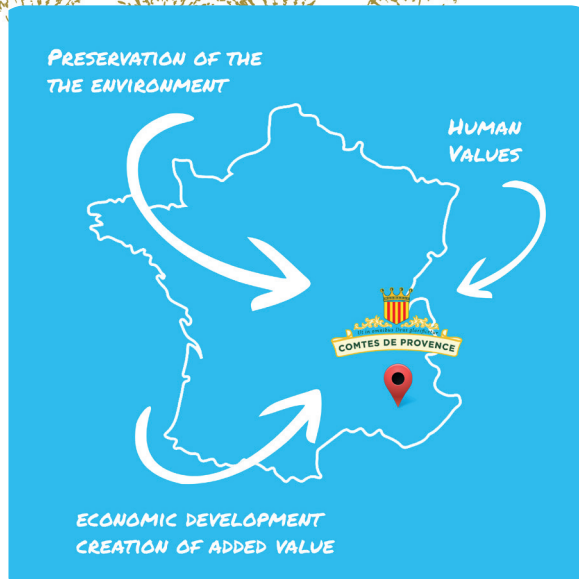




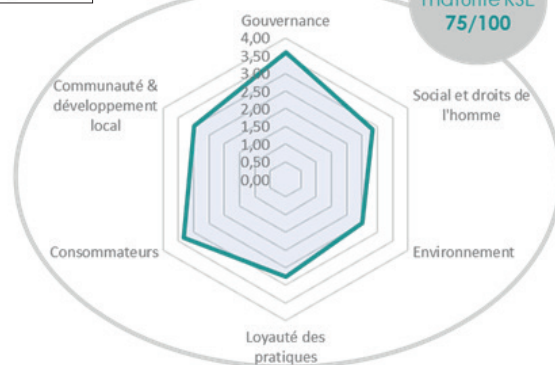
Our global responsibility commitments

AGRO'NOVAE is an independent family-owned food manufacturer that creates, manufactures and markets fruit-based specialities and ingredients. Known for its traditional know-how and its specific manufacturing process as a Living Heritage Company, the company promotes its values through its brand «Les Comtes de Provence»: creativity, naturalness, quality, French and Provençal culinary traditions. AGRO'NOVAE has chosen to implement the PME+ CSR standard to express its commitment to local employment, the environment and its human values.



valorise
LE PORTAIL RSE DES FOURNISSEURS ET DISTRIBUTEURS

Niveau de maturité RSE
75/100



PME+, The label for SMEs committed to people, jobs and the environment

This label brings together a community of entrepreneurs committed to a process of continuous improvement on the following themes:

- * The human being at the heart of their company
- * Employment and solidarity in their region
- * Preservation of the environment
- * Products combining know-how and quality
- * Distributors highlighting companies and PME+ products

MEET WITH A COMMITTED ENTREPRENEUR: Yves Faure, President of AGRO'NOVAE



PME+: What do you expect from the PME+ label?

The SME+ label establishes a relationship of trust with our consumers, our distributors and our suppliers, whom we wish to inform about our responsible actions. The SME+ label allows us to remain attentive and to continuously improve our CSR approach, to integrate a network of excellent SMEs and to differentiate ourselves from large industrial groups.

PME+: What are your commitments?

We have chosen to evolve by putting quality at the heart of all our actions and to develop a company with values. We work according to a «Global Responsibility» approach and a management on 3 major axes:

- Human, by developing the skills of our employees, promoting stability and the pleasure of working together within a professional community.
- Economic, by developing our brand with natural and quality products, as well as by being involved in our territory and our region of Provence.
- Environmental, by limiting our impact on our environment and minimising our energy consumption.

PME+: Could you give us some examples of your good CSR practices?

We are involved in increasing the wealth of our territory by promoting the attractiveness of Provence through industrial tourism. We are also involved in partnerships and networks that boost innovation in our region (InnovAlliance competitiveness cluster, OIR Naturalness and Industry of the Future, etc.). Within the company, we work according to the principle of subsidiarity, placing trust in our employees at the heart of our management. It is important that they feel well in their working environment and can live and work sustainably in our region. We are also committed to protecting the environment: for example, we have installed heat exchangers on our refrigeration units to recover energy and reduce our consumption. We favour zero plastic in our packaging. Finally, we place the search for the greatest possible naturalness at the heart of all our actions.



“Les Comtes de Provence®” is a trademark registered by AGRO'NOVAE
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ENVIRONMENT

Limiting our environmental environmental impact

ACTIONS 2022 :

- Removal of labels from carton packs
- Eco-design process for our packaging
- 100% green and renewable energy

100%

Organic Ingredients



Infotri Logo packaging



Digitalisation of paperless production lines



Use of recyclable packaging

- Glass Jars
- Metal caps
- Cardboard boxes
- Disposal of plastic
- All-cardboard packaging



Energy recovery

via the installation of heat exchangers



Decrease in consumption Gas and electricity



LOCAL ECONOMY

Getting involved in the life of our territory

Local economy

Collaboration with local companies and suppliers



Provence



A brand representative of its territory



Industrial Tourism

Manufacture visit The Flavor & Scents Tour



Partnership, donations & support

Associations, local events, young athletes, economic development agency agency



HUMAN

Develop skills Management on the Principle of Subsidiarity

Risk management

Installation of packaging and palletizing robots



Parity

51% women
49% men



Stability

12 years of service average length in the company

Sponsorship

Foundation



Institute of Naturalness



Continuous training for staff



Management by the principle of subsidiarity

Independence Economic & Financial Independence

Largest customer = 15% of turnover

Family Company



Purchasing managers

Supplier charter co-signed with reciprocal commitments



Relationships

Suppliers : 51% > 10 ans

Customers : 57% > 10 ans



Transparency

Organic food safety and CSR quality audits by independent organisations

Statutory Auditor



Publication of company accounts



ETHICS & LOYALTY

Investing with our stakeholders for fairness along the value chain

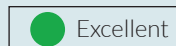
Naturality



No Additives



OIR Naturalité Region SOUTH



Quality



Innovation



Tradition



NATURALNESS & QUALITY

Develop our brand with natural, healthy and high quality products

ACTIONS :

- Improvement of product recipes + fruit - sugar - pectin