

# NON-FINANCIAL PERFORMANCE STATEMENT



L'Art de la Viande

• 2020 Data •





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This document presents information on BIGARD, CHARAL and SOCOPA



# • INTRODUCTION •



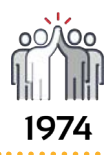
L'Art de la Viande

The establishment  
of a Group,  
50 years  
of development.



1968

Acquisition  
of Socovia



1974

Socovia becomes  
BIGARD



1997

Acquisition  
of Charal



2008

Purchase of Defial  
abattoirs



2017

Purchase  
of CIPA



2018

Acquisition  
of Nick Winters



2009

Acquisition  
of Socopa



2002

Purchase of Arcadie  
Centre Est



1995

Purchase  
of Arcadie  
and Arcadie  
Distribution



2020

Acquisition  
of Arcadie Viandes  
and Destrel Viandes

2020 will be engraved in our memory for a long time...

The rapid spread of the COVID-19 epidemic, in almost all countries worldwide, has led to an unprecedented global crisis with major consequences (health, economic and social).

We quickly adapted by drawing on our Group's two fundamental objectives:

- Protecting the health of our employees,
- The continuity of our business (upstream to downstream) to feed the population.

This crisis, like others already experienced, was not only a revelation but also an accelerant:

- First of all, it has revealed our formidable HUMAN capital. For many years, with conviction and determination, we have been investing in our social policy to make it a major priority for the Group. The agility of our organisations and the resilience of our teams have once again enabled us to address numerous challenges. The diversity of our cultures, teams, locations and markets have been a real strength. This is further proof that the strategic choices made over the last few years have been the right ones.





- Then an accelerant... In many respects, the crisis has accelerated change, particularly in consumption. Above all, let's remember the renewed interest of a locked-down population in the pleasures of eating. The crisis has made it possible to honour the food service industry and craftsmen Butchers in particular. The Art of Meat has therefore been able to express its full potential!

Our Group will continue its development by adapting to the new context while maintaining our values, particularly RESPECT, for our employees, the raw material, our suppliers and customers as well as our environment.

Jean-Paul BIGARD

# • OUR BUSINESS MODEL •



ACTIVITY			
Large bovine cattle	Pigs	Calves	Sheep
 50 %	 47 %	 2 %	 1 %

**#1**  
in the meat industry  
in France and  
3<sup>rd</sup> in Europe

**€4,7**  
billion  
in turnover

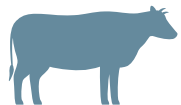
**12,000**  
employees



## • THE VERY BEST OF OUR REGIONS •

Today the BIGARD Group covers the entire French territory with abattoirs and production plants at the heart of major husbandry areas as close as possible to customers and consumers.

### FARMERS CONTRIBUTE TO THE QUALITY OF THE GROUP'S PRODUCTS



**82,000**  
cattle farmers



**2,500**  
calf farmers



**3,000**  
pig farmers



**99.89 %**  
of our supply  
(live animal purchases)  
is French

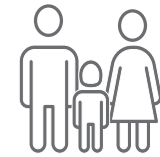
### A NATIONAL GEOGRAPHIC COVERAGE



### LOCAL IMPACT OF OUR LOCATIONS

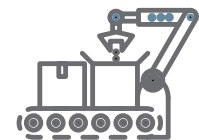


**12,000**  
employees



**31,000**  
employees  
and their families

Every year,  
the BIGARD Group  
invests massively  
in its production  
units:



**€ 64**  
million  
invested in 2020

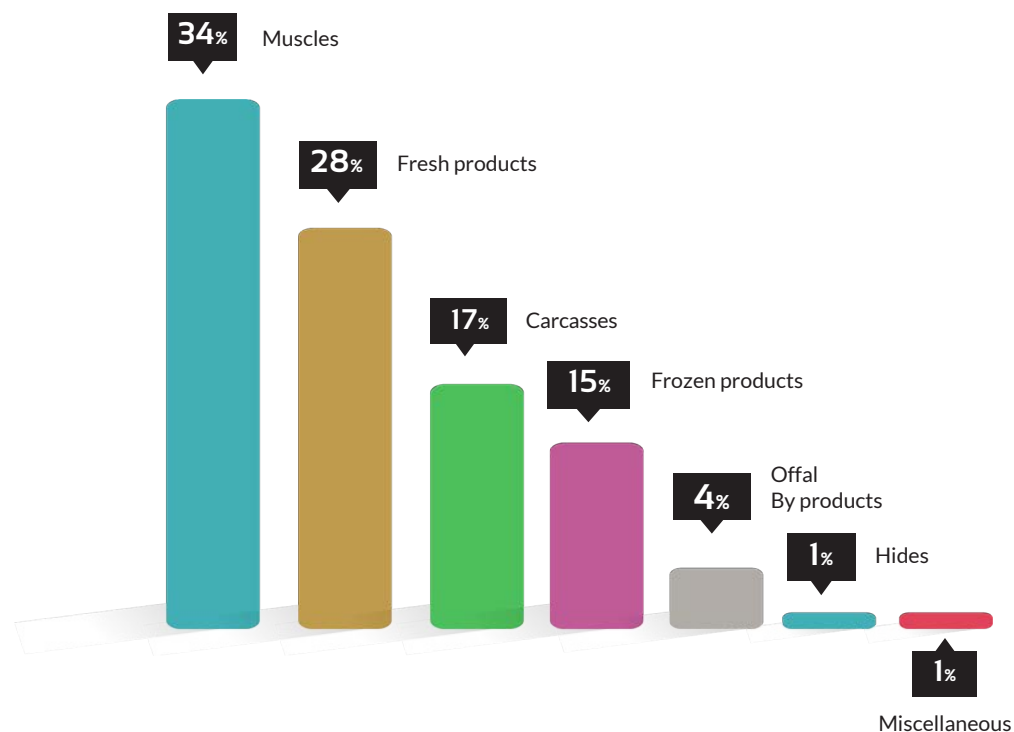
The Group's activities,  
most often located  
in areas with a strong  
agricultural focus,  
support the local  
economy:

- Retention and development of jobs
- Contribution to collective expenses (local taxes)
- Impact on the supplier chain (indirect jobs)

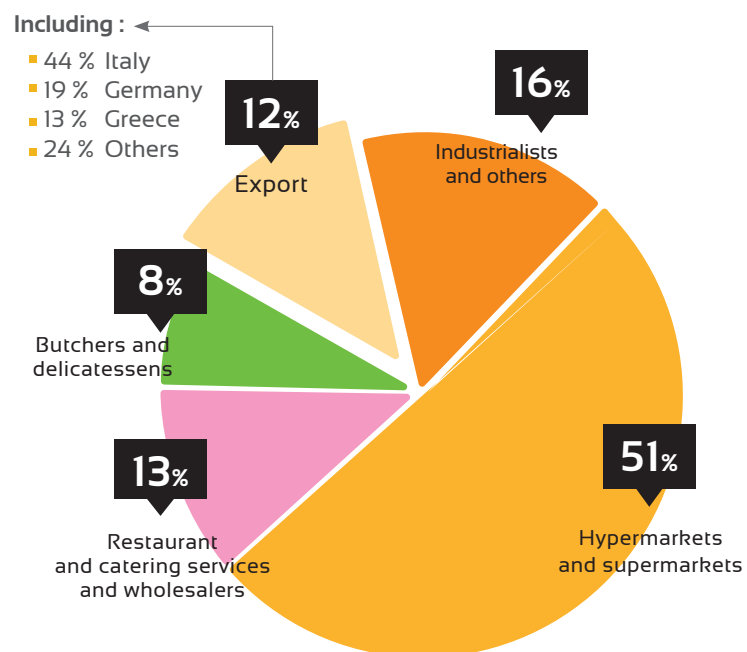


## ■ WIDE DISTRIBUTION OF OUR MEAT

### ● Breakdown of sales per product



### ● Breakdown of sales per distribution network



## • OFFERING YOU THE BEST MEAT •

In a rapidly changing food sector that needs to adapt to new consumption patterns, the BIGARD Group relies on its expertise and its ability to reinvent itself.

### ■ VALUES PASSED ON WITH PASSION

By offering all forms of meat, the Group pays tribute to traditional French butchery. The Group's 2000 butchers prepare meat to order for all its customers.

A real legacy where the eye, hand and experience combine to select the animals, mature the meat and cut every piece.



## A TASTE FOR INNOVATION

Innovation is the focus of the marketing and R&D teams, which adapt to different consumption patterns and continually offer new products as well as product reissues.

### 3 strong brands:



La tradition bouchère



Vivons fort !



La viande comme vous l'aimez



### Innovation



La tradition bouchère



Vivons fort !



La viande comme vous l'aimez



• PEOPLE ARE AT THE CORE OF OUR COMMITMENTS •

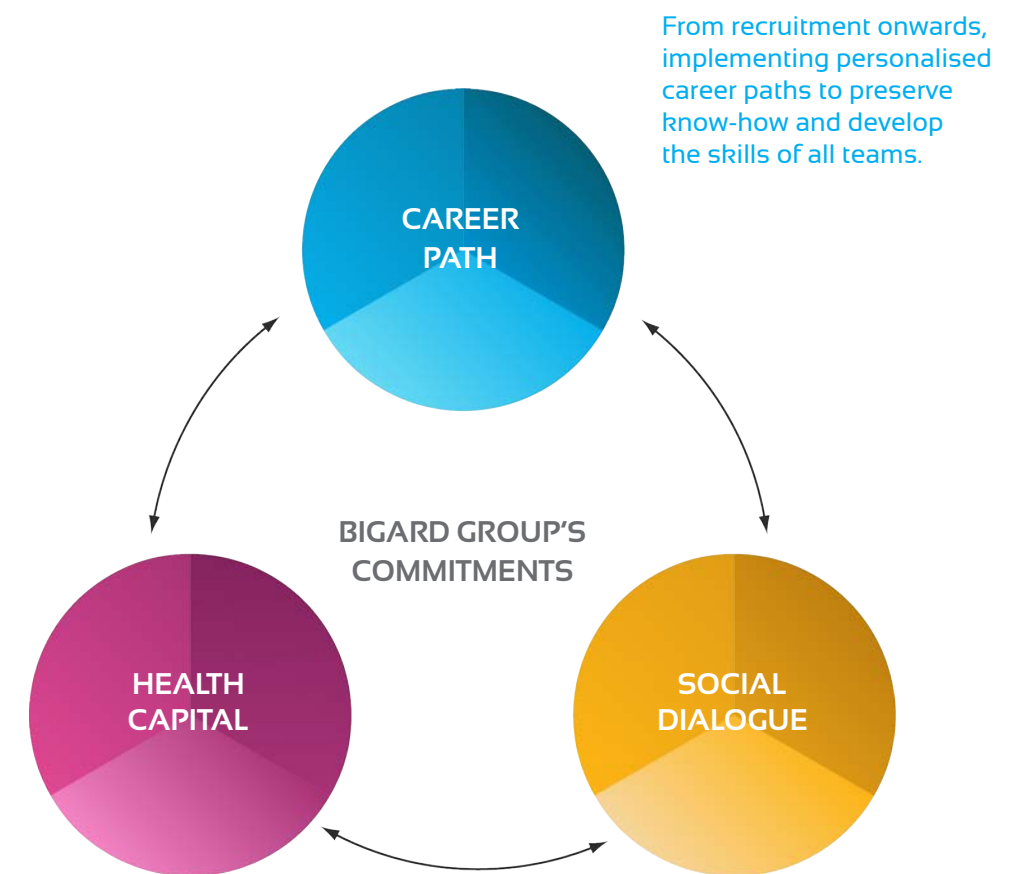


Human Capital is the Group's top resource.

Our employees all contribute to the BIGARD Group's industrial and economic performance day in and day out.

Thanks to their commitment and skills, they are the root of the company's added value at every stage of processing, from purchasing raw materials through to the sale of products.

Human Capital is at the core of the **BIGARD Group's commitments**, and it implements an **ambitious and proactive social policy** around 3 complementary pillars:



From recruitment onwards, implementing personalised career paths to preserve know-how and develop the skills of all teams.

Committing, through the implementation of concrete actions, to prevent professional risks in the field and to encourage employees to be involved in maintaining their health capital.

At all levels of the Group, maintaining a dynamic dialogue between Management and its employees, as well as between social partners.



## FOCUS ON 2020: MANAGING THE COVID-19 CRISIS

In March 2020, the world was hit by the COVID-19 health crisis, whose magnitude and impact on our lifestyles are unprecedented.

As part of a «vitally important business sector» as defined by the Decree of 23 February 2006, the BIGARD Group immediately organised the business continuity of its facilities, with one essential objective: preserving the health of its employees.

During this exceptional period, the BIGARD Group has drawn on and maintained the momentum it has been building for years:

**Constructive social dialogue** between social partners, combined with regular discussions with employees, has allowed us to move forward with confidence and rapidly implement all measures to manage the crisis.

Echoing the Group's Occupational Health and Prevention systems, teams have been able to proactively implement all protective measures, regularly adjusted and consolidated to prevent the risk of spreading COVID-19.

The skills, versatility and agility of teams, developed through Career Path programmes, have been essential levers to quickly meet customer needs and, where necessary, to manage absenteeism.

## COMMITTED TO THE HEALTH OF ALL EMPLOYEES



Close, reactive  
management of  
individual situations



Raising awareness  
and training on  
preventive actions



Deployment  
of enhanced cleaning  
and disinfection  
procedures,  
reorganisation  
of office space



More than 200  
COVID officers  
onsite



10 million  
surgical masks  
ordered  
in 2020



Permanent  
signage and mass  
communication

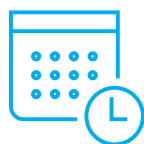
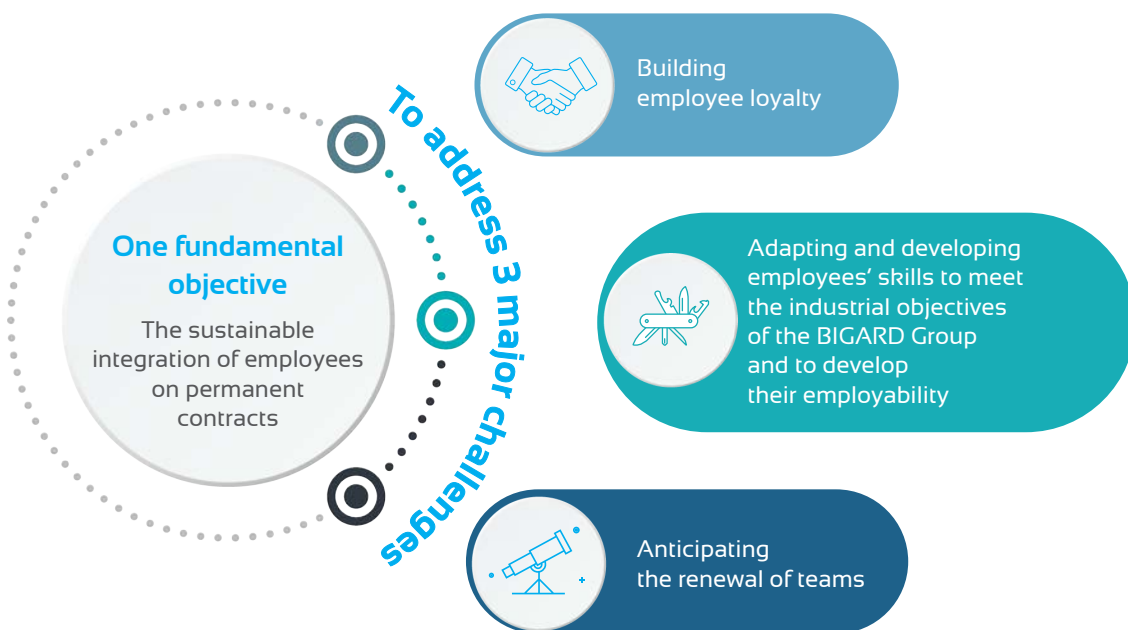
## CAREER DEVELOPMENT POLICY

Only a comprehensive HR policy suited to the field allows us to recruit and retain the employees needed by the Group. In 2020, despite the circumstances and impact of the crisis, the BIGARD Group continued its human resources development momentum.

### Recruitment

Through HR teams and managers, the BIGARD Group deploys additional recruitment tools to provide information on its trades, job opportunities and social policy:

- Digital communication, particularly via the Internet on its dedicated portal [www.groupeBIGARDrecrute.fr](http://www.groupeBIGARDrecrute.fr) and on LinkedIn, the Group shares information with its community on its trades and job offers.
- Recruitment initiatives in employment areas.
- Development of relationships with partners: Pôle Emploi, training organisations, schools, etc.



AVERAGE SENIORITY

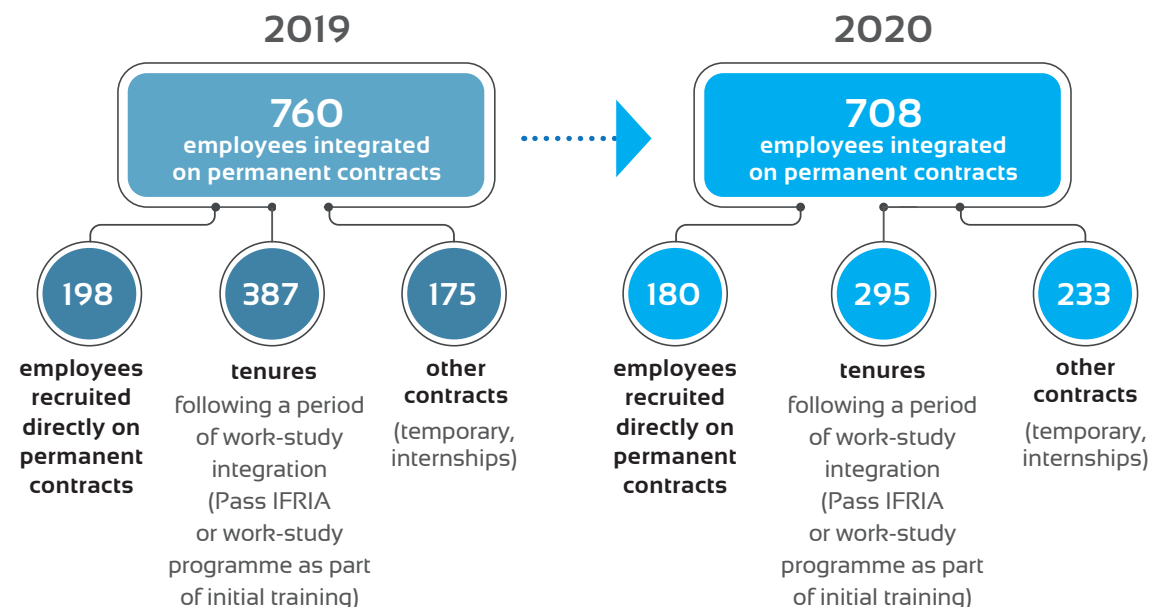
**14 years**



AVERAGE AGE

**42 years old**

The BIGARD Group favours permanent contracts.



### Integration

To support the integration of employees, the BIGARD Group deploys specific programmes. Like the Pass IFRIA for production operators, they are based on a work-study programme, which:

- Supports the employee's integration into the working group and allows them to get to know the company.
- Provides basic training on a trade.
- Secures career paths by providing trainees with recognised diplomas.

**302** employees trained through work-study programmes for production operator roles via the Pass IFRIA

**334** students in work-study programmes at BTS level for Engineers



SUCCESS RATE OF THE PASS IFRIA COURSE

2019  
**77,4 %**

2020  
**78,45 %**

2-year objective  
**80 %**





## ● Training throughout their careers

Regular training for employees is a means of developing their skills and promoting their development. It is above all a strategic challenge for the BIGARD Group, in particular to prevent the risk of losing know-how.

### There are several challenges:

- Providing employees with a clear and understandable outlook on career development and remuneration.
- Consolidating and developing the skills of teams, the transmission of know-how being essential for industrial and economic performance.

The development of skills is thus reflected in the deployment of bespoke training courses aiming at multi-disciplinary skills, versatility, skills certification, professional and/or geographical mobility.

## ● Internal resources to implement integration and training:

### The Skills Development Plan (PDC), a preferred development tool

Every year, the BIGARD Group draws up a Skills Development Plan, in line with the industrial objectives of each establishment. Incorporating mandatory training, it aims to personalize the development of skills for each employee.

**6,885**

employees involved  
in one or more  
training courses

**131,774**

hours  
of training\*

TRAINING  
BUDGET:

**2.83 %**

of total payroll

### Internal tutors and trainers

The transmission of know-how and pride in its trade is part of the BIGARD Group's DNA. The BIGARD Group values **internal tutors and trainers**, who are essential to the success of the integration and development process.

As such, employees, the company's best ambassadors, are actively involved in developing the skills of teams, particularly of new employees.

Who better than  
a BIGARD employee  
to pass on BIGARD  
know-how?

**182**  
professional  
trainers

### Career development interviews (E.P.P.)

This special annual meeting with their supervisor allows each employee to review the previous year and plan for the coming year.

In 2020, the BIGARD Group rolled out a new version of the career development interview, which is more personalised and closer to employees' day-to-day concerns. It is now available on tablet, a tool that facilitates discussion. Managers have been specifically trained to use the tool and to conduct the interviews properly.

**More than 8149**

career development interviews carried out  
in 2020 in the BIGARD Group

### The BIGARD training school

ECOLE DES MÉTIERS  
**BIGARD**

A recognised training organisation, the BIGARD training School operates in all Group establishments, where it provides bespoke training modules:

- Products and processes (including animal welfare),
- Tools and installation (including knife sharpening),
- Hygiene, quality and the environment,
- Occupational health and safety,
- Interpersonal communication,
- Support for Pass-IFRIA work-study trainees.

**11**  
expert  
trainers

**1616**  
employees trained  
by the EMB

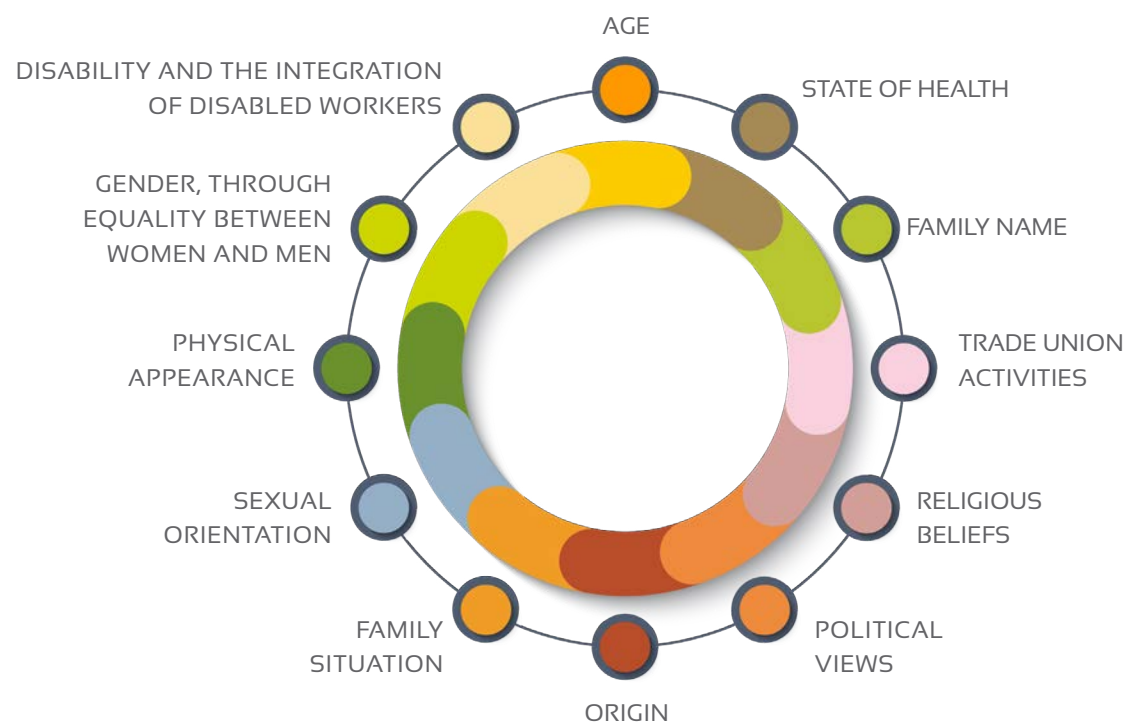
## DIVERSITY AND EQUAL OPPORTUNITIES

Diversity is an opportunity for the company.

It is a human resource that is an asset for social and economic performance.

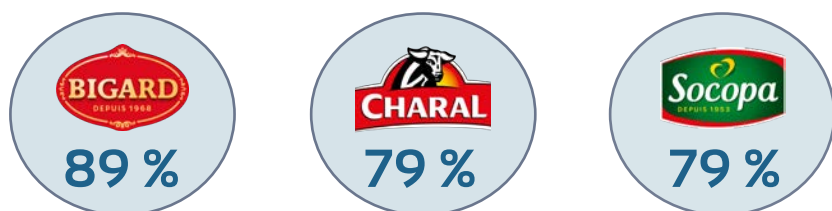
The Group's social policy fully integrates this diversity, particularly through the implementation of means to combat all forms of discrimination and harassment.

### Diversity incorporates all concepts related to



**8 %** rate of disabled persons employed by the BIGARD Group (2019)

### Result of the 2020 professional equality index



### Principles of equality in the workplace:

- Ensure non-discriminatory remuneration between men and women
- Increase diversity in all recruitment and jobs
- Guarantee equal access to training and professional development for all employees
- Facilitate job diversity by improving working situations

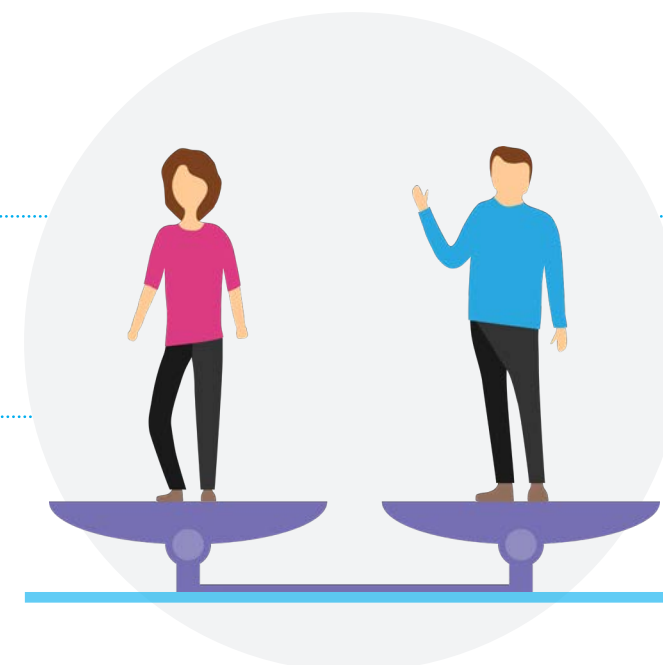
### Tools:

Employee awareness and training

Work-life balance

Consideration given to parenthood

Group Commission monitors agreements



### Examples

- Design of a range of knives and bespoke PPE for women.
- Designated contact officers for disability, sexual harassment and sexist behaviour.
- Establishment of the Chèque Emploi Service Universel (universal services employment voucher).
- Communication on [avairsocial.com](http://avairsocial.com).



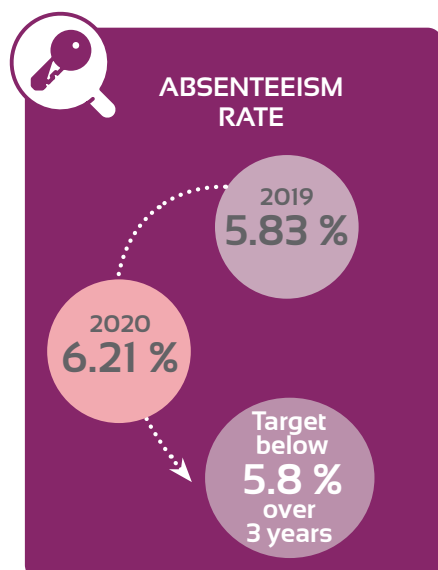
## HEALTH CAPITAL

Preserving the health of employees is a key focus of the BIGARD Group's social policy, at work and more generally. In this respect, the company has several objectives:

- On a daily basis, controlling the rate of absenteeism.
- In the long-term, developing a Health and Safety culture, in order to make everyone a player in their own health, as well as in the health of others.

In addition, the Group's Health Capital strategy is divided into 2 complementary areas:

- The prevention of occupational risks in connection with the performance of professional activity; this is the BIGARD Group's occupational health and prevention policy (PST).
- The deployment of a high-level health insurance scheme to support employees at every stage of their lives.



### Health insurance scheme: Ma Solution Santé

The BIGARD Group has decided to roll out its own complementary health and life insurance schemes, in partnership with the trade unions. The target: to be as close as possible to the needs of employees.

High-level benefits cover the employees and their families. After several years in formation, this project has been structured to create a real mutual fund.

The objective of the BIGARD Group through Ma Solution Santé: to convince each employee of the BIGARD Group to be a player in their own health, and to ensure that they can find in the offer the «solution» that suits them, at any stage of their lives.



- A health insurance scheme led by the BIGARD Group's social partners
- A wide range of health and personal protection benefits
- Payment for non-standard care practices, to prevent, treat or even live with their illnesses
- Provision of support services and enhanced services to support employees in a difficult situation
- Support for employees at the end of their career within the BIGARD Group

### Occupational Health Prevention (PST)

An Occupational Health and Prevention Agreement negotiated in 2018 by social partners defines the basis for prevention, its organisation and its coordination. It aims to guarantee an equivalent level of safety for each employee of the Group, regardless of their profession and career path.

Imposed action plans are applied and regularly assessed. Each Group establishment then implements, as part of its social dialogue, the strategy suited to its activity.



**OBJECTIVE : To develop and implement a long-term culture of prevention within the Group.**

#### INVOLVE ALL THE COMPANY'S LEVELS

- General Management and Group Human Resources Department.
- Site managers and Human Resources teams.
- Team leaders.
- Economic and Social Committee, led by the Health and Safety and Working Conditions Committee (CSSCT).
- All employees.

#### TALK AND FACILITATE DISCUSSIONS

- Quarterly communication kits around a specific theme to encourage discussion in the field.
- Monthly prevention committees.

#### CONCRETE PREVENTIVE ACTIONS

- Safety induction.
- Assessment of professional risks.
- Rotations.
- Prevention of psychosocial risks.
- Prevention of effects of exposure to specific risk factors.
- Training.
- Warm-up.

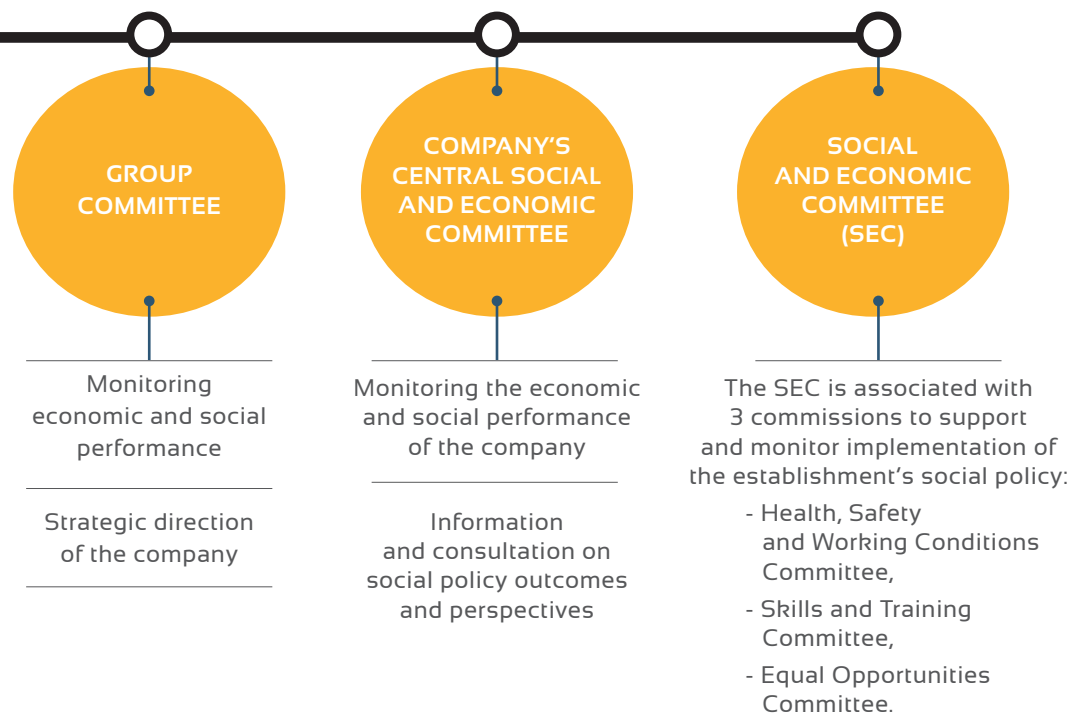
#### MONITORING OF OCCUPATIONAL ACCIDENTS AND ILLNESSES

- Any occupational accident or illness reported must be carefully analysed.

## SOCIAL DIALOGUE

### A constructive discussion with employee representatives

Maintaining constructive social dialogue is a source of social and economic efficiency. It is deployed at several levels within the company, through Social Dialogue bodies.



### 2020 The Group's 2020 negotiation momentum (more than 30 agreements signed in 5 years)

#### Group agreements signed in 2020:

- 2020 Mandatory Annual Negotiations
- 3 agreements relating to management of the exceptional COVID-19 situation
- Collective bargaining planning for the 2020-2023 period
- Organisation of the Social Dialogue
- My Health Solution 2021



Institutional, social dialogue is also operational within the BIGARD Group, in order to encourage direct discussions between Management and employees:

### Big' Mag: the voice of the company

To allow each employee to become better acquainted with the BIGARD Group and therefore to be able to identify with it better, collective information is published 3 times a year: the BIG'MAG.

The magazine is sent to the home of all employees. All subjects relating to life within the BIGARD Group are included: life in the different departments, presentation of business lines and trades, on-site initiatives, investments, training, etc.





## ● [www.avoirsocial.com](http://www.avoirsocial.com)

On the AVOIR SOCIAL platform, employees have access to their personal files in real time.

### • **Personal situation:**

- remuneration elements,
- details of their options for insurance benefits,
- personalised presentation of their career path within the Group.

### • **Individual career paths:**

- development opportunities depending on their current situation,
- career simulator,
- options related to mobility or the end-of-career management .

### • **Agreements signed with social partners.**

### • **Presentation of the Group and its jobs.**



Each employee has access to their individual career path at [www.avoirsocial.com](http://www.avoirsocial.com).

## ● **Dissemination of information on a daily basis**

**Dissemination of information on a daily basis**, in particular via at least monthly communication points between managers and their teams.

## ● **Career Development Interview**

This allows the employee and their manager to discuss, in detail, various aspects of the employee's job and working conditions through concrete and personalised questions, including:

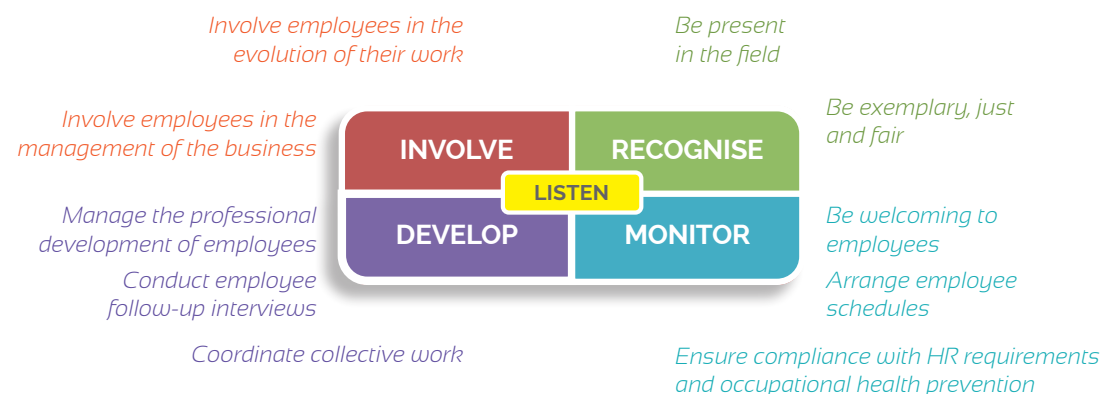
- the year's achievements and significant events,
- motivation and involvement,
- team life and their relationship with their manager.

## ● **Operation Performance**

The individual and collective commitment of employees is based, in particular, on the implementation of quality management, embodied by the BIGARD Group's team leaders.

The «Operation Performance» programme has been rolled out for several years. Supported by the General Management of the BIGARD Group and the directors of establishments, it aims to

develop a culture and managerial practices that meet current and future economic and social challenges. This includes individual support for managers, so that they can each implement, in practice, the managerial skills expected by the Group and shared by social representatives in their teams.



**In 2020, 15 Group establishments launched «Operation Performance».**

The success of the approach is primarily based on the involvement of directors of the establishments.

Conviction, exemplary conduct and proactiveness are essential for developing managerial skills and performance.

## • HIGH QUALITY STANDARDS •

### FOOD SAFETY, A MAJOR ISSUE FOR THE GROUP

Quality is a determining factor in consumer choices and is at the centre of society's expectations for eating better.

The BIGARD Group has therefore always placed quality as an essential focus of its strategy and has made it a real commitment on a day-to-day basis for the employees of all establishments.

The COVID-19 pandemic has been a real challenge and has been a key driver for the implementation and permanent adaptation of our business continuity plan

Especially in times of crisis, Quality is a constant concern.



**19 sites certified** according to the following standards: IFS or BRC and / or ISO 9001 or I4001.1.

**3-YEAR OBJECTIVE**  
+ 4 sites certified



### SKILLS DEVELOPMENT AND TRAINING

All operators are involved in the quality and safety of the Group's products through their day-to-day role.

Every year, training is implemented to raise awareness about hygiene, good working practices and checks at each stage of the product manufacturing process. At all levels of the company, a food safety culture is developed. It is part of the Group's DNA.

**1930 PEOPLE RECEIVED TRAINING ON QUALITY IN 2020**



### PRODUCT QUALITY CONTROL AND ANALYSIS

The BIGARD Group relies on its 10 internal laboratories, equipped with the latest technologies. The analysis plan in place on each site goes beyond the requirements imposed by regulations in order to have complete risk management.

This structure gives the Group the responsiveness needed to analyse and release sensitive products, particularly those intended for children, before being placed on the market. The BIGARD Group's laboratories conduct more than 500,000 analyses every year.

Staff specifically dedicated to quality:  
**153 PEOPLE**



### MONITORING TRACEABILITY

Meat cuts come from the disassembly of selected animal carcasses and are traced using the Group's fully computerised traceability monitoring system common to all sites. The products can be traced from farm to fork or from the farmer to the consumer.



### STATE VETERINARY SERVICES INSPECTIONS

All the Group's sites have a European health accreditation, which is challenged every year by Official Veterinarian Services (S.V.O.) reporting to the General Directorate of Food and the Ministry of Food and Agriculture.



### CLEANING AND DISINFECTION

To eliminate any trace of organic matter, the premises are cleaned and disinfected daily, in addition to all materials and equipment, which most often require complete disassembly in order to access all parts that may be in contact with meat.



### COLD CHAIN

Permanent control of temperatures of the premises and meat at all stages of production ensures preservation of the quality of the Group's products.

As such, investments are regularly made for optimum cooling.



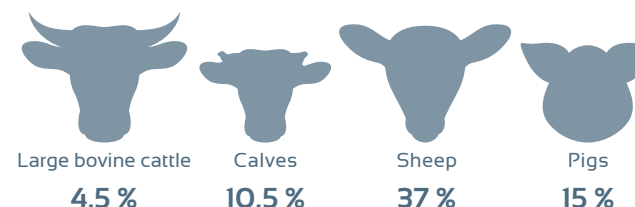


## COMMITTING TO FLAWLESS QUALITY STANDARDS

Aware that the quality of the raw materials used affects the quality of the finished products, the BIGARD Group is active at the heart of major husbandry regions in France where it ensures a close

relationship with the various stakeholders, particularly for animals governed by precise quality specifications including origin, food and breeding conditions.

The beef industry plan aims to increase the product range with the development of certified meat. The Group supports this trend by developing partnerships with all industry stakeholders.



Come from Label Rouge (certified collective mark) and organic channels



## «CLEAN LABEL», MORE THAN A CONCEPT, A GUARANTEE OF TRANSPARENCY!

Product quality and «consuming better» are an integral part of consumer expectations. They are increasingly concerned about transparency, natural and healthy products. The BIGARD Group advocates high-quality, sensible and sustainable food based on the following principles:

- Reducing allergens and additives.
- Reducing the number of ingredients used.
- Replacing artificial ingredients with natural products.

- Using clear labelling to inform consumers.

Clean labelling is now included at the very beginning of new product development.

Work on re-wording, mainly on the range of snacks (burgers), began in 2020.

Some products have seen their number of additives decrease from 12 to 3. Ingredients with no added colourants or carageenans have been referenced, all without deteriorating the original organoleptic quality.

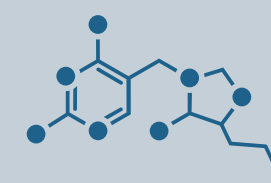
By offering the best meat, the BIGARD Group strives to offer consumers exquisite meat produce, rich in flavour as well as a source of valuable nutrients, while contributing to their health and a balanced diet.



Meat is a natural source of vitamins and minerals.

## B12

Food of animal origin provides vitamin B12 in a form that can be absorbed by the body.



**Iron from meat is 2 to 5 times more easily absorbed by the body than iron from plant products.**

( Source : Société Française de nutrition, Cahier de nutrition et diététique )

# • ANIMAL WELFARE: A CHALLENGE FOR THE ENTIRE SECTOR •

## 5 FUNDAMENTAL FREEDOMS DEFINED BY THE FAWC (FARM ANIMAL WELFARE COUNCIL)

- 1 Freedom from hunger or thirst by ready access to fresh water and a diet to maintain full health and vigour
- 2 Freedom from discomfort by providing an appropriate environment including shelter and a comfortable resting area
- 3 Freedom from pain, injury or disease by prevention or rapid diagnosis and treatment
- 4 Freedom to express (most) normal behaviour by providing sufficient space, proper facilities and company of the animal's own kind
- 5 Freedom from fear and distress by ensuring conditions and treatment which avoid mental suffering

The Group's animal welfare policy was consolidated in 2020. The Group's Quality Department centralises and supervises the monitoring of performance indicators to guide the Group's strategy and formalise its guidelines on the basis of 4 main areas:

- **Preserving the sectors** through its five stakeholders: breeders, producer organisations, assembly centres, transport and slaughter.
- **Monitoring suppliers** through the formalisation and signing of specifications.

- **Training and training incentives for all stakeholders**, particularly with the appointment of Animal Welfare Officers in contact with livestock.

- **Permanent investment** in high-performance equipment suited to animal welfare to implement the best available techniques. For any development or new investment in cattle farms, pig farms or sheep farms, intervention by an ethologist is systematic prior to final approval in order to ensure full compliance with animal welfare.

## ANIMAL WELFARE OFFICERS (AWO)

are present in each slaughterhouse and regularly check that all good practices rules are applied at every stage of the process. They use a Group-standardised self-monitoring checklist following a scientifically-recognised sampling method.



More than 90 AWOs within the BIGARD Group

## ONGOING MONITORING FROM OFFICIAL VETERINARY SERVICES (OVS)

OVS (government employees) are independent and continuously ensure compliance with the regulations in each slaughterhouse.

In 2020, the Group introduced specifications for the supply and transport of live cattle and pigs, which are based on the regulations in force on breeding practices, animal health, feed, animal welfare, traceability and live animal transport.

## MEASURING OUR PERFORMANCE AND CONTINUALLY IMPROVING

The BIGARD Group third-party audits are a voluntary approach initiated in 2016 with experienced auditors, veterinarians or ethologists. This approach has been taken up by the entire industry since an audit grid based on European Good Practice Guides has been submitted by the beef trade association (Interbev) and recognised and approved by the DGAL, the FCD and the OABA. The pork trade association (INAPORC) is also finalising its own audit grid.

The Group increases the credibility of these audits by conducting them unannounced.

100 % of the Group's sites audited



100 % of operators in contact with live animals hold an official certificate of competence.



The EMB is authorised by the General Directorate of Education and Research to provide Animal Welfare training.

The BIGARD Group's training modules were created with the assistance of an ethologist.



The BIGARD Group provides in-the-field training for any new operator in contact with live animals.



Average score obtained in 2020 audits

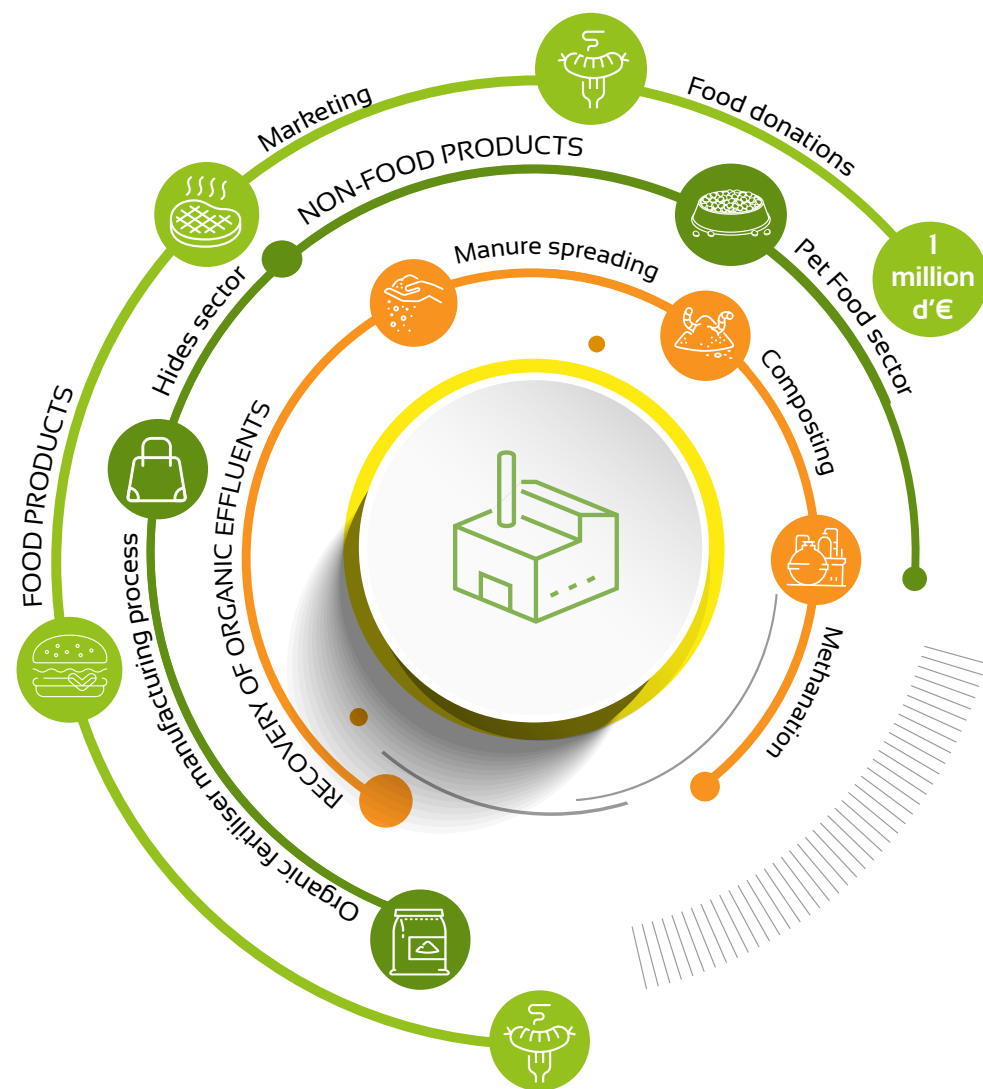
89.2 % within the Group

Target 90 %



## • PRESERVATION OF THE ENVIRONMENT •

The Group's activity is guided by the constant concern of the control and optimum use of incoming raw materials.



160,000  
tonnes of waste

93 %  
of which is recovered

The sorting and  
recovery channels  
are systematically  
favoured

The BIGARD Group's environmental policy is based on the compliance of its facilities with environmental regulations.

Sites can rely on the Group's Environment department.

Since 2004, the Quimperlé site has been  
**ISO 14001 certified**



### BREEDING AND MEAT SECTOR

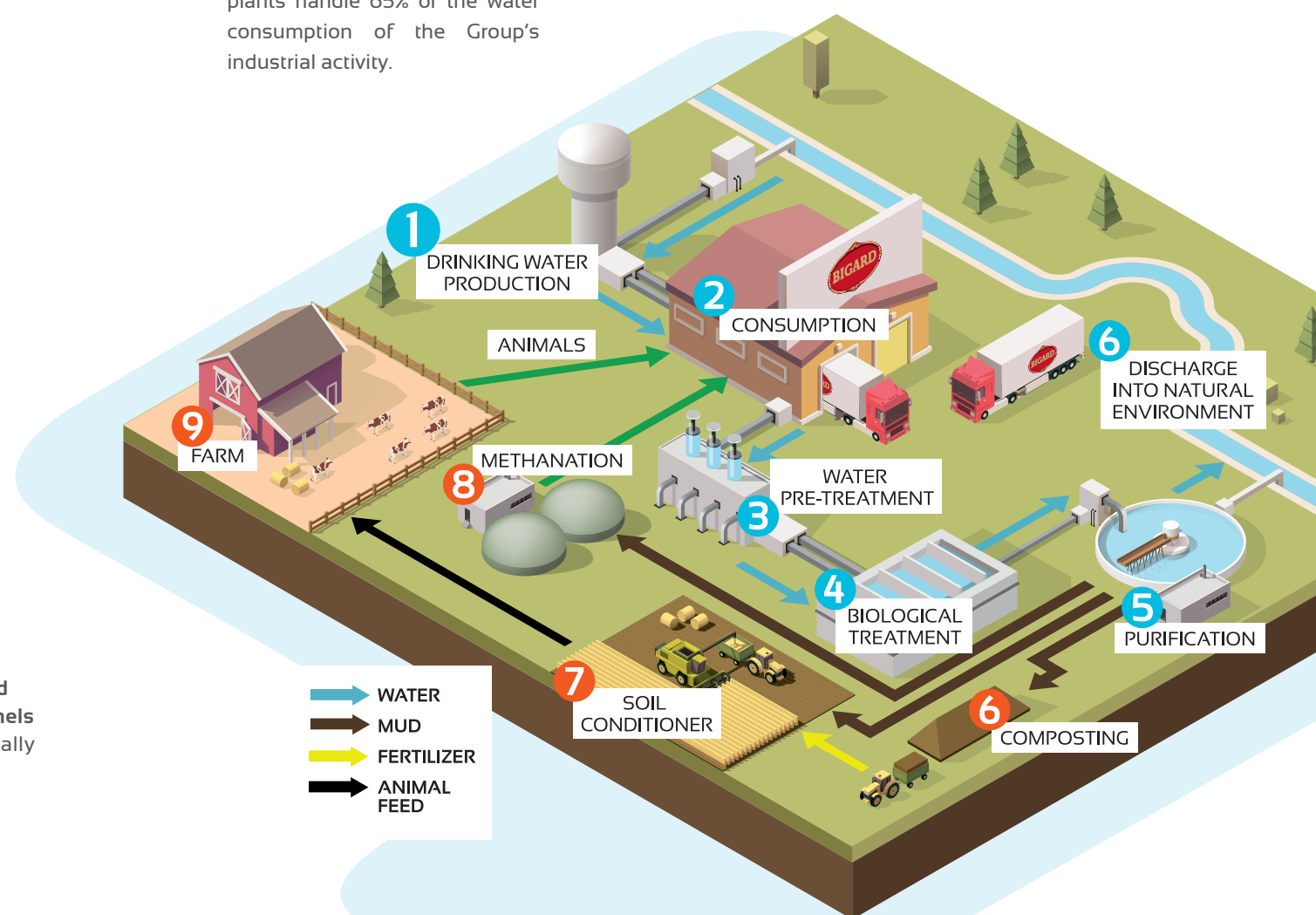
In 2018, the breeding and meat sector was the first in the food sector to be certified for this CSR approach, «RSE commitment - confirmed» level 3 out of 4.



### WATER TREATMENT PROCESS

12

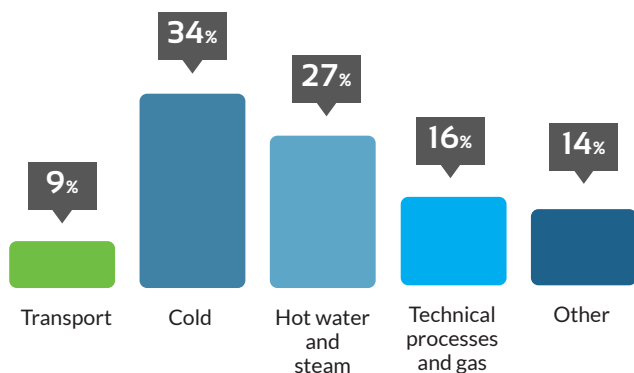
Autonomous water treatment plants handle 65% of the water consumption of the Group's industrial activity.



## CONTROL REQUIRES KNOWLEDGE

Audits provide the Group a better understanding of its consumption.

### Energy



### Greenhouse gases



### Experiment in Cherré: "Structured Water"

*in partnership with our cleaning provider*

As part of its efforts to improve cleaning processes, the Group is testing new technology on a pilot site: cleaning using structured water. The creation of a vortex structures the water and therefore oxygen atoms become more available. The water will acquire specific properties (wetting power, solvency, oxygenation, inhibited bacterial growth) and thus directly benefits the cleaning process:

## OBJECTIVES



### Water savings

Reduce water flow by up to 25%



### Energy savings

Reduce water temperature for cleaning from 50°C to 35°C



### Product savings

Reduce consumption of cleaning products (detergents and disinfectants) by up to 25%



### Experiment at the Neubourg site

#### A new tool for good driving

An electronic box is placed on the driver's dashboard. Equipped with a geolocation system and linked to engine data (speed, RPM), it detects any wrongdoings resulting in excessive fuel consumption.

If the limits set in the tool are exceeded, a red light alerts the driver.

## FOCUS ON PACKAGING

Packaging accounts for a large part of the Group's purchased consumables. Reducing volumes, improving recycling.. teams have been innovating for the last 10 years!

### Slim fresh more cardboard, less plastic

The Group has developed a new concept to reduce the use of plastic in the packaging of minced meat and cuts. SLIM FRESH is a sleeve pack made up of 91% cardboard and 9% plastic.



### Trays

The Group was the first to put «recyclable single-material» trays (PET) on the market, for which it received the Marianne d'Or award for sustainable development in 2016.

The Group is now investing in a collective project to improve the recyclability of trays.



### Cartons

All our corrugated cardboard cartons were awarded the FSC label (packaging from sustainable sources) on 1 January 2021.



*These actions are intended to be deployed on all sites.*





# L'Art de la Viande

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