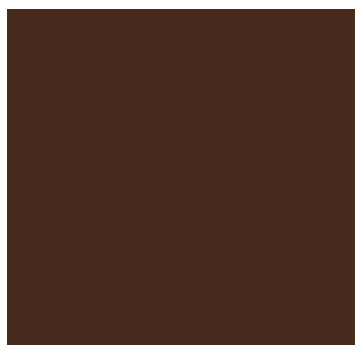
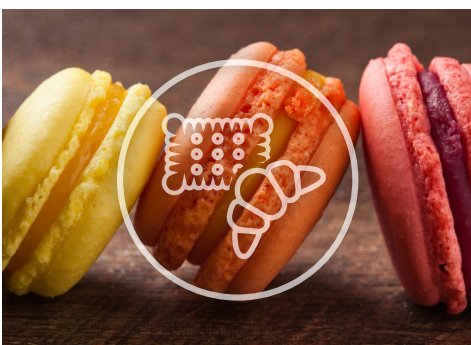


OUR COMMITMENTS



Metarom GROUP Solutions Creator





Metarom GROUP
commits

We are a leading operator in the food ingredients sector, developing flavouring solutions and made-to-order caramels, working in close proximity with our customers and the preferences of end consumers. We place paramount importance on customer satisfaction via the quality of our products, which are designed and produced with all due care for human safety and environmental protection. Our objective is to create value and share it: combining economic progress with social and environmental challenges, and building relationships based on trust with all our stakeholders. Our company bases its success on respect for three unifying values:

DURABILITY
SAFETY
ETHICS

Representing a demanding industrial sector and a professional brand, METAROM Group is committed to meeting its social and regulatory obligations, but also to customer expectations in terms of fairness and business ethics.

Jean-Loïc Metayer
CEO

GROUP **metarom** AROUND THE WORLD



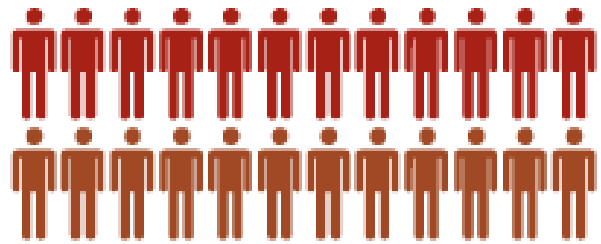
metarom GROUP IN KEY FIGURES

1953

FOUNDATION OF THE
METAROM GROUP

2 BUSINESS LINES:
**FLAVORS
& CARAMELS**

240 EMPLOYEES



1500

NEW PRODUCTS
CREATED EVERY YEAR

REVENUES OF
45M€
IN 2019

81
COUNTRIES
COVERED



10 AFFILIATES

AROUND THE WORLD

21 000
SAMPLES TRAVELING
AROUND THE WORLD EACH YEAR

OUR COMMITMENTS TO SUSTAINABLE DEVELOPMENT

Our group is highly conscious of its social responsibilities, and it committed to developing its business activities with respect for our stakeholders, while also preserving the environment for future generations. We are committed to making CSR a central tenet of our company's development projects, and to communicating this approach both internally and externally.



DURABILITY

SECURING GROWTH

- Ensuring economic development in accordance with the group's financial capacity,
- Protecting the company's assets and corporate image

CREATIVITY AND INNOVATION

- Imagining and building the company of the future,
- Ensuring dynamic creativity in the design of innovative products and services,
- Unleashing the company's full energy.

CUSTOMER SATISFACTION

- Developing a close-quarters relationship with our customers,
- Monitoring customer satisfaction.

SHARING VALUE CREATED WITH OUR STAKEHOLDERS

- Seeking to engage employees in the company's performance, across all our affiliates,
- Contribute to the local area by supporting cultural, economic or citizens' initiatives.





SAFETY

CONSUMER FOOD SAFETY

- Observing professional best practices for production and hygiene,
- Delivering products and services which meet quality and safety standards,
- Ensure a level of traceability that guarantees products can be recalled in the event of error,
- Ensure the company stays up to speed on regulatory developments regarding food safety, with constant adaption of our health risk monitoring systems,
- Systematic analysis of the causes of dysfunction, and implementation of reparative action plans,
- Intensifying our approach to supplier quality checks.

EMPLOYEE HEALTH AND SAFETY

- Making human health and safety a priority in our business choices,
- Carrying out a sustained and determined policy to prevent workplace accidents,
- Develop individual and collective behaviours via training and management,
- Paying particular attention to ergonomics and physical strain in workstations, while seeking to improve working conditions.

ENVIRONMENTAL PROTECTION

- Standardizing continuous improvement of our environmental performances across all our sites: reduction in the use of water, energy and consumables
- Applying methods and techniques that reduce resource use to all new equipment and installations,
- Optimizing waste management across all our facilities (reduction, recycling).

PREVENTION OF ETHICAL RISK FACTORS

- Training employees in CSR policy,
- Creating ethical correspondents to promote adherence to practices being implemented.





BUSINESS ETHICS

RESPECT FOR HUMAN RIGHTS AND INTERNATIONAL CONVENTIONS

We adhere to the values of the universal declaration on Human Rights and rules set by the International Labour Organisation, which are based on respect for individual dignity, regardless of ethnic background. We expect all our suppliers to do the same.

Our principles are as follows:

- Never employing children (i.e. any person under 16 or the minimum age for admission to employment in the country in question, or still at the compulsory school age),
- Maintaining reasonable working hours,
- Observing reasonable periodic rest periods,
- Offering fair compensation in accordance with local standards and regulations,
- Favouring the adoption of collective staff-employer agreements achieved via negotiation.

BUSINESS INTEGRITY

We consider that integrity and reliability are essential conditions for the maintenance of sustainable relations with our business partners.

Our guidelines are as follows:

- Sustaining a commercial environment that is open, fair and competitive,
- Respecting all applicable business laws and regulations, along with all our stakeholders,
- Requiring our employees to uphold the highest standards of honesty and integrity, in full compliance with applicable legislation,
- Ensuring the safeguarding and preservation of confidential information belonging to the company or its commercial partners
- Forbidding any and all attempts at financial or material corruption.



EQUALITY OF OPPORTUNITY AND NON-DISCRIMINATION

- Developing a human-centered and stimulating professional environment,
- Giving every employee the opportunity to develop their skills via professional training,
- Allowing every employee to grow and develop within the organisation based on their skills and opportunities,
- Promote professional integration for persons from disadvantaged social backgrounds or with disabilities,
- Guarantee jobs for senior citizens and the successful transmission of their experience and expertise.

SUPPLIER RELATIONS

- Promoting CSR principles among our suppliers (including sub-contractors).

Charte 
RELATIONS FOURNISSEURS
RESPONSABLES

METAROM Group is a signatory to the Charter for Relations between Responsible Suppliers

LOCAL ECOSYSTEM

- Developing relationships with other local and regional companies,
- Contributing to training young people via internships or apprenticeship programs.



GLOSSARY

STAKEHOLDER

“Company stakeholders” refers to all parties who participate or contribute to the Group’s economic wellbeing (employees, customers, suppliers, shareholders), as well as those who monitor the company (unions, NGOs) and those with other forms of direct or indirect influence on the Group (civil society, local councils, etc.). Stakeholders are the broad spectrum of bodies and persons with an interest in the company’s operations.

CSR

Corporate and Social Responsibility (CSR) refers to the implementation of sustainable development practices by companies.

A company that practices CSR is seeking to make a positive impact upon society, respecting the environment while remaining economically viable. This balance is achieved with the aid and support of the company stakeholders.

SUPPLIER

A supplier is a legal or natural person who supplies goods or services to the company. A subcontractor is a legal or natural person to whom an entrepreneur outsources (under their own responsibility) all or part of the business contract entered into with the customer.

Sources: <http://www.novethic.fr>
www.marche-public.fr



**METAROM FRANCE**

3, avenue de l'Etoile du Sud
Pôle Jules Verne
80440 Boves, France
Tel : +33 322 388 600
Fax : +33 322 388 590
Mail : metarom.france@metarom.fr

METAROM AUSTRALIA

UNIT 4, 20-28 Ricketty Street
Mascot/Sydney NSW 2020, Australia
Tel : + 61 (2) 9317 5002
Fax : + 61 (2) 8068 1854
Mail : metarom.australia@metarom.com.au

METAROM BENELUX

Chaussée de Ruisbroek 209
Ruisbroeksesteenweg 209
B-1190 Bruxelles, Belgique
B-1190 Brussel, België
Tel : + 32 2 333 00 20
Fax : + 32 2 333 00 29
Mail : metarom.benelux@metarom.be

METAROM UMA

6, Bloc 1 Zone Industrielle
13000 Benslimane, Maroc
Tel : + 212(0)546 153 287
Fax : + 212(0)523 298 028
Mail : metarom.uma@metarom.ma

METAROM IBERICA

Polígono Industrial Rosanes
Avenida Europa, 23-25
SP-08769 Castellvi de Rosanes
Barcelona, Spain
Tel : + 34 937 735 453
Fax : + 34 937 750 868
Mail : metarom.iberica@metarom.es

METAROM ASIA

9 Jalan IPP
Industri Primont Perdana, Desa Aman
4700 Sungai Buloh, Selangor
Malaysia
Tel : +60 3 27 14 6210
Mail : metarom.asia@metarom.my

METAROM SUISSE

88b, Rue de Genève
1004 Lausanne, Suisse
Tel : + 41 (21) 625 16 12
Fax : + 41 (21) 624 72 12
Mail : metarom.suisse@metarom.ch

METAROM USA

4211 Ponderosa Avenue,
Suite B
San Diego, CA 92123, USA
Tel : +1 858 300 0484
Mail : metarom.usa@metaromusa.com

METAROM CZ

Měšická 3130
CZ-390 02 Tábor, Czech Republic
Tel : + 420 381 210 773
Fax : + 420 381 211 187
Mail : metarom.cz@metarom.cz

METAROM ANDINA

Carrera 28 N°71 B - 53
Bogota, Colombia
Tel : + 571 225 4566
Tel. / Fax : + 571 2255 323
Mail : metarom.andina@metarom.co



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