

OUR COMMITMENTS TO SUSTAINABLE DEVELOPMENT



2019-2020 SUMMARY

MAÏSADOUR
NOTRE CULTURE, VOTRE BIEN-VIVRE

THE COOPERATIVE MODEL: CONTRIBUTE TO THE SUSTAINABILITY OF AGRICULTURAL OPERATIONS

MAÏSADOUR'S COOPERATIVE MODEL PROVIDES LONG-TERM SUSTAINABILITY FOR AGRICULTURAL OPERATIONS BY GUARANTEEING REVENUE AND OPPORTUNITIES.

EVERY DAY, MAÏSADOUR HELPS ITS MEMBERS ADAPT THEIR PRACTICES AND MEET CHALLENGES IN THE AGRICULTURAL SECTOR.



GOVERNANCE MODEL: "ONE PERSON, ONE VOTE"

Cooperative governance is an original business model, founded by and for farmers. This business model is based on the democratic principle of "one person, one vote". **The Board of Directors**, formed of farmers elected by their peers, is both the Cooperative and the Group's essential decision-making body.

Employees are also involved in governance. They can take shares in the company and become "non-member partners".

MAÏSADOUR A RESPONSIBLE COOPERATIVE LOCATED IN SOUTH-WEST FRANCE

MAÏSADOUR PUTS PEOPLE AND THE LIVING WORLD AT THE HEART OF ITS CONCERNS, TO PROMOTE SUSTAINABILITY IN AGRICULTURE, FOOD AND SOCIETY.



1,359
€ BILLION ANNUAL SALES*
*value 2019-20



5 000
FARMERS
MEMBERS



5 173
EMPLOYEES*
* all time employees 2019-2020



226
SITES



76
COMPANIES



14
COUNTRIES

At Maisadour, we develop sectors of excellence that meet the consumers expectations, to promote, in France and internationally, the production of our farmers.

We work together for the success of our members and build the future of our territories

OUR 3 CSR COMMITMENTS FOR AN ECONOMIC RESPONSIBLE AND SUSTAINABLE DEVELOPMENT



From farm to fork, Maïsadour develops integrated sectors and ensures sustainable opportunities for its farmers' productions. The cooperative guarantees revenue streams for them and ensures the economic performance of their farms. Through its close ties with communities, Maïsadour contributes to local development.

By offering consumers flavoursome and responsible products, Maïsadour works towards providing ever more transparency and quality. Our many products certified by quality labels - Label Rouge (Red Label), Agriculture Biologique (Organic Agriculture), Indication Géographique Protégée (Protected Geographical Indication), Appellation d'Origine Protégée (Protected Designation of Origin) and our shops with short supply chains "En Direct de Nos Producteurs" (Direct From Our Producers) are a clear evidence of our commitment and create a link between producers and consumers.

<p>41 AGRI'Acteurs MAISADOUR</p> <p>strengthen the link between members and their cooperative</p>	<p>+ than 700 farmers evaluated their sustainability farm</p> <p>IDEAAL MAISADOUR</p>	<p>Our chicken and palmid breeding are sustainable and controlled...</p> <p>...feed with local food coming from our farmers</p> <p><i>*IDEAAL : Implication dans une Démarche Eco responsable pour une Agriculture d'Avenir et Locale. (Involvement in an Eco responsible approach for the future and local agriculture)</i></p>
<p>58 Substantial of donations to non-profit organisations</p>	<p>+23% organic crops surface</p> <p>AB AGRICULTURE BIOLOGIQUE</p>	
<p>0 product recalls for food safety</p>	<p>10 medals at the General Agricultural Competition 2020</p>	



It is essential to preserve the planet and maintain biodiversity. Maïsadour takes concrete action to reduce its carbon footprint and save natural resources.

The Group is committed to developing renewable energy, innovating, controlling and improving its industrial tools and environmental performance. Maïsadour helps farmers constantly develop agricultural practices that respect the soil, animals and people.

<p>1 charter signed by the farmers on Welfare animal</p>	<p>Agroforestry in animal farms</p> <p>568 trees, shrubs, hedges planted</p>	<p>19 272 KWh of renewable energy produced</p>
<p>x 4 number of employees given training in animal welfare</p>	<p>+20% farmers assisted with water consumption management</p>	<p>22 ISO 50 001 certified sites</p> <p>afaq ISO 50 001 Energie AFNOR CERTIFICATION</p>



Maïsadour's ambition is to become a standard-setting cooperative employer in terms of employee safety and well-being at work.

In order to achieve this, Maïsadour has defined actions in key areas: strengthening of safety management, personal and professional development through training, strengthening of labour relations, protection of health in the work place, and promoting diversity and equality at work.

<p>Values are defined collectively</p> <p>ADAPTABILITY COMMITMENT TEAM SPIRIT INNOVATION PERFORMANCE</p>	<p>249 employees trained on the management area</p>	<p>5,9% handicap employment rate</p>
<p>The score of 79 à 99 index of Women Men equality at work</p>	<p>-15% of the Frequency rate of workplace accidents leading to time off work</p> <p>SÉCURITÉ D'ABORD !</p>	<p>1 code of ethics distribute to employees</p> <p>CHARTRE ÉTHIQUE MAISADOUR</p>

MAÏSADOUR'S CONTRIBUTION TO THE GLOBAL COMPACT AND UN SUSTAINABLE DEVELOPMENT GOALS

IN 2015, THE MEMBER STATES OF THE UNITED NATIONS SET SUSTAINABLE DEVELOPMENT GOALS, A COLLECTION OF 17 INTERLINKED GLOBAL GOALS DESIGNED TO BE A «BLUEPRINT TO ACHIEVE A BETTER AND MORE SUSTAINABLE FUTURE FOR ALL»



THE GLOBAL GOALS For Sustainable Development



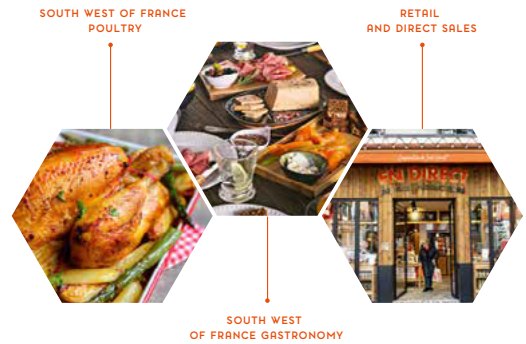
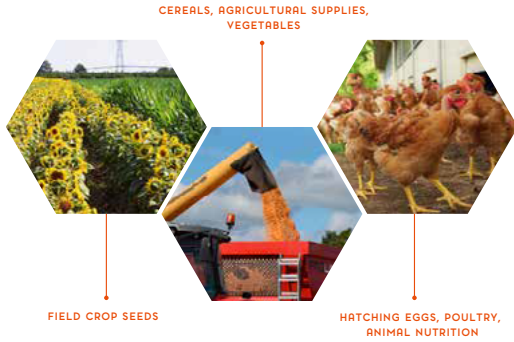
Maïsadour's 2026 strategy and the 17 sustainable development goals are the foundation that enabled the definition of CSR challenges of the Group.

They are grouped in **3 CSR commitments for an economic responsible and sustainable development.**

OUR BUSINESSES, OUR BRANDS

DISTRIBUTION CONTROL ...

... FROM FARM TO FORK



SEED DIVISION

Varietal creation, production and marketing of field crop seeds.

masseeds
UNITED TO GROW

AGRICULTURAL DIVISION

Cereals, agricultural supplies, vegetables, nutrition and animal production.

MAÏSADOUR
NOTRE CULTURE. VOTRE BIEN-VIVRE

ELEVAGE SERVICE

AGRALIA
NUTRITION
aliment

INOVITIS
La vigne passionnément

POULTRY DIVISION

Production and marketing of poultry with quality label certification.



GASTRONOMY DIVISION

Fattened duck, dry-cured ham, sea food.



MAÏSADOUR
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