



CORPORATE

SOCIAL
RESPONSIBILITY
REPORT

2024



— 4 —

THE ERHARD GROUP



— 8 —

OUR PRODUCTS



— 14 —

ENVIRONMENT



— 20 —

EMPLOYEES



— 26 —

PARTNERS



O

T

I

D

E

DENIS ERHARD
CEO
*of the ERHARD
Group*

Over the decades, our company has evolved while simultaneously preserving its historical expertise and raising its level of excellence, carving out a place for itself as a major European player in the dessert industry. Quality, know-how and commitment to our consumers and the environment have been behind the success of our business since 1961.

This brochure showcases our efforts to be an innovative, resilient company that respects both people and the environment. We have taken concrete measures for several years now to offer innovative and delicious products, reduce the environmental impact of our activities and promote the development and well-being of our teams, while also contributing to the vitality of the areas where we operate.

As an independent family-run business, our decisions and actions are rooted in human values. Establishing long-term trust-based relationships with all our stakeholders, including our employees, our customers, our suppliers and business partners and local communities, is one of our top priorities.

Together, let's continue to write the history of ERHARD by placing responsibility and commitment at the heart of our practices.

**Thank you for sharing this adventure
with us!**

“



THE ERHARD GROUP

An independent family-run business since 1961, the ERHARD Group is a major European manufacturer of frozen desserts, including ice creams, pastries and iced desserts, beignets, doughnuts and iced mochis.

Innovation is a core value at ERHARD. In order to provide our customers with the very best, we passionately create and invent the desserts of tomorrow, while paying the utmost attention to the quality of our products.

Every day, our more than 500 employees continue to uphold our know-how in the dessert industry at our six production sites and in our four stores located in the heart of the Alsace and Bourgogne-Franche-Comté regions.



4 
STORES
in Alsace
and Franche-Comté

 **3**
**FROZEN GOODS
LOGISTICS
PLATFORMS**
Approx. 10,000

6
**PRODUCTION
SITES**
in
Alsace
& Bourgogne
Franche-Comté

Pastries 

THUREY-LE-MONT 1 (Doubs)
Frozen pastries
Individual desserts
and desserts to share, brioches

THUREY-LE-MONT 2 (Doubs)
Fried desserts
Beignets, doughnuts,
mini doughnuts and mini beignets

BESANÇON (Côte-
d'Or)
Choux pastries

TAILLY (Côte-d'Or)
**Gougères,
Tropézien tarts,
rum babas**

Ice creams 

MASEVAUX (Haut-
Rhin)
**Iced desserts
and iced mochis**
Individual
and to share

ÉTUPES (Doubs)
Bulk ice creams



Our key figures

123
€ MILLION
IN REVENUE
— in 2024 —



OF PRODUCTION
SITES
IFS Food
CERTIFIED


>100%
GROWTH
in 10 years



QUALITY
ANALYSES
conducted
each year

>10 M€

**INVESTED OVER A
3-YEAR PERIOD**
to improve
WELL-BEING
AT WORK,
PRODUCTION
LINE
AUTOMATION
AND THE ENVIRONMENT


500
EMPLOYEES


83%
OF EMPLOYEES
ARE PROUD
to work for Erhard


50.7%
WOMEN
in the workforce

400+
NEW PRODUCTS
created every year



2024

2,900+
TONNES
OF ICED
PRODUCTS
MANUFACTURED

9,000+
TONNES
OF PASTRY
PRODUCTS
MANUFACTURED

THE ERHARD GROUP

Our governance model

As a **family-run business**, we care about preserving our **independence**, which guarantees our **financial stability** and holds us **accountable** to our customers and employees.

We believe in our family model, which allows **each generation** to contribute to the **development and sustainability** of our company. This governance model builds and maintains **long-term relationships** with **all our partners**.

Our majority family **shareholding** is one of our greatest strengths. Family partners share access to capital with management teams so as to involve them in the value they help create.

Our values

The ERHARD Group is built on the values of quality, high standards, respect and commitment. All ERHARD employees are driven by a **shared passion for creating and producing attractive and tasty products**, while **constantly striving for industrial excellence**.

INNOVATION

QUALITY
AND HIGH
STANDARDS

CARING

FULFILLING
COMMITMENTS

We believe in our family model, which allows each generation to contribute to the development and sustainability of our company.





WE CONTRIBUTE TO

10

SUSTAINABLE
DEVELOPMENT
GOALS*

Our CSR commitments

Always attentive to trends, we innovate to meet the challenges of our time and the expectations of our customers. Denis Erhard, the Group's Chairman, is responsible for upholding our commitments: he approves the CSR policy and promotes it among all employees and partners.

The CSR approach is managed by the QHSE Director and Senior Management. They ensure regulatory compliance and coordinate internal actions, including employee awareness-raising. They draw on the expertise and commitment of employees in various functions and at different sites.

The guidelines of the ISO 26030 standard, specific to the agri-food sector, serve as our reference framework. Our commitments are regularly assessed by independent third-party organisations such as **EcoVadis** and **SEDEX**, in particular through CSR audits.

We are also committed to taking measures to contribute to the Sustainable Development Goals established by the United Nations Member States and set out in the 2030 Agenda for Sustainable Development.

- 
- #2 ZERO HUNGER
- 
- #3 GOOD HEALTH AND WELL-BEING
- 
- #5 GENDER EQUALITY
- 
- #8 DECENT WORK AND ECONOMIC GROWTH
- 
- #9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 
- #10 REDUCED INEQUALITIES
- 
- #11 SUSTAINABLE CITIES AND COMMUNITIES
- 
- #12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 
- #13 CLIMATE ACTION
- 
- #17 PARTNERSHIPS FOR THE GOALS

* Sustainable Development Goals (SDGs) adopted by the United Nations.



OUR PRODUCTS

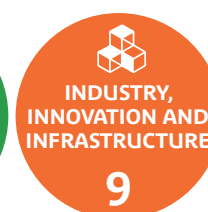
Combining know-how, quality and innovation

OUR PRIORITIES

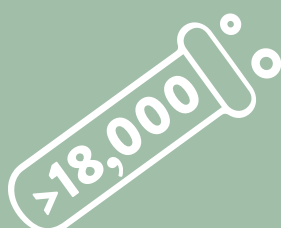
- Placing our full historical expertise at the heart of our products.
- Being uncompromising when it comes to the quality and choice of ingredients.
- Sharing the ERHARD Group's iconic spirit of innovation.



THE SUSTAINABLE DEVELOPMENT GOALS
that the ERHARD Group contributes to through its product range:



OF PRODUCTION
SITES
IFS Food
HIGHER LEVEL
CERTIFIED



QUALITY ANALYSES
AND OWN CHECKS
carried out internally and
by our accredited provider
every year



400+
NEW PRODUCTS
created every year



1 INGREDIENT CHARTER
setting out our commitments



Guaranteeing the quality and safety of our food

The quality and safety of our food are the foundation of everything we do. The ERHARD Group is committed to taking every step necessary to ensure our products meet the highest standards.

OUR COMMITMENTS

- Guaranteeing regulatory compliance and food safety.
- Ensuring customer satisfaction.
- Providing consumers with safe products.

A comprehensive strategy in favour of food safety

100% of our production sites have received International Featured Standard (IFS) Food 'Higher level' certification. This certification attests to the implementation of a quality management system that meets all food safety requirements and enables performance to be regularly enhanced in this area.

Standardised procedures

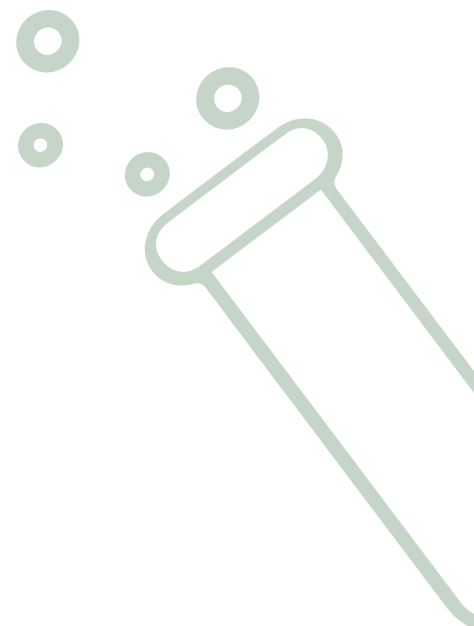
The ERHARD Group's food quality and safety policy applies to all **our sites and all our products**. This quality policy is implemented on the ground by an **integrated and qualified technical team** and is shared with all our employees every year.

Inspection plans at every stage of the process

We ensure that quality is consistent with our specifications **at every stage**, from the selection of our ingredients to the preparation of our products. To achieve this, we trace our products using a **computerised system** and carry out **systematic inspections in internal and external laboratories**, as well as **organoleptic tests**.

A culture upheld by all employees

Food safety culture is part of **our group's DNA** and that of each and every employee. This culture is conveyed through communication, training and promotional materials and the commitment of all our managers. **Our teams work day in and day out to maintain high standards** with a view to ensuring that our certifications are renewed, meeting customer requirements and continuously improving our knowledge and operations.





OUR PRODUCTS

Creating delicious, safe and healthy products

Innovation is one of the ERHARD Group's core values and the cornerstone of our expertise. Always attentive to our customers' needs and the latest trends, our teams develop new products that are unique, attractive and tasty.

OUR COMMITMENTS

- Working to create innovative, attractive and tasty products.
- Drawing on our experience and know-how to offer the very best products.
- Reducing the number of ingredients and additives used in our products.
- Providing the best service to our customers through our innovative spirit.

A team and a site dedicated to innovation

Working closely with our production units, our **Design and Research & Development (R&D)** teams are spread across two R&D centres, one dedicated to ice creams and the other to pastries and fried desserts. For over 30 years, we have been committed to developing our own brand products and offering trendy, innovative and high-quality products for various French and European markets.

Every year, we invent and create over **400 new products** to enhance our range with unique and original recipes. With new recipes, new formats and new trends, our R&D teams are able to create **100% customised products**, a key asset when it comes to **developing tailor-made projects with our customers**.

These teams also act as a liaison with the production teams, training them on new products and ensuring that the products manufactured are of the same high quality as those developed and approved by our customers.

And on top of this, we work with external talent, including **renowned pastry chefs** who support us in the development and creation of new products.



800+
PROJECTS

studied every year





A 'clean label' approach and an ingredient charter

The ERHARD Group has been developing a 'clean label' approach over the past few years which aims to define criteria for selecting raw materials. As part of this initiative, we have introduced an 'ingredient charter' that sets out all of our commitments, including:

- using unprocessed ingredients whenever possible;
- avoiding the use of flavours and colouring agents and, where necessary, only using plant extracts and flavours of natural origin;
- reducing the number of ingredients, particularly additives;
- eliminating preservatives and raw materials that have a negative or questionable impact on consumer health (GMOs, nanomaterials, ionised raw materials, hydrogenated fats).



100%
NATURAL
COLOURING AGENTS
AND FLAVOURS*
*in our products for
our Erhard range*

* excluding the violet and popcorn flavours

For example, in our Erhard ice cream tub range, we have eliminated carob flour and guar gum and replaced the additive E471 with flax fibre. This has enabled us to reduce the list of ingredients and eliminate three additives. To date, 36 out of 75 flavours are certified as additive-free. We have also worked to reduce the number of additives in our beignets down from seven to two in our recipe.

OUR PRODUCTS

Making responsible sourcing choices

Our sourcing policy reflects our high standards and commitments, guiding the choices we make every single day. Raw materials and packaging contribute significantly to the environmental impact of our products, which is why we have defined criteria that favour ingredients produced through more sustainable and responsible practices.

OUR COMMITMENTS

- Selecting environmentally friendly ingredients.
- Reducing packaging and favouring recyclable, recycled and reusable materials.



Our milk producer for over 40 years.

Responsible selection of raw materials

The ERHARD Group has defined a set of **stringent criteria** for its raw materials in order to select **high-quality ingredients** that **respect the environment, social equity and animal welfare**. We are committed in particular to:

- promoting sustainable and certified agricultural practices, for example by choosing **Rainforest Alliance**-certified cocoa derivatives and **RSPO SG (Segregated)**-certified palm oil if this ingredient is required by the customer, and by developing **vegan** and certified **organic** product ranges;
- favouring **French and local suppliers** whenever possible. The milk used for our ice creams comes from the **COURBOT farm**, located less than **20 km** from our production workshop. We have been working in partnership with this producer for over **40 years** with daily milk deliveries;
- selecting **100% barn or free-range eggs** for all ERHARD brand products since 2024.



Cacao

28.7%
OF COCOA

derivatives
Rainforest
Alliance
— certified —

70%

OF OUR
SUPPLIERS

have at least one
certification



located less than

20 km

FROM OUR FACTORY



Efforts aimed at the continuous improvement of packaging

Although essential for preserving and showcasing our products, packaging is nevertheless a **major environmental challenge**. The ERHARD Group's carbon audit showed that packaging (design, manufacture, use and end of life) is its third largest source of CO₂ emissions.

In 2023, our contribution under the Extended Producer Responsibility (EPR) policy approach financed the **recycling of 651 tonnes of packaging**, equivalent to the selective waste collection for 10,785 inhabitants. This recycling prevented the production of 127 tonnes of CO₂.

Beyond our financial contribution, we work to reduce the environmental impact of our packaging at the source by implementing the **three Rs strategy: Reduce, Reuse, Recycle**.

Some actions already in place...



**REDUCED
USE
OF PACKAGING
BOXES**

- in 2022, we launched a new range of ice cream tubs made from **100% recyclable and reusable** materials;
- in 2023, the packaging box for our Yule log was replaced with a **cardboard base and a film**, reducing packaging volume by 8% and plastic weight by 80%. The same system has been implemented for as many products as possible, whenever feasible;
- our boxes and inserts are gradually being replaced with **100% recyclable APET**, and **60% of our products have already been converted**;
- most of our outer boxes are now made from recycled and certified fibres.
Many of our outer boxes are FEFC certified.





ENVIRONMENT

Reducing our environmental impact

OUR PRIORITIES

- Measuring and controlling our impact on the environment
 - Optimising our consumption
 - Investing in equipment improvements to promote more efficient and sustainable production methods.
-

THE SUSTAINABLE DEVELOPMENT GOALS
that the ERHARD Group contributes to through its product range:



Measuring and controlling our carbon footprint

In 2023, the ERHARD Group carried out a Bilan Carbone® carbon audit to gain a clear picture of its overall impact. This recognised methodology quantifies the greenhouse gas (GHG) emissions generated throughout our production chain and in the course of our employees' activities.

OUR COMMITMENTS

- Regularly assessing our carbon footprint.
 - Defining a five-year plan to reduce our GHG emissions.
 - Introducing appropriate measures in collaboration with our stakeholders.
-

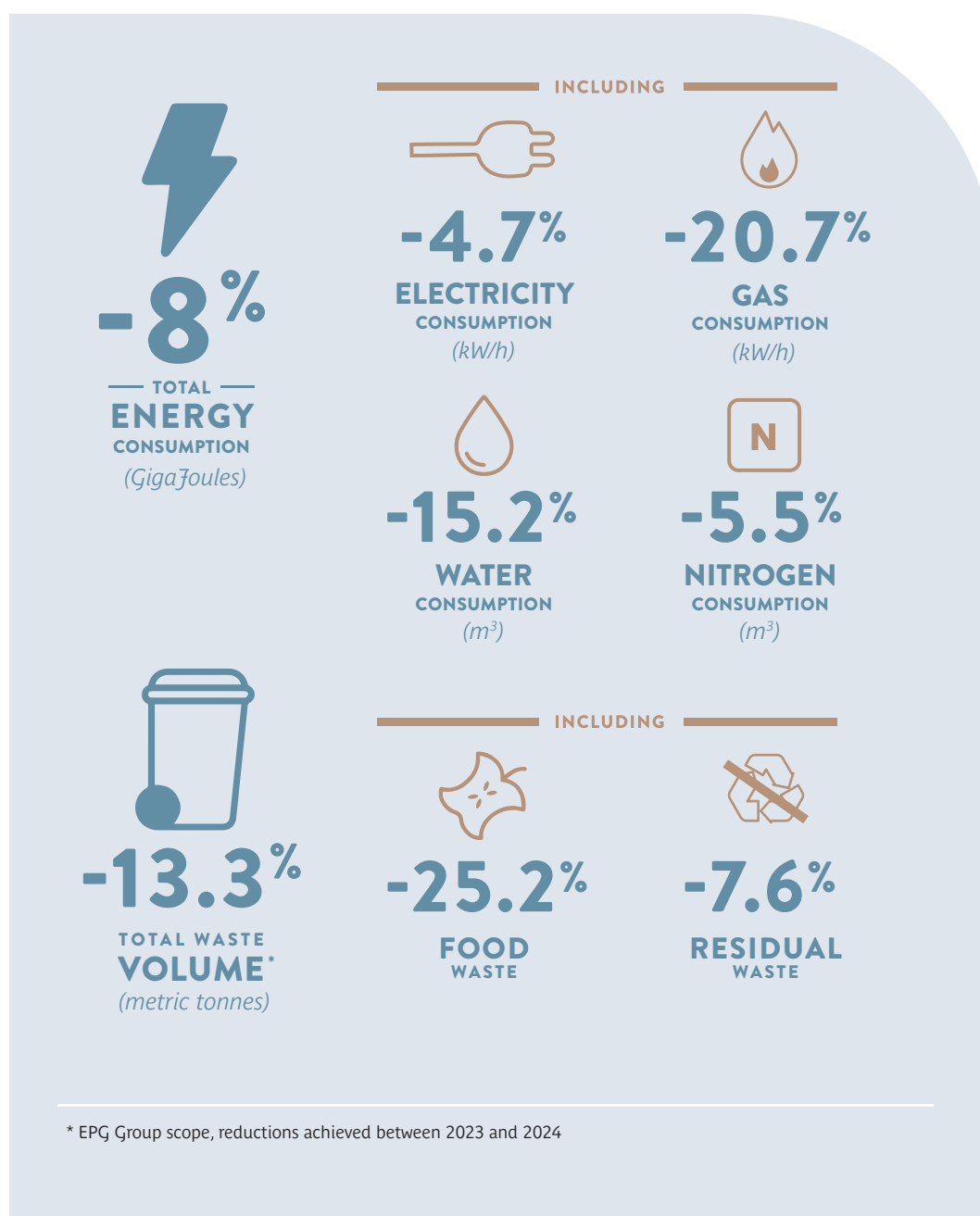


Optimising our consumption

Several action plans to optimise and reduce our energy consumption and manage our waste have enabled our group to make progress:

- an energy efficiency and consumption optimisation plan;
- a plan to reduce water consumption;
- a plan to reduce gas consumption;
- a plan to reduce waste and optimise sorting and recycling.

How we performed between 2023 and 2024:



* EPG Group scope, reductions achieved between 2023 and 2024

ENVIRONMENT

Investing in energy-efficient and sustainable production

The ERHARD Group is committed to improving its performance and working to optimise the use of energy across all its sites. Energy efficiency is a key aspect of our approach, playing a direct role in reducing our environmental footprint. Which is why we seek to identify all areas for improvement and invest in modern, innovative facilities.

OUR COMMITMENTS

- Improving our facilities and investing in high-performance equipment.
 - Taking measures to optimise our consumption.
 - Increasing the share of renewable and low-carbon energy.
-

A detailed assessment of our energy performance

In 2020, we renewed our energy audit, carried out in accordance with the **NF EN 16247** standard and covering **80% of the company's total energy costs**, in accordance with regulations. An analysis of the results identified ways to reduce our energy consumption in the short, medium and long term.

Several projects have been launched.

For example, at the Thurey-le-Mont site, the cold room, the site's largest energy consumer, has been modernised with centralised production for the two units (pastries and fried desserts).

The reorganisation of this facility has also improved heat recovery from the cooling unit.

Initiatives in favour of energy efficiency

In 2022, France adopted a national energy efficiency plan. To contribute to this collective effort, the ERHARD Group has rolled out its own energy efficiency plan that includes practical measures to reduce and optimise energy consumption across all its sites, such as **adjusting the operating temperatures of its machines and heating in buildings, limiting equipment operating times and raising employee awareness of eco-friendly practices.**



Ongoing consumption optimisation

Since 2018, various measures have been taken to optimise consumption, introduce modern, high-performance equipment and reduce our overall electricity consumption.

THUREY-LE-MONT SITE

- Replacement of all lighting fixtures with LEDs, resulting in a **4% reduction in overall electricity consumption**.
- Installation of variable-speed compressors equipped with a heat recovery system used to heat the machine rooms, resulting in a **1% reduction in overall electricity consumption**.
- **Complete retrofitting of our refrigeration systems, representing an investment of €2.8 million, enabling us to:**
 - **reduce electricity consumption by 20%**, resulting in a 5% reduction in overall consumption at the Thurey-le-Mont site;
 - **reduce gas (propane) consumption by 60%** through heat recovery for domestic water heating;
 - **replace greenhouse gas refrigerants** with natural gases (ammonia, CO₂ and propane);
 - **sign two energy performance contracts (EPCs)**: one concerning a 20% reduction in our electricity consumption for refrigeration and the other concerning a 90% reduction in our gas (propane) consumption for domestic hot water production.

These measures have resulted in a **10% reduction in electricity consumption at the Thurey-le-Mont site** since 2018.

In addition, the **refurbishment of the water distribution system at the pastry site** has reduced **water consumption by 15%**, and we are also looking into a **rainwater storage** system for use in the sanitary facilities.

Lastly, to take our approach even further and continue to increase the share of renewable energy in our consumption, several projects are currently being rolled out, including the **installation of solar panels at the Thurey-le-Mont site by 2025**.

These measures have resulted in a 10% reduction in electricity consumption at the Thurey-le-Mont site since 2018.

ENVIRONMENT

Ongoing consumption optimisation



-5% **ELECTRICITY CONSUMPTION**
after **LIGHT FIXTURES**
were replaced with
LEDs

BESANÇON, TAILLY, ÉTUPES AND ST-GERMAIN SITES

- Our **Besançon plant** has high-performance equipment, such as a **compressed-air compressor** and **variable-speed motors** to better control energy consumption. **LED lighting** is used throughout the facility. In addition, for air-conditioning at the plant, the cooling unit uses a natural gas: propane.
- At our **Tailly plant**, replacing the light fixtures with **LEDs** has reduced electricity consumption by 5%. All refrigeration systems have been replaced with a system that runs on propane and CO₂ (natural gases) in order to eliminate HFC greenhouse gases.
- At our **Besançon, Étupes and Saint Germain sites**, work will be undertaken to **eliminate the HFC gas** used in some of our refrigerators and air-conditioners, in accordance with regulations. This investment will also reduce our electricity consumption thanks to more efficient facilities.



Masevaux site.



Étupes site.



FOCUS

the Thurey-le-Mont site by 2027

As part of our plan for the future, three new buildings will be constructed at the Thurey-Le-Mont site:

1. NEW BUILDING FOR STORING PACKAGING

BÉNÉFICES ATTENDUS

- Increased storage capacity.
- Improved working conditions thanks to order automation.
- Optimised performance with digitised data management in a facility that compiles with the latest environmental and safety standards.

2. NEW ADMINISTRATIVE CENTRE

BÉNÉFICES ATTENDUS

- Improved working conditions: a modern, spacious, naturally lit building in a green environment, ergonomic equipment, etc.
- Optimised energy consumption: low-energy lighting and geothermal heating.

3. NEW COLD STORAGE WAREHOUSE DIRECTLY ADJACENT TO THE BEIGNET/DOUGHNUT PLANT

BÉNÉFICES ATTENDUS

- Quality: an optimal cold chain.
- Logistics: reduction in inter-site shuttle services and external storage.
- Optimised energy consumption with the installation of latest-generation refrigeration units.
- Reduced work arduousness thanks to the automated palletising and transfer system from the end of the production line to the storage warehouse.





EMPLOYEES

*Creating favourable conditions
for trust and success*

OUR PRIORITIES

- Promoting the health, safety and well-being of our employees.
- Developing skills.
- Supporting professional growth.
- Sharing common values and collective successes.

THE SUSTAINABLE DEVELOPMENT GOALS
that the ERHARD Group contributes to through its actions aimed
at its employees:



83%
**OF EMPLOYEES
ARE PROUD***
to work for Erhard

69%
**OF EMPLOYEES
consider
THE WORK
ATMOSPHERE
PLEASANT***

* according to the 'employer brand' survey conducted in 2023



Caring for health, safety and well-being

The ERHARD Group is committed to ensuring the health, safety and well-being of all its employees, regardless of their job. We work every day to provide the most respectful working environment possible and to be recognised as a trusted employer.

OUR COMMITMENTS

- Ensuring the health & safety of all our employees.
- Preventing and reducing arduous working conditions.
- Providing working conditions that promote well-being.

Health & safety: our daily priorities

We care about improving the safety of our employees and reducing risks, which is why every new project is assessed in terms of health, safety and the reduction of arduous working conditions.

We regularly monitor performance indicators and are currently working to structure our Health & Safety Management System at Group level in order to comply with the **ISO 45001 standard by 2027**.

Moreover, our measures also take psychosocial risks into account and we have **three dedicated in-house officers**. In this context, an internal complaints procedure that preserves anonymity has been put into place.

Training: an essential lever for safety culture

In total, **1,366 hours of training** were dedicated to occupational health & safety in 2024. In addition to mandatory training, we carry out several complementary actions, the effects of which we can measure. Between 2023 and 2024, we reduced the number of workplace accidents with and without lost time by 7.8%, and the severity rate in 2024 for the Group was 0.68, well below the industry average (1.7 in 2023).

Management staff, floor managers and line managers receive annual training on their responsibilities related to personal safety in order to give them all the tools they need to deal with at-risk situations.

We organise support days with an occupational safety specialist at each of our sites. These **'Safety' days** provide an opportunity to take an outside look at our daily activities, assess at-risk situations and offer support and a targeted action plan to prevent any actions that could be dangerous for our employees.

1,366
HOURS
of training dedicated
to HEALTH
&
SAFETY
in 2024

3
IN-HOUSE
OFFICERS
dedicated to psychosocial risks (PSRs)

EMPLOYEES

An organisation dedicated to safety

At Group level, a **Safety Manager**, supported by each Site Director, implements an action plan aimed at preventing accidents and reducing arduous working conditions, in particular by improving **workstation ergonomics**.

10 Safety Officers have been appointed within the company. Spread across all our sites, they have completed a five-day training course on workplace safety. These officers help improve the flow of information and strove to find practical, realistic solutions to situations deemed at-risk. Their main objectives are to:

- identify, list and report any at-risk situations or actions in order to implement effective preventive solutions;
- monitor the actions taken, ensuring that they are implemented correctly and that employees on the ground comply with safety rules;
- train all new employees in the use of machinery;
- provide all necessary safety equipment.

Digitisation for greater safety

To ensure that everyone adopts **good practices when they arrive at the company**, and to reinforce the safety culture among all employees, we disseminate **videos** presenting all our sites, explaining how to access them, describing how to wear personal protective equipment and summarising the occupational health & safety measures in place. These videos help each employee to better understand what is expected of them at their workstation.

A dedicated contact for well-being at work

Since 2022, our employees have been able to benefit from the advice and support of a **'well-being coach'** who is part of our teams. He welcomes new employees and helps them get started in their jobs at our main site in Thurey-le-Mont, as well as explaining safety and hygiene rules and our corporate culture. Acting as a key point of contact for HR teams and managers, he also carries out awareness-raising and training initiatives, helping to develop the skills of all employees.

Gérald, our well-being coach

1

WELL-BEING COACH

supporting our
employees
since 2022

In 2003, I joined the Erhard Group at the age of 23, with training in pastries, chocolate, confectionery and ice cream. I had the opportunity to take various training courses to expand my knowledge in areas such as management, first aid and risk assessment. Over time, I developed a passion for passing on my expertise and the company's values to new employees. In March 2022, drawing on my experience, I took on the roles of onboarding/induction officer, trainer and well-being coach – a position that has allowed me to help each employee develop their skills through practical and theoretical training.



10
**SAFETY
OFFICERS**
within the Group

-7.8%
**WORK
ACCIDENTS**



Promoting development for all

Our employees are the primary guardians of our expertise, ensuring compliance with our requirements. The ERHARD Group supports all employees in developing their skills and advancing their careers within the company. This forms the basis for a bond of trust that we build together every day.

OUR COMMITMENTS

- Enabling all our employees to strengthen their skills.
- Giving everyone the same opportunities for development.
- Promoting and supporting internal career advancement.
- Retaining our employees and offering attractive conditions.
- Transferring know-how.

A marked determination to support career advancement

We take particular care to reward the **commitment and loyalty of our employees**, in particular by offering everyone the same opportunities for advancement. For every job opening, we give priority to **internal candidates** and set up a one-on-one mentoring period to ensure the transfer of knowledge and skills.

Training programmes enable our employees to advance within the company. The **'Pastry Chef' programme** gives operators the opportunity to become pastry chefs after 12 to 18 months of training. The **'Line Manager' programme** allows employees to build on their experience by progressing from a manual worker status (junior line manager) to a supervisor status (senior line manager).

Benefits based on value-sharing

As an independent family-run business, we can choose how we want to share the value we create. ERHARD has always been committed to investing in an attractive social policy, seeking to exceed the regulatory requirements in this area.

Our employees benefit from:

- a remuneration structure based on loyalty;
- a 13th month bonus;
- bonuses related to attendance and seniority;
- additional leave for sick children;
- 100% coverage of mutual insurance (beyond the collective agreement);
- for trainees, a compensation scale more favourable than the legal requirement;
- a gift voucher for the birth of a child.

1

INTERNAL PASTRY CHEF TRAINING

for operators

Every year, we organise pastry chef training courses led by an external trainer at our various sites. Over several days, our employees attend a training course on pastry-making techniques. At the end of this course, they are assessed and can obtain the status of Junior Pastry Chef, before progressing to the status of Senior Pastry Chef.

In the seven or so years since this training course was set up, we have trained more than 40 people in the art of pastry making, in order to preserve our know-how in our various workshops.

EMPLOYEES



80%

OF EMPLOYEES
consider the management
style to be based on
TRUST*



78%

OF EMPLOYEES
consider they have
**INTERESTING AND
VARIED TASKS**



94/100

**GENDER EQUALITY INDEX
IN 2024**

*i.e. 8 points above the
legal minimum*

50.7%

WOMEN
in the workforce

6%

APPRENTICES
in 2024

Measures to promote equal opportunities

We are committed to guaranteeing equal access for all to our jobs and opportunities. In 2024, Erhard Pâtissier Glacier's Gender Equality Index stood at 94/100, with a maximum score for indicators related to promotion rates and the number of women who received a pay increase upon returning from maternity leave. In order to strengthen our actions, we have set targets for progress with regard to the pay gap, the distribution of individual pay increases and the number of women among the highest paid employees.

We also contribute to youth employment by training apprentices every year, undertaking to convert their contracts to permanent contracts whenever possible and offering them interesting assignments. In 2024, work-study trainees and vocational contracts accounted for 6% of our workforce across all departments. This commitment is all the more important given that all our sites are located in rural areas where employment opportunities are limited.

Our company also plays a major role in integrating disabled workers into the world of work: 6.45% of our workforce has disabled worker recognition, representing a total of 27 people.





Strong values shared within the company

In 2022, we conducted an in-house survey of our employees across the entire Group on topics related to the **employer brand**. The aims were to gain a better understanding of our employees' experiences within our company, identify strengths and core values, and improve our communication as a recruiter.

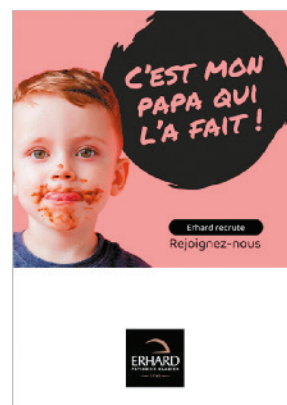
With a participation rate of 92%, our employees expressed their views in three key areas:

- **the family-run business:** strong values shared by over 71% of our employees, with more than 58% believing that high standards are a strength for our company;
- **product innovation:** 89% of employees believe that Erhard is an innovative company and 92% consider that it knows how to reinvent itself to remain successful;
- **teamwork:** 69% of employees consider that Erhard offers a pleasant working environment and 80% believe that Erhard has a management style based on trust.

We were also able to highlight other strengths for our company:

- 73% of our employees think they have a good work-life balance;
- 83% are proud to work for Erhard;
- 58% would recommend Erhard to their friends and family.

These results also enable us to highlight our values and strengths during recruitment campaigns, such as in 2023, with these visuals illustrating knowledge transfer and high standards at work.



Social occasions for everyone

Every year, we organise various social events for all our employees. Before the summer holidays, we invite them to get together for a summer barbecue, and we organise a Christmas dinner and dance at the end of the year in partnership with the **Works Council**.

Other sporting events also bring our employees together. For several years, we have taken part in the annual Lion race between Belfort and Montbéliard, where some 50 employees run between 5 and 21 kilometres, depending on their fitness level. This year, employees will also participate in a rowing regatta in Besançon.

Break rooms are fully equipped to accommodate our employees during their breaks throughout the day, and relaxation and social areas are available to allow them to rest in comfortable surrounds.



4 STORES

6 PRODUCTION SITES
*in Alsace
& Bourgogne-
Franche-Comté*

500+
JOBS
*generated
in these areas*

1.284
PRODUCTS
*donated
in 2024*

40+
YEARS
*of collaborative work
with our
MILK
SUPPLIER*


81.6%
of our suppliers
**HAVE SIGNED
OUR
CSR CHARTER**

PARTNERS

Building long-lasting relationships

OUR PRIORITIES

- Establishing long-term, trust-based relationships with our economic and financial partners.
- Promoting ethical business practices.
- Contributing to vitality and solidarity in the areas where we operate.

Contributing to the virtuous development of local areas

With six production sites and four stores located in Alsace and Bourgogne-Franche-Comté, local roots have always been at the heart of ERHARD's history and values. We seek to forge mutually beneficial partnerships with all the stakeholders we work with on a daily basis in order to promote the virtuous development of local areas.

OUR COMMITMENTS

- Building lasting and mutually beneficial relationships.
- Acting as a responsible economic player.
- Supporting our local communities.

THE SUSTAINABLE DEVELOPMENT GOALS
that the ERHARD Group contributes to as a responsible economic player:



Optimising our consumption

Local and responsible purchasing

All our products are made in our own workshops located in Alsace, Burgundy and Franche-Comté. We are also committed to using local or, at the very least, French suppliers in order to reduce transport distances and promote economic vitality throughout the region.

For over 40 years, we have been working with the **COURBOT** farm, located less than 20 kilometres from our production workshop. Furthermore, in order to build long-term relationships based on mutual trust, we have established partnerships and multi-year contracts with strategic suppliers.

With the aim of raising our suppliers' awareness of CSR issues and our requirements in this area, the ERHARD Group has drafted a CSR Charter that is systematically distributed with our supplier specifications. In 2024, 81.6% of suppliers had already signed our CSR Charter.

A commitment to local communities

We actively contribute to employment in rural areas, particularly among young people, and offer attractive career opportunities and prospects in a dynamic and innovative environment.

We strive to maintain close ties with the communities where we operate by supporting local associations, particularly through financial and product donations. Any employee involved in a local association can request a donation.



Claudette, official milk supplier for Erhard.



www.erhard-desserts.com

contact@erhard-desserts.com

Tel.: +33 (0)3.89.38.07.50