA, Delhaize, Ahold, Bofrost, Iceland, Casino, Toupargel, METRO...) were all present at this meeting. An opportunity to meet face to face with the decision-makers of these huge groups in a "speed-meeting" format and to boast Européenne des Desserts' level of expertise in the frozen-products department.

Numerous openings, whether it be for the standard range or the festive/seasonal goods have been initiated as a result of this event and the format was so pertinent that we intend to renew the experience in 2015.



salade

Je compose ma salade comme il me plait!

martine

DELMOTTÉ

EUROPÉENNE DES DESSERTS



“ Proud to present our desserts ”

WE HAVE INCREASED OUR

EXPORT SALES

In 2014, the group's export sales represented 14% of the annual turnover. Européenne des Desserts is now established in England via Speciality Desserts and the Handmade Cake Company and is expanding its export department in view of doubling its international sales within the next 5 years.

7 PEOPLE
WORK FOR THE EXPORT
DEPARTMENT

... conquering America

On the eve of 2015, we are proud to be able to confirm our presence on the North American market. We chose the VIE (an International Internship Programme) to assist us. Our representative has now been based in Washington for the past 2 years and she travels all over America. The vast and complex nature of both the American market and culture call for proximity and flawless responsiveness. We need to establish solid long-term partnerships with distributors who can help us cover major towns, states or regions in the United States.

We target attractive, coastal markets, looking to approach comfortably-off American city dwellers for whom the quality of our goods is important and who are looking for unique pastries. Our partnership with Sweet Street Desserts in Pennsylvania is still a real achievement and we are extremely proud to count this American success story amongst our major American clients.

We benefit from a sustainable volume of business in the New York City area, thanks to 2 distributors, originating from France, that specialise in food delicacies, mainly in the hotel and restaurant industries. More recently, we launched a cake range with one of America's TOP 5 inland distributors: Haddon House in Pennsylvania. This new partnership is looking highly promising for both the standard and the seasonal ranges.

Not everything happens on the East coast alone though... Thanks to its consumer profile, to its touristic dimension and to its coastline reaching out towards Asia, California is a priority for us in terms of prospection. We are also established with the Canadian neighbour, via a distributor who has openings that we intend to exploit in 2015, with mass retailing brands. On these markets, our aim is to increase sales by building on the expertise of the group's various factories. The variety, quality and dynamic force of our private label ranges are huge assets. We shall also be able to press ahead thanks to the launch of our "Oh Oui!" Export range by bringing ready-made solutions to the mass-retailers who are interested.

We need to consolidate this presence by participating in several events: B2B meetings, prospection missions and particularly, participation at the Fancy Food show in New York that we have now attended 3 years running.

Over the next few months, Flexibility, Perseverance and Proximity will be the cornerstones for establishing a sustainable and ever more significant presence.

“ Conquering
America ”



WE HAVE FULLY ESTABLISHED OUR

SUSTAINABLE PURCHASING APPROACH

Given that purchases represent over 60% of our turnover, they are naturally at the very core of Européenne des Desserts' strategy. The global economy complicates and increases risks linked to decisions and commitments.

Européenne des Desserts believes in establishing a solid sustainable culture and commits long-term with the majority of its suppliers. 23% of our purchases are hedged over 12 months, against 8% in 2010. This real partnership approach makes us easier to read for our suppliers. For example, we have signed a 2 year butter contract with our new supplier Beuralia (Sodiaal group) that is partially indexed on the price of milk, paid to the farmers.

More than just building a long-term business relationship, it boosts our local anchorage with production sites that are established near to the consumption sites. For the lorries that transport the butter, it also enables us to wipe out 35 000 kilometres per year.

The group has published its Sustainable Purchasing Charter and is working on assessing its suppliers' Social Responsibility. All buyers have received "Sustainable Buying" training. Our commitments are available on our website

www.europeenne-des-desserts.com

ASSESSING OUR SUPPLIERS' CORPORATE SOCIAL RESPONSIBILITY

Having drawn up and sent off our Responsible Buying Charter to the majority of our suppliers, we now intend to question them and why not help them with their procedures relating to the environment, food safety, working conditions, human rights etc.

Since 2014, Européenne des Desserts has been involved in a pilot operation, A.R.A (Agribusiness Sustainable Buying), in collaboration with the Ademe and Coop de France; the idea is to put in place a sustainability assessment scheme for our suppliers and service providers. "Quality" assessment is an essential component for each reference and needs to be extended to all the aspects of corporate responsibility.

This project is lead by the Purchasing and Quality teams.



WE HAVE MEASURED OUR ENVIRONMENTAL FOOTPRINT

The group's four French companies have conducted their greenhouse gas balance reports

These Greenhouse gas balance reports were carried out according to scopes 1 and 2 which are the regulatory schemes, plus scope 3 which assesses both the upstream (for instance raw materials) and the downstream, (distribution for example); the reference year is 2013. Our aim was first to measure our emissions on a voluntary basis as we are not subject to a mandatory greenhouse gas assessments. These reports enable us to work in order to minimise our environmental footprint.



Climate change is a challenge shared by all, whether it is on a professional or personal level. In agribusiness and in our factories alike, virtually 90% of greenhouse gas emissions are due to the production of raw materials and especially raw materials of animal origin such as butter, cream, eggs... all of which are central ingredients in our cake products.

We therefore have to work in close collaboration with our suppliers to encourage them to find production methods that are more respectful of the environment.

Innovation and eco-design: the product must exemplify our commitments !

In order to have an overview of the greenhouse gas emissions and water consumption over the entire life-cycle of a product, Européenne des Desserts has also invested in and deployed a life-cycle analysis tool (LCA).

This tool enables us to measure the carbon and water impacts, as well as the effects on biodiversity for finished goods. Every stage is taken into account, from the raw materials' cultivation phase, to the consumers' dustbin.

The production sites are assisted in their investigations and related action plans, with help, for example, from the Chamber of Commerce and Industry of the Landes region, which has a dedicated eco-design pole. In 2015, we will be working on implementing concrete actions, as well as on our environmental communication strategy.

WE HAVE CHOSEN TO JOIN THE GLOBAL COMPACT INITIATIVE

UNIVERSAL PRINCIPLES

Since 2014, Européenne des Desserts has been part of the Global Compact, an international initiative launched in 2000 by the UN's Secretary General, the aim being to bring socially responsible companies together and promote universal principles in 4 major spheres: Human Rights, Working conditions, Environment, Combatting corruption.

The group has also become a member of the organisation that brings French contributors together.

CHECK OUT THE WEBSITE
WWW.PACTEMONDIAL.ORG



NOUS SOUTENONS
LE PACTE MONDIAL



WE HAVE UPHELD OUR

LOCAL INVOLVEMENT

Européenne des Desserts knows how to listen to its stakeholders and promotes local, national and associative involvement for each of its companies. Various forms of partnerships, sponsorships or involvement with associations give the group the opportunity to spontaneously get involved and back actions; this is an essential factor for the company's integration within the community.

These actions may be related to education, humanitarian projects, sport, family-life, culture, enhancement of artistic heritage, or protection of the natural environment.



Shaping partnerships is a way to open up to the outer world, of adding value to technical and human skills in the eyes of ones partners and of gaining a new contact network.

It represents a socially responsible action for the company and is also a means of promoting our ethics and culture.



martine





MARTINE VALADE

FIGURES

80 MILLION €
2014 SALES TURNOVER

460
MEMBERS OF STAFF

17
FREQUENCY RATE
Number of accidents with days off work / number
of hours worked x 1 000 000

47 %
WOMEN

41
AVERAGE AGE

13
PRODUCTION LINES

16 000 m²

28 000 Tons
GOODS PRODUCED / YEAR
(pastry cases, custard tarts, baked and unbaked
tarts)

500
REFERENCES

60
NEW PRODUCTS CREATED EVERY YEAR

7%
OF PRODUCTION SENT OUT FOR EXPORT

MARTINE VALADE

Martine Spécialités, a frozen pâtisserie company created in 1984, is based in Dordogne (France), not far from Brantôme. It offers a range of cooked or ready-to-cook frozen products which are either filled or ready-to-fill and made with puff, sweet or shortcrust pastry. Very much attached to pâtisserie traditions, the company made a name for itself in the pâtisserie world by finding the perfect balance between excellent craftsmanship and industrial consistency.

In 2010, thanks to an investment of 7 million Euros, a new baked tart production line was installed. Once again in 2013, the production site chose to invest 6 Million Euros in a frozen finished goods storage room.

The site has IFS (International Food Standard) and BRC (British Retail Consortium) certifications: standards that guarantee regulatory conformity when it comes to food safety and compliance with customer specifications.

Martine Spécialités' community anchorage is deep-rooted. The vast majority of its workforce comes from the area and the staff turnover is minimal. The goods themselves are well-known and well-liked locally. Goods are frequently donated, or sold at discounted rates to local associations. The company supports the "Restos du Coeur" (a French association that offers free meals to people in need), the Red Cross and at Christmas, it takes part in the "zero solitude" initiative in Périgueux.

The company is represented by a member of its executive committee at Périgueux's Taste Institute.

Social and environmental audit

As requested by our British customers, we carried out an audit on ethical trade. The aim of this audit was to assess suppliers' ethical buying and referencing practices, in order to confirm that the company's smooth running complies with human rights and the fight against corruption. 26 members of staff were questioned in complete impartiality, both separately and together.

The site's OHSAS 18001 certification was much appreciated, as was the fact that a defibrillator was installed on site and the relevant training given.



“ *The site's certification was very much appreciated* ”



Health and safety at work

The Valade production site was granted OHSAS 18001 certification in January 2011 (a health and safety management system in the workplace). The site renewed this certification early 2015.

For 3 years now, the site has been determined to keep the certification. Every year, a follow-up audit is carried out in January and every three years, a complete renewal audit takes place over 4 and a half days.

The notion of safety culture is deeply rooted at Martine Valade with a strong commitment of Management, Executives and the entire workforce.

Our aim is to improve our results and to always guarantee good and safe working conditions for our staff.

It is important to point out that, very few Bakery-Patisserie companies have the OHSAS 18001 certification. This is a real strength and a standard that we are proud to have achieved!

In 2014, the site invested around 200 000 € in Safety.



Ergonomics: Adapting the workstations

Professional life can cause illnesses such as Repetitive Strain Injuries, also known as RSI.

Because staff's health matters for Martine Valade and because it's important to keep them in the workplace, the company has created fall-back positions (adapted) to retain some members of staff who suffer from RSI in employment.

The goal is to avoid dismissals for medical inaptitude.

The method has proved successful and is now firmly in place: observation of work tools and practices on a daily basis, assessment of the advantages and disadvantages, defining the amendments that need to be made, designing new equipment, tests. Thanks to this, we were able to set up 7 new dosing hoppers for arranging the fruits (apples, mirabelle plums, raspberries...) that can each accommodate 4 machine-operators. This favours seated work stations and avoids arm movements above the shoulder level.

BEFORE



AFTER



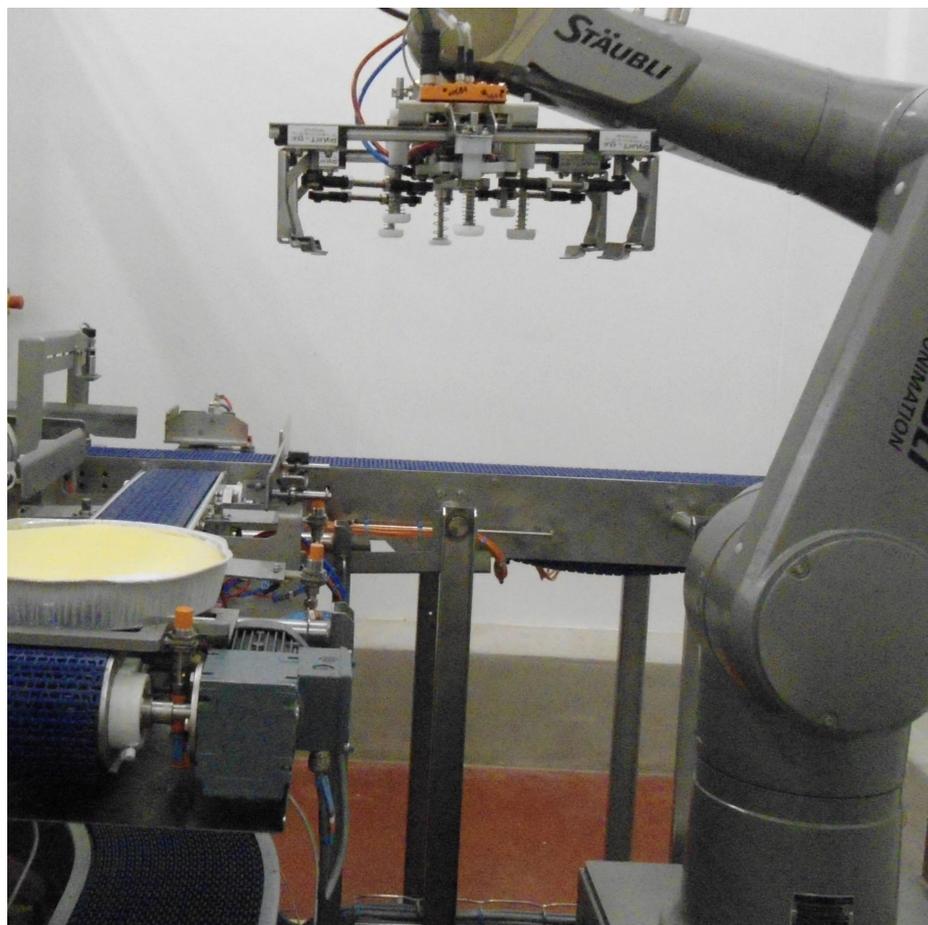


Packaging automation

After 2 years assessment, we activated an automated packaging equipment for custard tarts, in order to increase productivity, improve working conditions and optimise on transport.

For example, products are now placed differently in the boxes and the packages are now lighter, weighing less than 1.5kg. On one particular reference, we were able to optimise the storage and transport of entire pallets. We have decreased the number of pallets by almost 20%.

It is important to point out that this production line is used for the site's largest production volumes; yet this production line was also responsible for Repetitive Strain Injuries (RSI).



Introducing automation enable us to transfer a person to a fall-back station which is physically less arduous.

We promised to bring this project to a successful conclusion by simulating packaging amendments, by steering and coordinating actions linked to Methods, Maintenance, Sales Administration, Trade, Quality, R&D, Production and to our robot supplier.

The new Cold Store

Unveiled and put into operation in May 2013, following an investment of 6 million euros, the Martine Spécialités' cold store (CF4) in Valade, is now part of the furniture. This impressive latest generation 3700m² automated cold store can hold up to 6 000 pallet spaces and was a wise investment from every point of view. The cold store stands out by its modernity and automated facilities: mobile racks save space, a conveyor belt makes the machine operators' work easier and guarantees better working conditions.

How it works is split into three zones. A mass storage area for full pallets, a "picking" area for preparations and finally, a depot area that's used as a buffer zone before loading.

Around fifteen lorries leave the site every day, which represents approximately 300 pallets a day.

From an environmental point of view, we have managed to reduce the site's greenhouse gas emissions by 10%. In comparison with the former warehouse handler, this on-site installation has the advantage of lowering the number of lorries on the roads by 2 190 every year, which saves 175 200 km/year (60 tons CO₂ equivalent spared, just for internal logistics).

By centralising our workforce in one zone only, our organisation is more efficient. Around 20 members of staff work in shifts day and night to ensure that the clients' orders are prepared and dispatched. The 6 employees who worked at the former Thenon warehouse have moved back to the Valade site.

In 2013, the group brought another production site on board in the Loire. Delmotte in Renaison (former Délices du Palais) makes frozen goods including desserts and choux pastry. The 1,000 tons of goods produced there are now stored at Valade; this represents around 33 pallets that arrive daily.

With the Martine Valade and Delmotte Renaison goods combined, the maximum storage capacity of this building has now virtually reached its threshold...

This project is a huge success for Martine Valade because it fits our logistical, economic, ergonomic and environmental requirements.



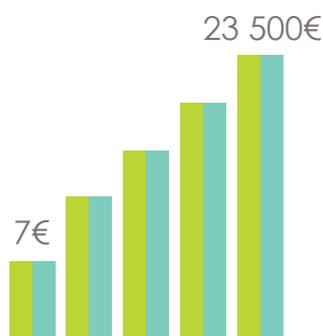


Reducing energy consumption

Latest news bulletin... the POPE act (French Programme establishing the goals for Energy Policy Guidance), reinforced by the "Grenelle Environnement" (a French conference bringing together the government, local authorities, trade unions, business and voluntary sectors to draw up a plan of action of concrete measures to tackle environmental issues) require energy sellers to save energy via their consumers. Thanks to our service providers, we can therefore obtain white certificates in exchange for industrial equipment compliance upgrades.

The process began at Valade early 2013 in the Maintenance department and involved:

- Purchasing replacement equipment such as speed controllers for conveyor belts
- Energy performance improvement measures for the cold units
- New projects such as completion of the new cool room's engine room or the purchasing a high efficiency electric transformer... etc



Valeurs de CEE

Since the beginning of 2013, we could be entitled to up to 41,000 €!

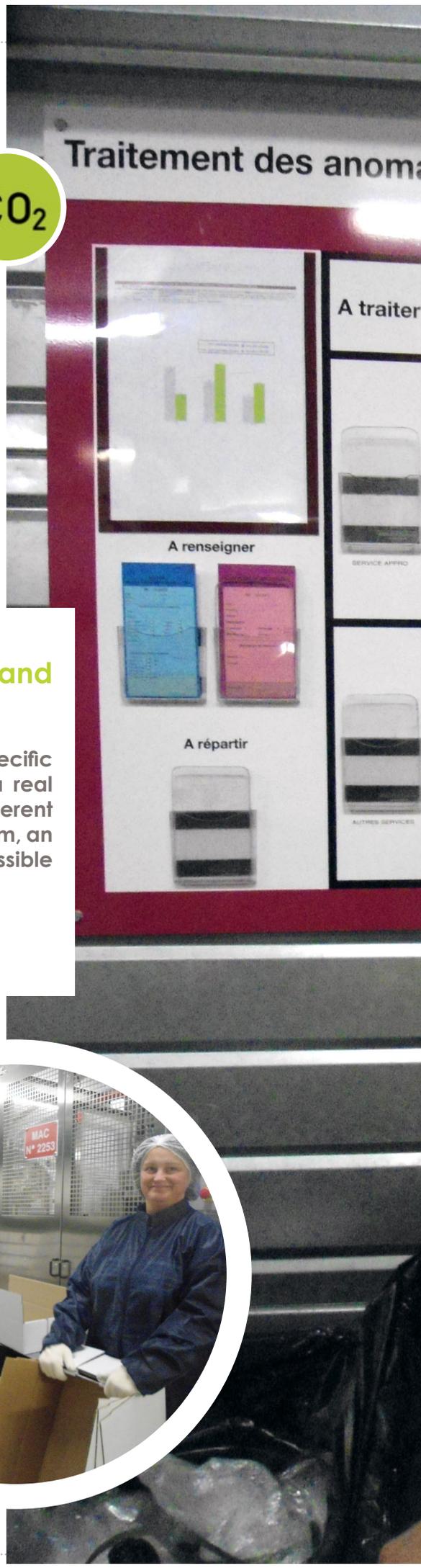
All the projects have been submitted. The white certificates amount from 7€ for small speed controllers to 23,500€ for an NH3 improved installation for example.

In 2014 at Valade, Aurélien Boyer who was an apprentice for 2 years in the Maintenance department was given the responsibility of reducing the site's energy consumption.

« First of all, the electric, gas and water networks, travelling all over the site's 16,000m² needed to be mapped out ; I certainly covered a few kilometres myself if you take into account the premises, the outside, the engine rooms, the loft space...! But I got there at the end. We then installed meters, 3 for the gas for example and we read them once a month.

Spreadsheets were created especially to log the figures. These meter-readings will provide us with accurate indicators and will enable us to define measures to optimise our consumptions ».

Late 2015, we will carry out the site's energy audit.



Greenhouse gas assessment

The purpose of assessing greenhouse gas emissions is to carry out an audit that gages these greenhouse gas emissions, in order to pinpoint and structure where these emissions can be reduced.

Having purchased its new cold storage room for finished frozen goods, the Martine Valade site updated this assessment against the 2013-2014 reference year.

In 2014, the site reduced its greenhouse gas emissions by 10%, by reducing the internal logistic flows which dropped from 101,000 tons CO2 equivalent to 91,000 tons CO2 equivalent in Scope 3.

The Quality - Safety -Productivity approach and autonomous maintenance

« For some of the finished goods' production lines with specific packaging, supply is quite a challenge and sometimes a real headache! With 30 production batches per day, 7 different packaging references and only 3 machines to assemble them, an adapted schedule and the least number of breakdowns possible are paramount factors. »

**Testifies Jérôme Dourdoigne,
Supply Department Manager.**

We have established visual means of communication and we have got the production and packaging teams to work together. Tools have been adapted to best adjust the production requirements to packaging availabilities which are defined by the supply department.

We also launched a troubleshooting mission and put in place adapted operational modes. For instance, in collaboration with the maintenance team and according to a set agenda, the machine-operators were trained to check some of the machines' checkpoints themselves and to take corrective actions when required: this is what we call the "autonomous maintenance scheme". For several months now, it has become obvious that the number of breakdowns has decreased. This additional expertise reduces dysfunctions, thanks to increased autonomy and responsiveness, and improves the teams' working conditions.





Food defense

Martine Valade has higher level IFS certification and in 2014, it has improved the site's safety. Around 70,000 € were invested to fully fence in the site. There is now a gate equipped with an access control code.

The current system, placed under the Managing director's responsibility, has arranged for there to be an internal audit every year, recapping malicious contamination. This audit is carried out in compliance with the IFS, BRC and Mac Donald's specifications and is outsourced to an authorised provider.

The site is guarded 80 hours/month and one person checks the condition of the fencing and verifies that the doors and windows are locked...

Visitors are now identifiable, dressed in blue overalls and printed jackets!

Local anchorage

Martine Spécialités has a well-established local anchorage in its community. Most of the workforce comes from the area and staff turnover is minimal. The pastries themselves are well-known and well-liked locally. They are frequently donated or sold at discounted rates to local associations. The company supports the "Restos du Coeur", the Red Cross and at Christmas, it takes part in the "zero solitude" initiative in Périgueux. The company also sponsors the "Boulazac Basket Dordogne" basketball team that plays in the pro B championship (2nd division of the French basketball championship). The company's employees can go to the matches free of charge

Supporting the children's local football team.

Handing out football shirts to the children of the Champagnac de Belair football team, most of whom are the children of Martine's employees' was a real success in January 2014. The children (and the parents!) were proud! "At last we have got nice brand new shirts, sponsored by mum or dad's work... We can't wait for the next football match".



Involvement at the "Institut du Goût"

As part of the support given to developing local initiatives, Martine Spécialités has been involved in the Périgordian Taste Institute, ever since it was established almost 10 years ago. The company is represented by a member of its executive committee who, as Vice Chairman of the association's Board of Directors, contributes to its growth. The "Institut du Goût" is an association made up of 12 members whose expertise in terms of product sensory analysis, marketing assessments and project development support, grants it local and national recognition.

INSTITUT DU GOÛT
du Périgord

Solidarity

Martine Spécialités supports the «Solidarité handicap au Magrehb – raid amazone » (Maghreb handicap solidarity – Amazon raid) by giving funding to the adventuresses.

"The Arbre vert Amazon Raid is much more than a mere sporting challenge: it's a real-life adventure above all. This exclusively feminine challenge is all about discovering, change of scenery and sharing and it takes the Amazon adventuresses to a new destination each year. Alongside the physical aspect of this non-motorised sporting adventure, this event promotes respect for others and for the environment", testify participants.

Ethics that the Européenne des Desserts Group shares!







DELMOTTE BROONS

FIGURES

25 MILLION €
2014 SALES TURNOVER

200
MEMBERS OF STAFF

47
FREQUENCY RATE
NUMBER OF ACCIDENTS
WITH DAYS OFF WORK /
NUMBER OF HOURS WORKED
X 1 000 000

56%
WOMEN

40 ANS
AVERAGE AGE

3
PRODUCTION LINES

8 200 m²
FLOOR SPACE

3 100 TONS
GOODS PRODUCED / YEAR

450
REFERENCES

100
NEW PRODUCTS CREATED
EVERY YEAR

10%
OF PRODUCTION SENT OUT
FOR EXPORT

Initially established in Paris in 1983, the company moved to Brittany, not far from Dinan in 1999 with the construction of a factory that could take on board the fast growing activity. In 2005, the factory extended the baking capacity of its biscuit, dessert and tart productions. The wastewater treatment plant was installed in 2006 and can treat the equivalent of a town of 30 000 people.

The site is specialised in the production of desserts, pies and gourmet coffee desserts. Delmotte has a high seasonal activity from September to December thanks to the production of sponge Yule logs and festive desserts.

The site has IFS (International Food Standard) and BRC (British Retail Consortium) certifications: standards that guarantee regulatory conformity when it comes to food safety and compliance with customer specifications. The company is firmly implanted in the community. The vast majority of its workforce comes from the area. The quality of Delmotte's goods is reputed.

The site has a factory retail shop that is open to the public every day. It attracts over 100 customers a week and offers numerous product references. One member of staff works there full-time.

The company supports local organisations, schools and also some festival as the Bobital festival and the Pleudihen-sur-Rance wheat festival.

The Professional Training Contract at Broons

Developing skills, supporting career development and deploying multi-tasks are major priorities for the Human Resources' department at the Delmotte Broons site.

This year, on a voluntary basis, 7 team leaders engaged themselves on a training scheme that awards graduates a certificate which is recognised throughout the agribusiness sector. This 150 hour training program enhances proximity management skills, industrial performance, product and processes and quality and safety. The whole purpose of this "Team Supervisor" vocational training is to be awarded a professional training certificate. The 6 months practical and theoretical training they received, enabled the participants to professionalise their work habits and therefore better apprehend the job's intricacies. Our team leaders were able to count on the involvement and support of their tutors and on the active participation of Franck Mentré, the Production Manager.

The final exam took place on the 25th & 26th September. The jury assessed each applicant both in terms of theory and practice. Thanks to their motivation and commitment, all 7 team leaders successfully passed their professional training qualification. A graduation ceremony was held on the 31st October 2014 in a relaxed and friendly atmosphere. Management was there to congratulate both the new graduates and all those who actively contributed to their achievement.

BEFORE



AFTER



Constant improvements for the workstations

The goal for 2014 was to provide the team supervisors with both the necessary means and procedures that would enable them to improve workstation Safety and Productivity performances, especially in the Completion workshop.

Thanks to concrete field exercises and applications, we have trained these people to resolve issues and to initiate a form of "active supervision". A problem resolution group including a maintenance technician and 2 machine operators, has enabled us to specifically investigate into the issue of the conveyor belt gaps on our 2 waterjet cutting machines. The work carried out by the entire team has enabled us to significantly reduce the frequency of this problem's occurrence, which has increased productivity and safety.

This is consolidated also by the daily posting and reporting of quality-safety-productivity indicators, as well as promoting multi-tasking and introducing skills charts.

The goal for 2015 is to pursue and reinforce these current actions, while duplicating this approach to other workshops, thanks to the help of the manufacturing executive and the team supervisors.

PUTTING THE SKILLS CHART AND THE WORKSHOP'S RECORD SHEET IN PLACE (83%)

Fiche d'identité de l'atelier:

EQUIPE VALERIE PERRIN						
Chef d'équipe						Valérie PERRIN 
Conductrice de ligne						Bénédicte DAVY 
Conducteur machine	Françoise VAULEON 	Nadège GUINARD 	Aurélië MORIN 	Gaëlle FONTORBE 	Emeric BOURGET 	Marie-Stéphanie DUMONT 
Opérateur	Eric MONNIER 	Jeremy NOEL 	Chantal LECHEVESTRIER 	Nathalie VIEL 		Nadine AMICE 

Welcoming temporary staff

To improve ourselves in the integration of temporary workers, reduce staff turnover and to lower our frequency rate, we have instituted a general welcome meeting every Monday that lasts one hour.

Personal safety being our number 1 priority, it is important that we pursue our efforts. It has to be said for example that our frequency rate for temporary staff was 126 at the end of August which is far too high! The main reasons for this are slipping and wide-ranging handling operations. Our goal over time is to match the temporary staff's frequency rate with that of our full-time employees, in other words to achieve a frequency rate that is under 50. And this is something we know we can achieve as regards the temporary staff's frequency rate 6 months ago was 86 and is now... ZERO at the 3Abers factory site. During our weekly meeting, we talk about safety and quality aspects, as well as about Human Resources notions (punctuality, regular attendance...). This programme is led by our quality and security teams. To see this project through, we were certainly able to count on the involvement of our quality teams directed by:



Gaëlle BIARD,
Environnement Safety Manager
Peggy JUILLET,
Human Resources Manager

These programmes have now been set up since July 2014 and we have witnessed a significant improvement regarding the integration of our temporary staff and a better understanding on their part of how the factory works. During various discussions, both the employment agencies and our occupational doctor have confirmed this progress.

Fire safety training

In 2014, we reassessed our emergency fire outbreak procedure. In the event of a fire, the aim is to take action as soon as possible, in view of protecting the staff, protecting the site's surrounding environment and handing over facilities in a state of security that have suffered the least possible damage. Everyone's role on site has been redefined: fire witness, fire warden, lead guide, tail guide, directing the emergency services, maintenance.

A lead guide, tail guide and fire warden have been chosen in each team and each department. The fire instructions have been realigned and communicated to the entire workforce. Fire drills have been conducted and have validated this new organisation. Finally, all members of staff have received training, teaching them how to handle fire extinguishers. Training for the fire wardens has been organised and will be rescheduled every year..



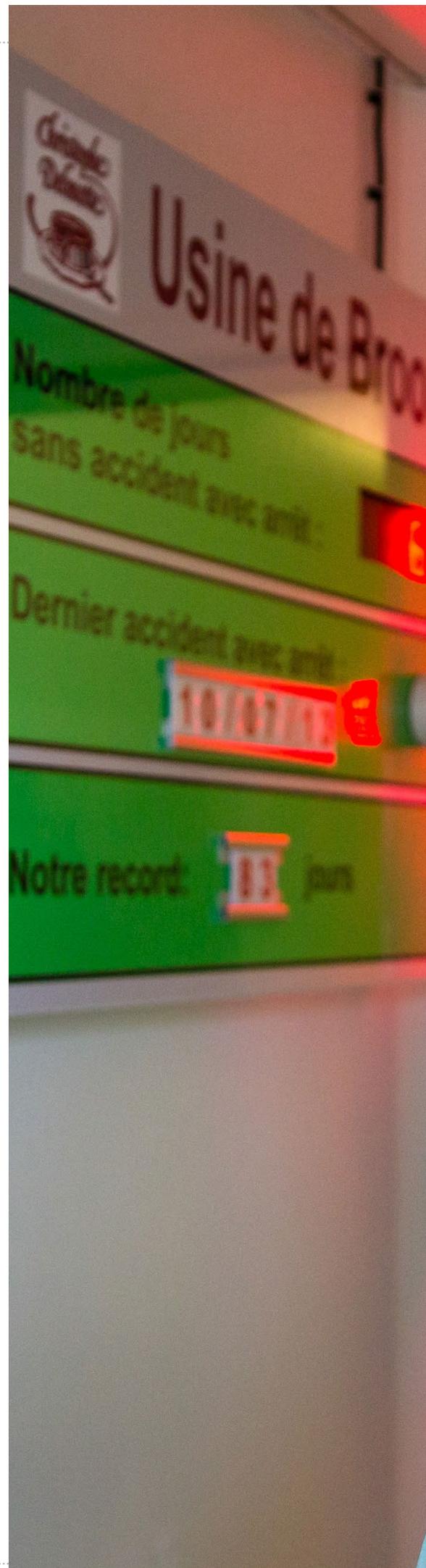
The 10 fundamental safety rules !

It's precisely because these are the fundamentals that they need to be known and abided by: "shutting doors, making sure that emergency exits are unencumbered, not running..."

Broon's Logistics team has adopted a safety approach built around 10 fundamental rules that were defined within the work group. "We need to change the way we behave every day and make sure we take these fundamentals on board, even when activity is booming; it really isn't difficult: we just need to be aware of them and be careful. We will be communicating more and more along these lines. We expect the other departments to comply with them too when they come to visit us at the logistics department!"

- KEEP YOUR WORKSPACE CLEAN AND TIDY
- TAKE CARE OF YOUR EQUIPMENT
- CLOSE DOORS
- KEEP EMERGENCY EXITS UNENCUMBERED
- DO NOT RUN
- COMPULSORY SAFETY SHOES FOR EVERYONE (INCLUDING DRIVERS, VISITORS ETC...)
- MANDATORY YELLOW SAFETY JACKET FOR ANYONE WHO'S NOT PART OF THE LOGISTICS DEPARTMENT
- ADAPT YOUR SPEED TO YOUR WORK ENVIRONMENT
- COMPULSORY DRIVING AUTHORISATION FOR STAND PALLET TRUCKS
- FOLLOW THESE FUNDAMENTALS YOURSELF AND ENSURE THAT OTHERS ABIDE BY THEM

« We carry out weekly audits, each time with a member of the logistics team, to make sure these 10 fundamental rules are properly in place. It's a good way to change how we all behave. ».
Gaelle Biard, Environment Safety Manager



Waste sorting

2014 was a transition year with the inauguration of a new waste sorting scheme. The annual volume of waste amounts to 1200 tons. The site goes about sorting and recycling waste in different ways. 84% of the waste is recycled.

Cardboard : Having installed a cardboard box compactor, we have divided by two the number of annual rotations for cardboard waste removal: if we carry on along these lines in 2015, we're considering cutting 10 rotations which will represent an economy of around 2000 € and a significant decrease in road transport.

Big Bags : 40kg per month of sugar big bags, made of woven raffia, are recycled and recovered.

Pallets : Wooden pallets are now sorted, stored and stacked to make their removal and handling more manageable.

Our service provider organises 4 waste-sorting training sessions a year for the manufacturing executives, supervisors, and cleaning staff..

Our actions aren't just ecological, they are also economical and they enable us to reduce our processing costs by over 5000 € a year.

RAPPEL de TRI
Compacteur Papiers, cartons et films plastiques

Mise à disposition de contenants nécessaires à la collecte des déchets sur site

Déchets générés

- Carton
- Papier
- Plastique

Bacs roulants à couvercle JAUNE

FILM PALETTE

Compacteur rouge Véolia

The infographic illustrates the waste sorting process. It starts with 'Déchets générés' (Generated waste) categorized into 'Carton' (Cardboard), 'Papier' (Paper), and 'Plastique' (Plastic). These are then collected in 'Bacs roulants à couvercle JAUNE' (Yellow-lidded rolling bins). The waste is then processed by a 'Compacteur rouge Véolia' (Red Véolia compactor). The final image shows a 'FILM PALETTE' (Pallet film) bin.



↓CO₂

Greenhouse gas assessment

The objective behind assessing greenhouse gas emissions is to carry out an audit that gauges these greenhouse gas emissions, in order to pinpoint and structure where these emissions can be reduced.

The Delmotte Broons site updated this balance sheet against the reference year 2013.

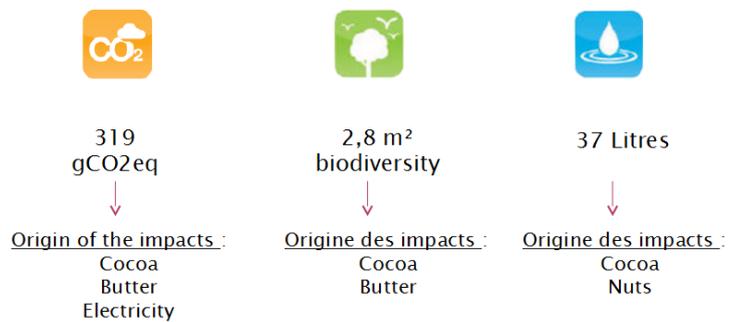
The scope 1 and 2 greenhouse gas emissions amount to 2,042 ton CO₂ equivalent.

2 042 TCO₂EQ

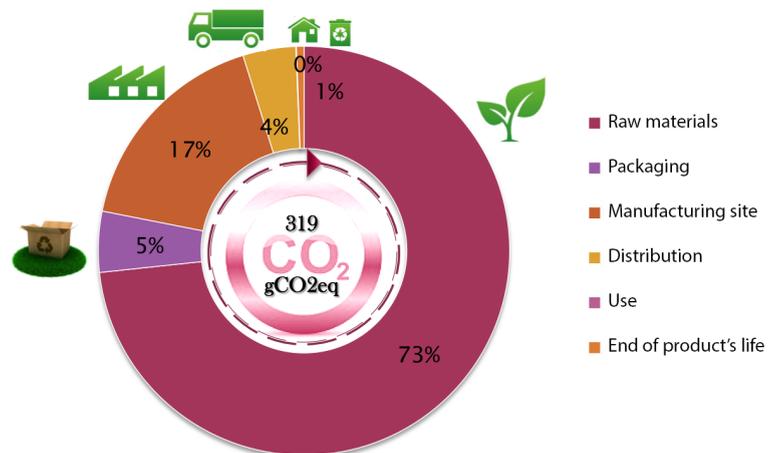
Analysing the feillantine's life cycle

Analysing life cycles is an efficient way to assess a product's environmental footprint. In agribusiness, we generally focus our attention on carbon, water and impacts on biodiversity. Delmotte Broons has measured these impacts for one of its star products: the chocolate feillantine.

100 g of feillantine :



How the greenhouse gas emissions are distributed : stages of the Feillantine's life cycle



This report illustrates how a huge percentage of the impacts in fact stems from raw materials. This is true for 90% of goods in the agribusiness sector. The second largest volume represents the production site, due especially to energy. The site's objective is to work on these concerns in 2015.

Optimising workflow

Broons' « High care » upgrade late 2014, was a fantastic opportunity to simplify and clarify the site's various zones and different workflows. From a business perspective, it represents a real door-opener for manufactured goods destined for the frozen and fresh departments in UK stores. Driven thanks to the determination of one of England's leading retailers who was looking to list a supplier that could offer a full range for both departments, the project that had been requested a year ago, was launched this year.

This upgrade should also open up possibilities with other English private label in the near future.

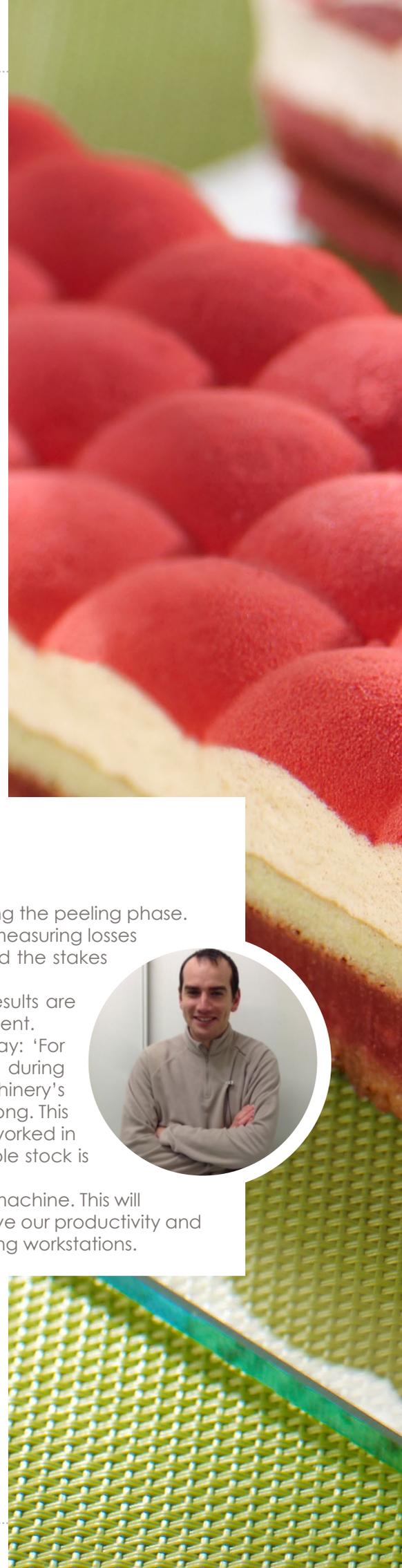


Using freshly picked apples and reducing waste

Our goal in 2014-2015 is to reduce fresh apple loss and limit wastage during the peeling phase. First of all, we started weighing waste. This has the double advantage of measuring losses and raising awareness about the amount of waste that is generated and the stakes that are involved.

Everyday, the machine's performance indicators are logged and the results are analysed by both the machine operators and the maintenance department. Here's what Alexandre Malherbe, Tart Manufacturing Manager, has to say: 'For a year now, we have been tracing the percentage of apple waste during the peeling phase. Working closely with Maintenance on the machinery's parameters, this enables us to take rapid action when something goes wrong. This also brought to light that extended storage time impacts the results. We worked in close collaboration with the Supply department to improve how our apple stock is managed.'

In 2015, we have planned to invest over 100k€ in a volumetric dispensing machine. This will help us to better control the weight of apples dosed out on tarts, to improve our productivity and also minimise severe working conditions for the team involved at the dosing workstations.





Optimising how work is structured

In 2014, we simplified production planning and scheduling procedures. Having developed a new program on our information system, needs are now computed automatically, based on sales forecasts. Aligning needs in terms of raw materials, packaging and staff requirements is now codified.

This input data is what keeps the factory's workload schedule afloat; this schedule is presented to the Works Council every month and the needs in terms of staff are defined for the next 3 months.

Working meetings have been set up between the Sales Administration, Supplies, Research and Development and the Production departments... in order to share information, establish a production agenda and adjust the number of employees. We will also be including product management for the festive season goods.

In 2015, tracking the days in inventory will be reinforced, with the aim of reducing it by 20% in 2015. The proportion of temporary workers will also be a key indicator, with the objective that it does not exceed 25%. Last of all, we are looking to maintain our service rate at 97%.

Purchasing charter

Early March, we had a meeting with our major suppliers from Brittany to present our Sustainable Buying charter. We were very pleased to have representatives from Brochet (flour), Tereos (sugar), Olano (transport), CRIT interim (Agency staff), Silliker (analysis), Garnifruit (fruits), Fuseau (raw materials supplier), Vergers de Chateaubourg (fruits), and Saica pack (packaging) gathered around the table. They were extremely interested in visiting the factory; they said: "you have got an impressive factory and quality products".



Sponsoring

Delmote Broons supports local events such as the Bobital music festival, Dinan's fête des remparts (battlement festival) or the wheat and traditional crafts fair in Pleudihen sur Rance. The company generally contributes by donating cake goods for the guests' to enjoy.





The factory shop

Intense coffee chocolate cubes, raspberry matchsticks, tiramisu, strawberry stars, opera cakes, mixed dessert-shooters...

"Demotte's frozen cakes excite consumer taste buds at Sunday lunches or at parties", points out Sihem Ben Salem, the Store Manager.

The factory shop is open to the public and offers advantageous rates on a wide range of substandard goods. From individual cakes to mammoth 30 slice desserts.

An opportunity to indulge!



MARTINE 3 ABERS

FIGURES

8 MILLION €
2014 SALES TURNOVER

52
MEMBERS OF STAFF

47
FREQUENCY RATE
NUMBER OF ACCIDENTS
WITH DAYS OFF WORK /
NUMBER OF HOURS WORKED
X 1 000 000

58%
WOMEN

42
AVERAGE AGE

6
PRODUCTION LINES

3 200 m²
FLOOR SPACE

2 400 T
GOODS PRODUCED/YEAR

200
REFERENCES

7%
OF PRODUCTION SENT OUT
FOR EXPORT

Founded in the 60s, the 3 Abers company is based near Brest (France). It is specialised in technically-demanding goods for professionals, such as sweetened, shortcrust and puff pastry cases as well as pizza doughs or quiches.

Its major clients are out of home caterers and wholesalers, as well as the Demotte Broons site. Demotte Broons does indeed use some of Martine 3 Abers' pastry cases for its tarts.

The company's turnover has increased by up to 10% thanks to its new clients and to the growing sales volumes. Over the last 2 years, the 3 Abers company has adopted a solid Health and Safety management approach at work. For instance, both a Health and Safety strategy and charter have been put down in writing and conveyed on a large scale to the workforce. Introducing employees to their workstations has been generalised. The frequency rate of temporary staff has fallen substantially in 2014.

The site has IFS (International Food Standard) and BRC (British Retail Consortium) certifications: standards that guarantee regulatory conformity when it comes to food safety and compliance with customer specifications. In 2013/2014, the company invested 400 000€ in a cooling system, in equipment repairs and in production tool maintenance.

What's more, the site got rid of its cooling tower in order to reduce water consumption by 20 to 25% by the end of 2014.

Martine Trois Abers mainly employs local people and staff turnover is minimal. The company works with the "Recycleurs Bretons" recycling firm for the disposal and recycling of its waste.



Sustainable buying and the quality approach walk hand in hand

As part of its sustainable buying incentive, Européenne des Desserts is striving to standardise the group's procedures and also simplify and make the exchanging of technical information with the suppliers, more reliable.

It's the 3 Abers site that initiated this approach by creating a unique and common framework for raw material specifications. This framework is used for raw materials and packaging used on several sites. Having 1 single document to fill in, instead of 4 (1 per site) is a huge advantage for our suppliers. Updates are carried out progressively.

Deploying multi-tasking

The Human Resources department at 3 Abers is currently focused on boosting skills and promoting multi-tasking.

In order to cover for staff who are off work and guarantee that production is efficient within the workshops, a multi-tasking grid has been put in place for the entire production department. This grid's number one goal is to help us support our employees and to increase their skills. As a result of this grid, tutors have been trained, in order to make it easier to discuss and share experiences. A training schedule has been established within the factory to simplify and monitor our teams' new skills. To see this project through successfully, we have been able to count on the commitment of Sylvain ROUDAUT, Production Manager, and Peggy JUILLET, the Human Resources Manager.



Food waste, a resource...

As part of its sustainable development policy and in accordance with the Grenelle II Environment bill, the Group is striving to limit raw materials wastage and to sort and recover waste.

The food waste from production can no longer be thrown away without being recycled. Our incentive is to work with an anaerobic digestion industry.

Instead of being incinerated, our organic waste will be broken down into biogas which is then used to produce electricity and heat. The tests carried out in 2014 are promising and have been approved by the service provider. We still need to juggle our organisation costs, as well as those linked to the storage and transport of organic matter.

As part of the overall project of sorting and recovering waste in 2015, we are looking to improve how we handle non-organic waste, like plastic. Compacting this sort of waste will enable us to reduce the number of refuse-truck rotations.

The money saved will enable us to finance anaerobic digestion for organic waste in 2016.



Greenhouse gas assessment

The objective behind assessing greenhouse gas emissions is to carry out an audit that ganges these greenhouse gas emissions, in order to pinpoint and structure where these emissions can be reduced.

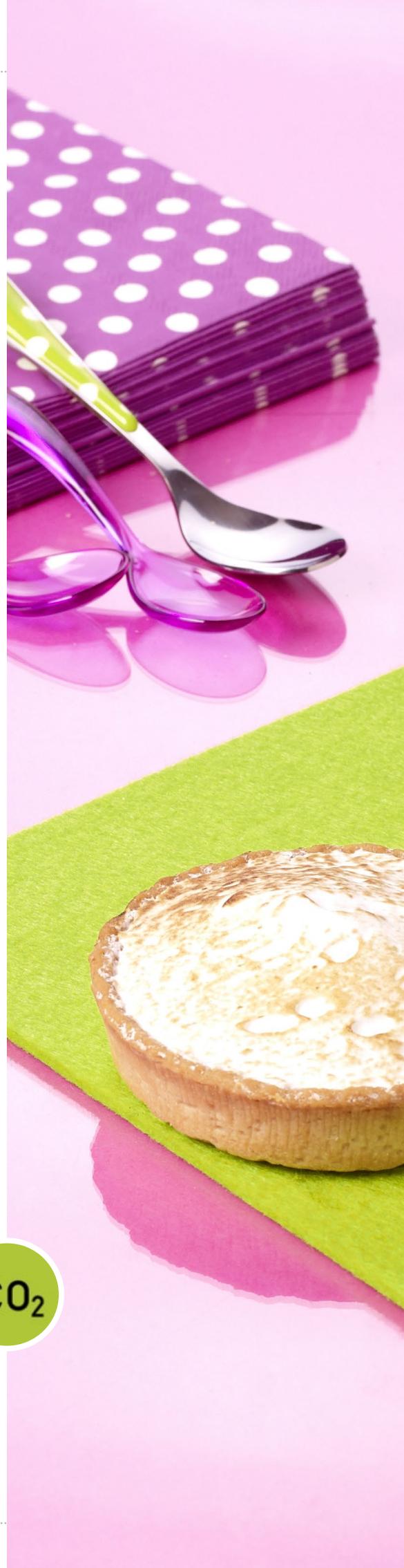
The Martine 3 Abers site has updated this assessment against the 2013-2014 reference year.

In 2013, the scope 1 and 2 greenhouse gas emissions amounted to 1 479 ton CO₂ equivalent, dropping to 590 ton CO₂ equivalent after the installations were brought up to standard and the R-22 was disposed of.



It needs to be pointed out that in 2014, Martine 3 Abers undertook a huge renovation project to bring its installations up to standard by disposing of the site's R-22 refrigerant fluid.

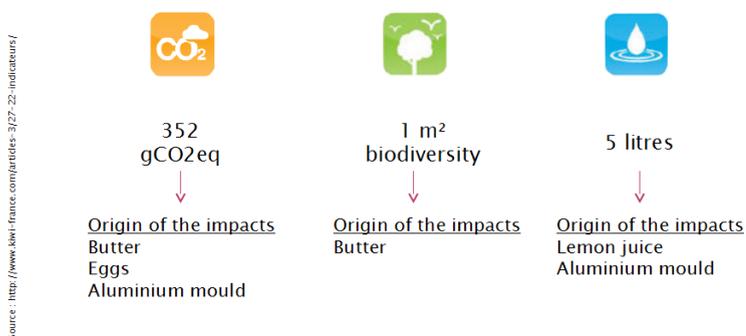
In compliance with regulations 420 000 € were invested in this renovation.



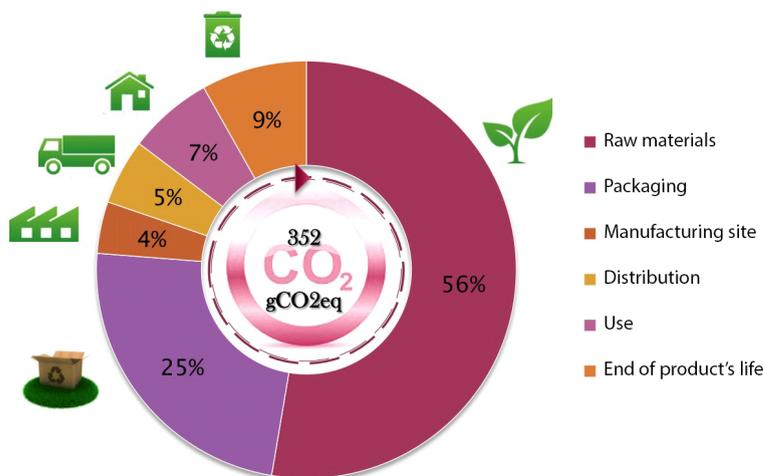
Analysis of products' life cycle

Analysing life cycles is an efficient way to assess a product's environmental footprint. In agribusiness, we generally focus our attention on carbon, water and impacts on biodiversity. Martine 3 Abers has measured these impacts for two of its star products: the shortcrust pastry-case and the lemon meringue tart.

100 g of lemon meringue tart



How the greenhouse gas emissions are distributed : stages of the Lemon Meringue tart's life cycle



This report illustrates how a huge percentage of the impacts in fact stem from the raw materials and from the packaging. Raw materials of animal origin like butter or eggs impact the environment significantly, as do inner and outer packaging, with the aluminium moulds.

We now need to work with our raw material suppliers to understand and solve how to reduce these impacts. In 2008, the ADEME published a life-cycle assessment for the egg agricultural sector for example and focused especially on farming methods. For this type of production, the main impacts generally stem from how the food is produced and from the use of organic or chemical fertilisers. How things are produced is also a key factor.

 	<h2>Fiche évènement sécurité</h2>	Réf : / Indice de révision : 1 Date de mise à jour : 24/07/14
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accident du travail ou bénin (quand une personne s'est blessée)
 presqu'accident

PERSONNE PRINCIPALE CONCERNEE	
NOM Prénom : _____	<input type="checkbox"/> CDI <input type="checkbox"/> CDD <input type="checkbox"/> Intérimaire <input type="checkbox"/> Autre : _____
Ancienneté dans le poste : _____	<input type="checkbox"/> < 1 semaine <input type="checkbox"/> < 1 mois <input type="checkbox"/> < 3 mois <input type="checkbox"/> < 1 an <input type="checkbox"/> 1 an et +
Lieu de travail : _____	<input type="checkbox"/> Habituel <input type="checkbox"/> Occasionnel
Emploi : _____	Service : _____ Responsable : _____
Horaires de travail le jour de l'évènement : _____	

EVENEMENT	
Date : _____	Heure : _____ Zone / Atelier : _____
Lieu exact : _____	

REMPILIR L'ENCADRE UNIQUEMENT SI LA PERSONNE S'EST BLESSEE :

Témoin(s) : <input type="checkbox"/> oui, précisez (Nom Prénom) _____
<input type="checkbox"/> si non, 1 ^{ère} personne avisée (Nom Prénom) : _____
Secouriste : <input type="checkbox"/> non <input type="checkbox"/> oui, précisez (Nom Prénom) _____
Nature des lésions (plaie, brûlure, douleur, ...) : _____
Siège des lésions : <input type="checkbox"/> Tête <input type="checkbox"/> Yeux <input type="checkbox"/> Cou <input type="checkbox"/> Epaules <input type="checkbox"/> Bras
<input type="checkbox"/> Coude <input type="checkbox"/> Avant-bras <input type="checkbox"/> Poignets <input type="checkbox"/> Mains <input type="checkbox"/> Dos
<input type="checkbox"/> Cuisses <input type="checkbox"/> Genoux <input type="checkbox"/> Jambes <input type="checkbox"/> Cheville <input type="checkbox"/> Pieds
<input type="checkbox"/> Siège interne <input type="checkbox"/> Autres : _____
Préciser : <input type="checkbox"/> Droit <input type="checkbox"/> Gauche

Circonstances détaillées de l'évènement : _____

Objet dont le contact a blessé (ou aurait pu blesser) la personne : _____

PLAN D'ACTION (Ne pas indiquer les soins donnés par le secouriste)

 	<h2>Fiche évènement sécurité</h2>	Réf : / Indice de révision : 1 Date de mise à jour : 24/07/14
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Action(s) immédiate(s) mise en place pour éviter la situation dangereuse : _____

Proposition(s) d'amélioration(s) : _____

Personne qui remplit la fiche Nom Prénom : _____ Date : _____ Signature : _____	Responsable hiérarchique Nom Prénom : _____ Date : _____ Signature : _____	Service Sécurité Environnement Nom Prénom : _____ Date : _____ Signature : _____
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☞ Conclusion (service sécurité) : une analyse avec la méthode de l'arbre des causes est-elle nécessaire ? non oui

Acting BEFORE the accident happens

Since June 2014 at 3 Abers, just like at Broons, we have been taking an inventory of "safety issues". A safety issue is either a work-related accident with or without days off work, or a minor work-related injury (registered in the book) or a near-miss accident. A near-miss accident is an accidental situation that did not cause an injury: for instance a pallet that is dropped during handling without anyone being hurt. A "safety issue form" has been created and has to be filled-in for every work-related accident, near-miss accident or treatment.

The aim is to relay information regarding near-miss work-related accidents up to a higher level, in order to act on them before an accident happens.

Removing the risk of Legionella !

Since October 2014, the Martine 3 Abers site no longer has a cooling tower. This has enabled us to eliminate the risk of Legionella. The cooling system for the installations now uses ammonia which doesn't pollute the environment. What's more, these renovations have enabled us to reduce our water consumption by 40%. These actions will have a positive effect on our Greenhouse gas assessment that will be renewed in 2015.



DELMOTTE RENAISON

FIGURES

12 MILLIONS €
2014 SALES TURNOVER

90
MEMBERS OF STAFF

57
FRÉQUENCY RATE
NUMBER OF ACCIDENTS WITH
DAYS OFF WORK / NUMBER
OF HOURS WORKED X 1
000 000

64%
WOMEN

45 ANS
AVERAGE AGE

7
PRODUCTION LINES

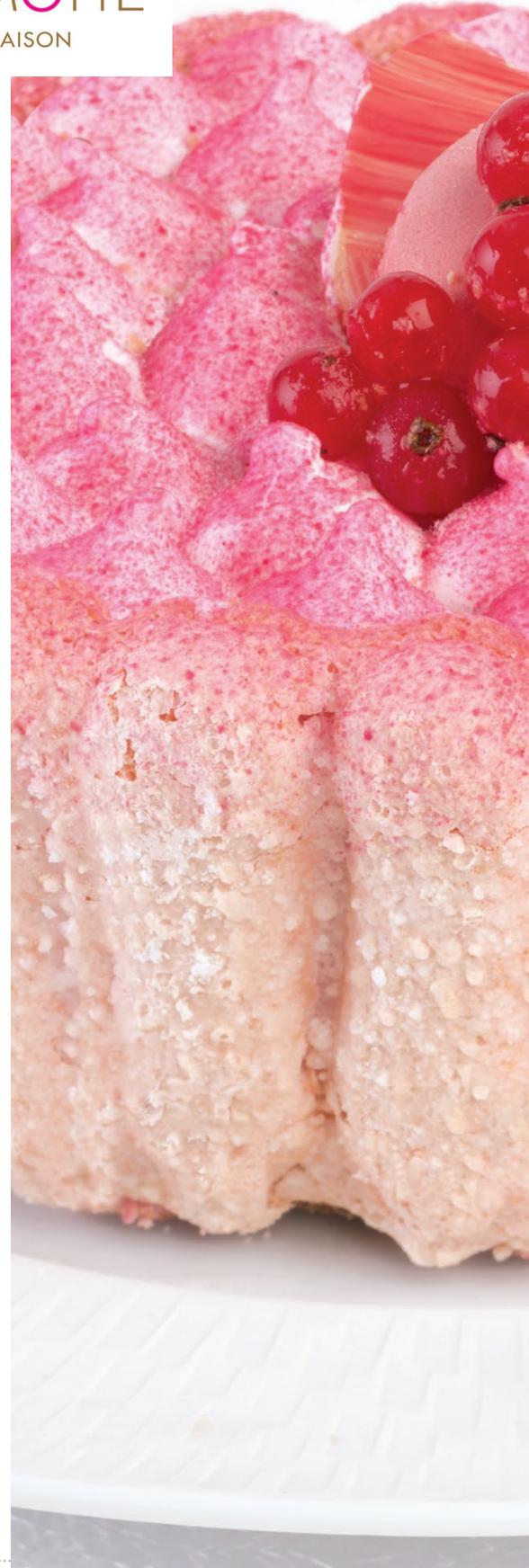
10 000 M2
FLOOR SPACE OUT OF
30 000M²

1 730 TONS
GOODS PRODUCED/YEAR

300
REFERENCES

40
NEW PRODUCTS

20%
OF PRODUCTION SENT OUT
FOR EXPORT



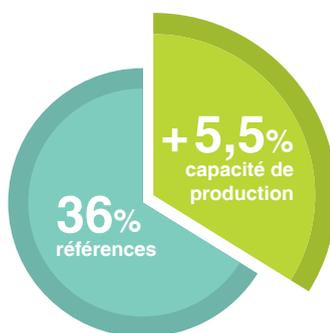
In 2012, after liquidation, one site of the Délices du Palais company was taken over by the Européenne des Desserts Group. Thanks to this takeover, a hundred or so employees kept their jobs at Raison. The company became Delmotte Raison.

After a fire in 2009, the factory was rebuilt immediately and it is now modern and spacious. The integration of this company has brought the added value of new skills, with products like the chouquette, using choux pastry and charlotte kits, joconde cakes and biscuits. There are 2 sorts of production processes: room temperature or frozen. Tradition and modernity are Delmotte Raison's keywords. The site has its own factory shop that welcomes over 300 customers every week and offers numerous product references. One person works there full-time.

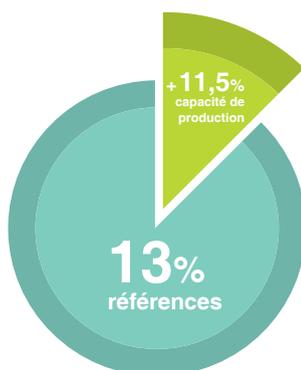


Well on the way to industrial excellence

In 2014, the teams worked on optimising production line efficiency.



FOR 36% OF OUR REFERENCES MANUFACTURED IN OUR ROOM-TEMPERATURE WORKSHOP, OUR PRODUCTION CAPACITY HAS RISEN BY 5.5%



FOR THE FROZEN GOODS WORKSHOP, OUR CURRENT PACE HAS RISEN BY 11.5% FOR 13% OUR THE REFERENCES

We were able to achieve these results thanks to the work put in by the teams. We have amended the baking programs and time/temperature constraints in compliance with the products' standards and quality criteria.



Simplifying how things are handled and making workstations safer

In order to make handling high-up things easier, we have worked towards adapting some of the workstations. Within the production sector of the ambient products, we focused on 3 terminals that are all reputed risky in terms of safety:

To make raw materials more accessible, there is now an electric stacker forklift. All the ingredients required for preparing the pastry bases, such as cocoa, almond powder and coconut powder can now be stacked high up. To install the screen printing rollers at the entrance of the ovens, we now use lifting equipment to avoid carrying heavy loads high up.

This principle is also used when it comes to installing high up plastic film rollers on the packaging equipment.

Intent on reducing constraints linked to carrying heavy loads, we have injected around 9 000€ to ensure that ergonomic principles are abided by at these workstations.

Sorting and recycling waste

In 2014, Delmotte Renaison continued to perfect the sorting of its food and non-food waste. The volume of waste per year amounts to 430 tons. The total proportion of what is recycled represents 86%.

Sorting plastics and Common Industrial Waste (CIW)

In 2014, we started sorting plastics and we investigated recycling channels. Plastics are now separated and put in specific rubbish containers. These plastics include film, fruit and topping containers, etc... This serves a dual purpose: reducing the volume of CIW and saving money thanks to the resale of the plastic.

.... And metal containers :

The hazelnut paste's metal cans and containers are put to one side in a specific rubbish bin to be taken away and recycled.

Food waste :

The food waste such as fillings, mousses and biscuit waste are thrown away in a portable compactor. Our service provider collects them for animal feed





Welcoming temporary members of staff on the production chain

In 2014, Delmotte Renaison seriously improved how temporary staff are welcomed into the company. To begin with, the Agency stop ! organises an initial visit with a group of people; the agency itself has received training and relays all the information to the group. A welcome notebook is handed out to each person. When a temporary member of staff arrives on site for the first time he or she is placed under the responsibility of the relevant Manager for training at his or her workstation.

Sustainable buying charter

In July, we invited our suppliers to the Renaison factory for a day on Sustainable Buying. Samo (eggs), Sicoly et Descours (fruit), Beuralia (Butter), Sevarome (Flavourings), Petit (Thermoforming), Stef (transport) were all there.

After having presented the Group, our sustainable development policy and our Sustainable buying charter, we visited the factory. Our suppliers and our service providers were able to see and better understand our manufacturing processes. They could also see how the materials and packaging are used.



Chalet and buttercream Yule logs in the USA

Even Americans love buttercream Yule logs! The Christmas tradition brings us together around this classic dessert: the famous buttercream Yule log.

At Renaison, this year marked the launch of the new Yule log range and the very first manufactured goods were sent to America, to our Haddon House client who fell in love with the quality of our chocolate buttercream Yule log... Not forgetting the chalet Yule log, another Renaison classic !

Greenhouse gas assessment

The objective behind assessing greenhouse gas emissions is to carry out an audit that gages these greenhouse gas emissions, in order to pinpoint and structure where these emissions can be reduced.

The Delmotte Renaison site updated this assessment against the 2013 reference year.

The totalscope 1 and 2 greenhouse gas emissions amounted to 1 198 ton CO₂ equivalent.

 **1 198**
TCO²eq



Now that this has been quantified, we will be able to define strategies that will improve the environmental footprint of our installations. The factory currently uses gas, electricity and a limited amount of cooling fluids.

In 2015, we will be setting up a group that will work on optimising energy consumption.

This group will define the focuses and strategies for each site, so that our policies are consistent.

Securing the site

Towards the end of 2014, Delmotte Renaison reinforced the site's safety. The site has been entirely fenced in for several years but it has recently improved how the premises are accessed by on-site employees, temporary employees and service providers. Each member of staff now has their own access code. Temporary staff are given an access code that changes on a regular basis.

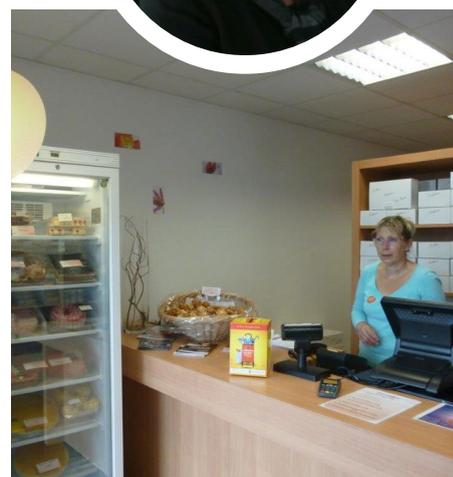


Local anchorage

Happiness is in the field... it is with this slogan that around 6 000 retailers in the Rhône-Alpes region welcomed consumers and introduced them to local convenience stores last October. Delmotte Rencaison took part in this local initiative. 467 tickets were handed out to the shop's customers, 37 of which were winning tickets (with various prizes such as shopping bags...). This commercial operation generated a turnover of around 12 000 €!

"This operation was extremely beneficial for our shop's image and it gave us the opportunity to reinforce our identity as a local store, helping us stand out as a place that people go to regularly. It also boosted the store's get-up-and-go and left clients with the sense of a shop that is committed locally and constantly looking for new events", declared Monique Remontet. "Our products are well-liked and consumers enjoy asking our advice on how things work when they visit the shop, like for the kits for example", adds the Shop Manager, Elisabeth Morel.

Something well-worth renewing! And there's a "Happy End": one of our shop customers won an « Escapade Gourmande en Roannais » gift voucher, after the regional draw. Thank you Delmotte Rencaison!



In-house World cup challenge



The Bolo Prestigio challenge stemmed from the connexion between our profession and the country hosting this summer's sporting event. In a spirit of pleasure and sharing, which are both ethics that our Group supports, football enthusiasts got together, joined by people just wanting to be a part of company life. The principle of this challenge was to predict the results of the 4 last matches of the world cup. On the 15th July, the participants were enchanted to discover the prizes. Once the rewards had been handed out, the festivities ended around a Bolo Prestigio (a Brazilian cake).

SPECIALITY DESSERTS

FIGURES

10 MILLION €
2014 SALES TURNOVER

56
MEMBERS OF STAFF

50%
WOMEN

42
AVERAGE AGE

4
PRODUCTION LINES

1 300 m²
FLOOR SPACE

1 500 TONS
GOODS PRODUCED/YEAR

100
REFERENCES

40
NEW PRODUCTS CREATED
EVERY YEAR

25
FREQUENCY RATE
NUMBER OF ACCIDENTS WITH
DAYS OFF WORK / NUMBER
OF HOURS WORKED X 1
000 000

For the year 2013-2014, Speciality Desserts took on over 25 people which represents a 70% increase.

This extraordinary growth is the upshot of the company's significant progression. This year, its annual turnover amounts to 10 million € with 62 members of staff. What's more, this new team bolsters the factory's solid development.

Speciality Desserts has a high degree of flexibility with the ability to produce up to 14 different products every day. The workforce is highly skilled and the goods' finishing touches are all done by hand.

The main products manufactured here are cheesecakes, cream-based cakes and tarts. They also produce lots of sweet cakes, hot desserts and portion-sized desserts.

Its clients are traditional, upmarket or themed pubs, restaurants, ferries, hotels and cafés.





Health and safety at work

In the course of 2014, the safety management system was enhanced. The Production Manager, seconded by all the other managers, is now in charge of making sure that Health and Safety regulations are enforced efficiently on site.

Grade A BRC certification

The site has been accredited a grade A BRC (British Retail Consortium) certification since July 2014. This standard guarantees regulatory compliance in terms of Food safety and respect of customer specifications.



Shaun Falvey,
Business Development Chef

Exchange programmes between France and England

«I have been an apprentice at Martine Valade's Quality department for the past 2 years and I was recently offered the opportunity to work at the group's English Speciality Dessert site. I first went over for a few weeks, to help the Quality department set up version 6 of the BRC standard. After that, my second trip enabled me to play a part in the certification's audit and we achieved a grade A after two days of intensive work.

I would like to thank all my English colleagues for their kindness and patience. Speciality Desserts is a dynamic company with huge potential. They produce excellent products that are every bit as good as French patisserie goods ... », testifies Jonathan Gaboulaud.





Social and environmental audit

Speciality Desserts is member of Sedex, an organisation that strives to promote sustainable and ethical improvements for practices in place within supply chains. An ethical trade audit was carried out. The purpose of this audit is to monitor the suppliers' buying and referencing policies in terms of ethics and to validate that the company is run efficiently and in compliance with Human Rights and the fight against corruption. Several members of staff were questioned in complete impartiality, both separately and together.



PERFORMANCE

2014

GRI N° Indicators	Indicator	Martine Valade 2014	Martine 3 Abers 2014	Delmotte Broons 2014	Delmotte Renaison 2014	Speciality Desserts 2014
Environment						
EN3	Annual electricity consumption (kWh)	18 600 312	1 977 609	7 374 000	3 988 754	636 013
EN3	Electricity consumption / Tonnage produced (kWh/T)	684	824	2 379	2 306	424
EN3	Annual gas consumption (kWh)	5 504 287	385 564	3 777 000	4 673 944	529 719
EN3	Gas consumption / Total production (m3/T)	202	161	1 218	2 702	353
EN8	Water consumption (m3)	76 120	2 904	39 768	17 581	3 570
EN8	Water consumption / Total production (m3/T)	2,80	1,21	12,83	10,16	2,38
EN22	Total amount of waste (T)	1946	132	1 200	430	182
EN16	Total amount of greenhouse gases (1eqCO2)	2099	1479	2042	1198	NA
Governance and Economics						
	Tonnage of manufactured goods	27200	2400	3100	1730	1500
EC1	National (French) turnover (K€)	83 423	8 419	25 433	13 264	10 000
EC1	Export turnover (%)	5	5	18	12	NA
PR1	Number of product references	500	200	450	300	140
	Number of new products produces every year	60	3	100	40	95
	Number of requests per year for new products	600	25	180	230	150
	Profit sharing (€)	865 469	64 303	NA	NA	NA
	Profit incentives (€)	665 554	62 669	56430	NA	NA
	Banque de France rating	C3	F3	C3	F5	NA
Social						
LA13	Average age of the workforce	41	42	40	45	42
LA10	Number of hours allocated to training schemes	4796	112	2999	400	728
LA10	% gross payroll used for training (%)	1,56	1,2	1,31	1,2	1
LA1	Total number of employees	460	198	52	90	56
LA13	Percentage of female staff members (%)	47	58	56	64	50
	Number of people hired	29	9	26	8	13
	Number of First Aid officer employees	71	14	36	15	8
LA7	Severity rate of work-related injuries	1,39	1,34	1,47	1,9	0,1
LA7	Frequency rate of work-related accidents	17	47	47	50	21
	Number of trainees and apprentices welcomed	10	4	9	6	0
Corporate						
EC6	Number of strategic suppliers who have signed our Sustainable buying charter			33		
	% of long-term contracts (exceeding 12 months) signed with our suppliers and service providers			22		
	Amount allocated for corporate patronage and donations (€)	16 000	200	2 000	400	NA
	IFS / BRC Certification	yes	yes	yes	underway	yes
	Others certifications : SEDEX	yes	NA	yes	NA	yes



SUSTAINABLE DEVELOPMENT REPORT

20 14



EUROPÉENNE DES DESSERTS