



**Segafredo**<sup>®</sup>  
— ZANETTI —

**2022**

**COMMUNICATION  
ON PROGRESS COP**

SEGAFREDO ZANETTI FRANCE

*UN Global Compact*



**NOUS SOUTENONS  
LE PACTE MONDIAL**





**Segafredo**<sup>®</sup>  
— ZANETTI —

# CONTENTS



Since 2016, **Segafredo Zanetti FRANCE** has been engaged in the United Nations Global Compact social responsibility initiative and its 10 principles relating to human rights, labour, the environment and anti-corruption. Our company takes the «Agenda 2030» issues to heart and integrates actions for SDGs (Sustainable Development Goals) in its CSR approach.

<b>CSR APPROACH</b> - Communication on Progress COP 2022 .....	p03
<b>THE COMPANY</b> .....	p04
Espresso world leader .....	p05
Lasting satisfaction of consumers and distributors .....	p06
Chart of stakeholders .....	p07
2016-2021 : Strategic Issues .....	p08
<b>SOCIAL RESPONSIBILITY</b> .....	p10
<b>SUSTAINABLE DEVELOPMENT - ENVIRONMENT</b> .....	p14
<b>RESPONSIBLE USE</b> .....	p20
<b>CORPORATE SOCIAL RESPONSIBILITY</b> .....	p24



**Segafredo**  
— ZANETTI —

# CSR APPROACH

COMMUNICATION  
ON PROGRESS  
COP - 2022



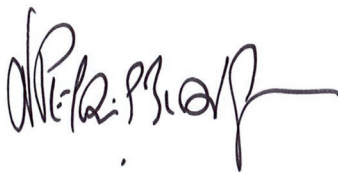
As a signatory of the UN Global Compact since 2016, **SEGAFREDO ZANETTI FRANCE** has renewed its commitment in 2022 to supporting all the fundamental values and strategic issues for human rights, labour standards, respect for the environment and combating corruption.

**SEGAFREDO ZANETTI FRANCE** has set out the ongoing satisfaction of its customers and relevant stakeholders as its main goal, ensuring that consumers enjoy the high quality of its coffee and guaranteeing full compliance with sustainability values.

This mission is undertaken within the scope of the company's integrated CSR strategy, which incorporates its objectives on safety, proper workplace conditions, the quality and sustainability of the raw materials used and goods produced, the company's performance and its involvement in the development of regional economic activity.

**For 2022, SEGAFREDO ZANETTI FRANCE** has laid out several priorities to strive towards, including a reduction in the environmental impact of the packaging for its finished products, particularly by reducing the packaging's amount and weight, and energy management improvements to limit its consumption of resources to what is strictly necessary.

Nicolas PEYRESBLANQUES  
**Chief Executive Officer**  
The 25th of February 2022



Photograph of medal presentation 2020



« I ask each member of SEGAFREDO ZANETTI FRANCE to make a commitment by my side, by adopting significant reflexes to reach our objectives together ».



# THE COMPANY

OURS COMMITMENTS



Our desire, above all,  
is to be a player in a positive economy.





# THE COMPANY

## ESPRESSO WORLD LEADER



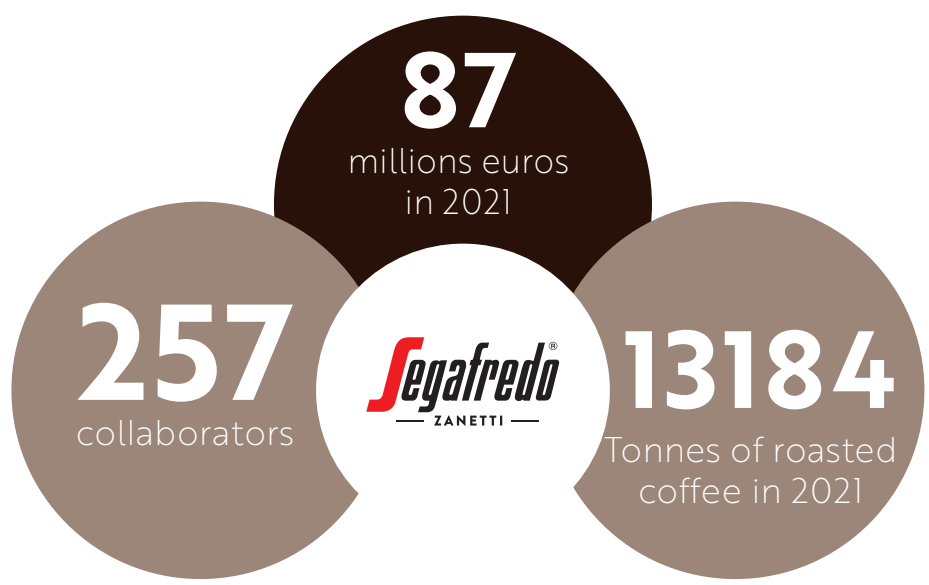
Massimo Zanetti Beverage Group is a company founded and presided over by Massimo Zanetti, constituting a large network of companies in continuous, rapid growth on a global scale.

MZB Group encompasses many renowned international brands and sector leaders, with a wide range of very high-quality products, from coffee and tea to cocoa and spices.



MZB Group is present in over 110 countries and serves over 100,000 customers.  
<http://www.mzb-group.com/>

**Segafredo Zanetti FRANCE** is the second subsidiary of the MZB Group and occupies third place in the French large retailers' market. **Segafredo Zanetti FRANCE** ranks third in exports and occupies a strong position in the private label sector.





# THE COMPANY

LASTING SATISFACTION  
OF CONSUMERS AND  
DISTRIBUTORS







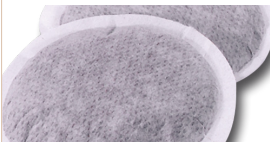




Very wide range available.

Diversity of products, to satisfy all tastes.

Presence in all distribution channels.



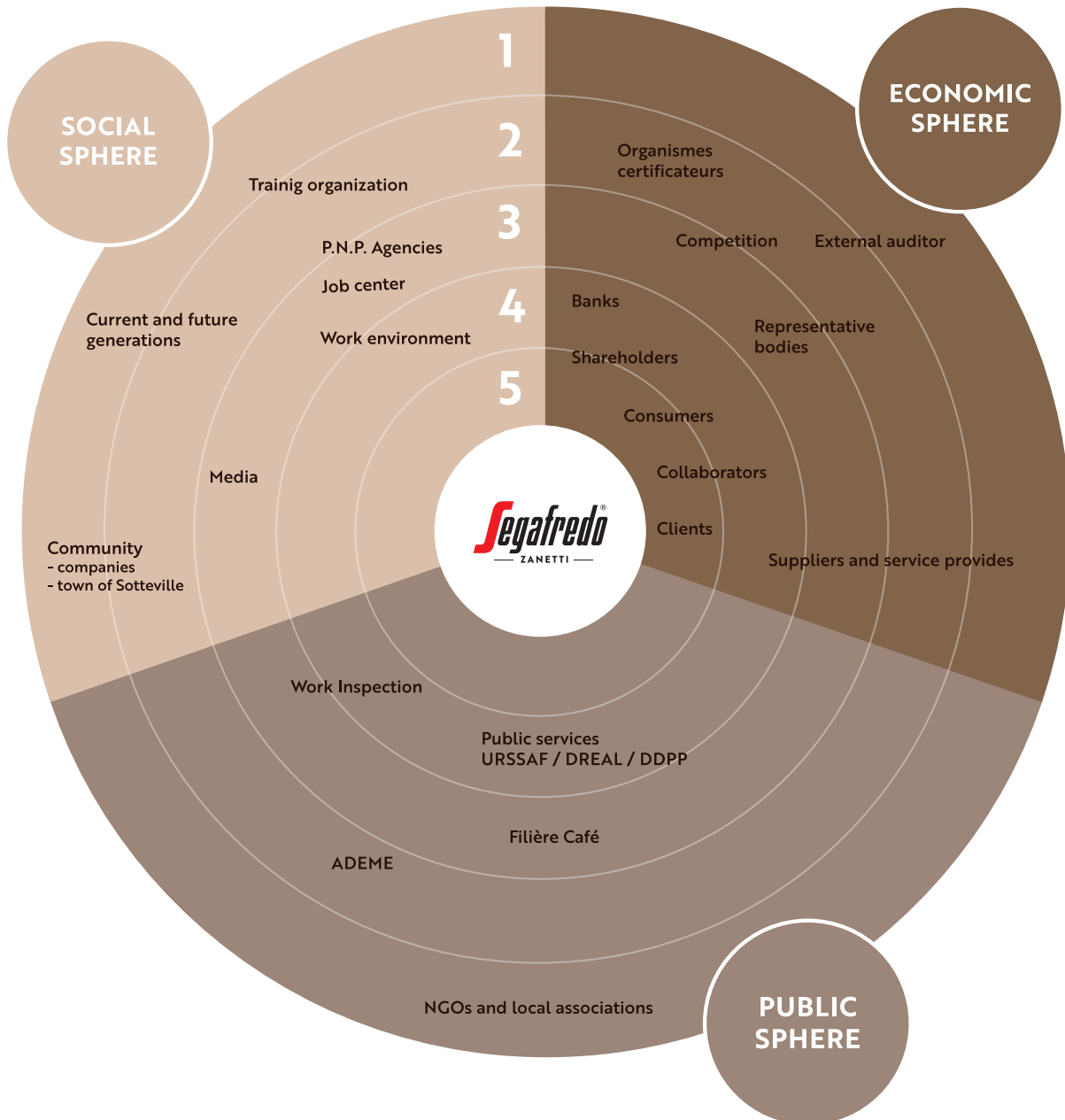
	RANGE	TYPES OF MACHINE	DISTRIBUTION CHANNELS
Beans			Large Retailers Cash & Carry
Ground			Hospitals - Direct and Warehouse Private Label
Capsule			Food Service - Wholesalers Food Service - Major Accounts
Pod		 	E-commerce



# THE COMPANY



Following the determination of its stakeholders, this chart was created. The company considers and involves its stakeholders in its strategy.





# THE COMPANY

## 2016-2021: STRATEGIC ISSUES OPERATIONAL AND TRANSPARENT COMMITMENTS

Our desire, above all, is to be a player in a positive economy.

### **SOCIAL RESPONSIBILITY, THE HUMAN DIMENSION AND ETHICS**

- Respecting the law in terms of Employment Law
- Voluntary approaches to promoting Diversity:
  - Equal Opportunities for Men and Women
  - Juniors / Seniors / Disabled Policy
  - Anti-Discrimination Charter
  - Values and Behaviours Charter
- Encouraging internal and external communication
- Making our collaborators loyal and a process of capitalising on each talent
- The development of a Strategic Workforce Planning policy
- The development of a SAFETY / HEALTH AND WELL-BEING culture in the workplace: campaigns to raise awareness of risks and maintaining health reserves of workers; assessment of risks and action plans aiming to reduce or even eliminate them; preventative actions aiming to maintain the employment of staff.
- The development of the employer brand, in particular through external communication
- Promotion of work-study
- HR digitalization
- Development of quality of work life (QWL)





# THE COMPANY

## 2016-2021: STRATEGIC ISSUES OPERATIONAL AND TRANSPARENT COMMITMENTS

### SUSTAINABLE DEVELOPMENT AND ENVIRONMENT

- Respecting the environment through managing our waste, reducing our packaging at source, Energy Management and reducing our impact regarding transportation.
- A low carbon strategy for our Supply Chain and our management of supplies.
- Changes to our packaging to make it compatible with existing recycling channels.

### RESPONSIBLE USE

- Listening to the needs and expectations of our clients.
- The satisfaction of our CLIENTS: Distributors, Hospital Clients and End Consumers.
- The manufacture and development of our products in accordance with Food Safety, Quality, and Hygiene guidelines, knowledge of our processes, FOOD DEFENSE, FOOD FRAUD, customer and regulatory requirements.
- Compliance with ISO 9001, IFS and SQMS standards.
- The promotion of «PLEASURE» products: the choice, accessibility and diversity of our coffees (labeled coffees).

### CORPORATE SOCIAL RESPONSIBILITY

- Making our work part of a dynamic of local prosperity and contributing to social integration through sustainable partnerships.
- Communicate with our internal and external stakeholders through charters (anti-corruption charter and responsible purchasing policy).



### HUMAN RIGHTS =

- 1 Promoting and respecting the protection of international human rights law
- 2 Ensuring no complicity in violations of human rights

### INTERNATIONAL LABOUR STANDARD ✦

- 3 Respecting the freedom of association and recognising the right to collective bargaining
- 4 Helping to eliminate forced or compulsory labour
- 5 Helping to abolish child labour
- 6 Helping to eliminate all discrimination in terms of employment and profession

SDGs (Sustainable Development Goals) constitute a reference framework for action, an awareness-raising tool, a source of economic opportunities and a lever for multi-stakeholder collaboration.

These 17 objectives are accompanied by 169 linked targets, aimed at all types of actors and specifying their content. It is essential to read them in order to identify the SDGs most relevant to your organization - extract from the site Global Compact France



- 3.4
- 3.6
- 3.d



- 5.1
- 5.5
- 5.6
- 5.c



- 8.5
- 8.8



# SOCIAL RESPONSABILITY

## HUMAN DIMENSION AND ETHICS



Capitalise on each talent, develop skills and promote the culture of health and safety to contribute to the collective performance and ensure the sustainability of the company.

### Respect for Employment Law legislation

**Segafredo Zanetti FRANCE** ensures that every employee works in compliance with social legislation and well-being within the company.

### Diversity Approach

**Segafredo Zanetti FRANCE** has been a signatory of the Diversity Charter since 5th October 2015, this confirms the team spirit and solidarity of the company and all of its people. Our goal: to IMPROVE our DIVERSITY every day.

#### - Equal Opportunities for men and women



with the signature of the parenthood charter.

HOMMES  
2021



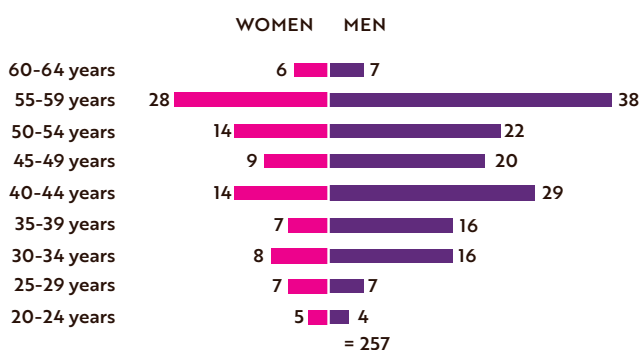
FEMMES  
2021



**Segafredo Zanetti FRANCE** has calculated its Gender Equality Index for 2021 with a score of 91/100. Our objective is to promote diversity in our hiring and employment practices.

#### - Intergenerational

	2019	2020	2021
Number of young people (under 30) on a permanent contract	7	4	3
Number of apprentices welcomed	7	8	13
Number of block release training contracts	7	6	4



We value the function of tutoring and give priority to employees aged over 50. Currently, 10,43% of the over 50s have been trained in tutoring.



# SOCIAL RESPONSIBILITY

## HUMAN DIMENSION AND ETHICS



### Integration into the world of work for disabled people

with the signature of a partnership with the association Handisup since 2015.

**Segafredo Zanetti FRANCE** has contributed to the professional integration of people with disabilities through its partnership with the Handisup association since 2015. It participates in the SEEPH\*, contributes to the integration of people with disabilities and raises awareness for it among its employees. The company also participates in the DuoDay initiative.

	2019	2020	2021
Temporary integration of disabled workers/students	2	2	0
Employment rate of disabled workers	6%	6%	7%**

### Recognition / Value-Creation

#### Work medals

It commonly organises a friendly event every year to applaud the devotion of certain employees. In the past, this event has been held in various venues such as the Domaine de Forges-les-Eaux, the Folies Bergères, the Château de Versailles, Disneyland Paris and on a Bateau Mouche on the Seine.

In January 2022, **Segafredo Zanetti FRANCE** recognised the seniority that 12 employees reached in 2021, with 4 medals awarded to those who have been with the company for 20 years, 2 medals for 30-year employees, 5 medals for 35-year employees, and 1 medal for a 45-year employee.

	2019	2020	2021
Work medals	11	17	12

### Skills development

- **Training courses: Segafredo Zanetti FRANCE** ensures that it offers training suitable for the needs of employees and the company, thus enhancing their employability.

	2019	2020	2021
Total number of training courses	34	19	39
Training rate - Men	42%	42%	69%***
Training rate - Women	66%	57%	66%***

\* SEEPH : European Week for the Employment of People with Disabilities.  
 \*\* Readjusted calculation in 2021.  
 \*\*\* More collaborators formed due to the implementation of an ERP.



# SOCIAL RESPONSABILITY

## HUMAN DIMENSION AND ETHICS



### Occupational health and well-being culture

- **Workplace safety:** prevention actions with the creation of near-miss reporting forms and implemented corrective actions.

	2019	2020	2021
Number of pre-accident sheets	13	4	17*
Frequency (%)	22,6	14,3	11,8
Seriousness (%)	2,10	1,06	1,26

- **Occupational health and quality of working life:** in 2021, **Segafredo Zanetti FRANCE** deployed campaigns and actions to encourage employees to exercise and pursue physical activities, promote the health awareness of each person (e.g., breast cancer) and improve general well-being.

- **Actions promoting job retention:** individual adaptation and development measures for job positions and work time.

**New** - **Development of our safety culture in 2021:** creation of a safety committee that meets each month and implementation of safety behavioural tours that aim to communicate with employees about workplace safety.

### Maintaining and developing labour relations

- Agreement on the day passes of 21th May 2015
- Agreement on giving holidays, 5th September 2016
- Agreement on the right to disconnect, 23rd May 2017
- Establishment of the Social and Economic Committee in Mars 2019

- New** - **22 October 2020 Transport Allowance Agreement**
- **24 April and 8 November 2021 Mandatory Annual Negotiation Agreement**
- **7 Social and Economic Committee ordinary meetings in 2021**

### Respecting Human Rights

	2019	2020	2021
Litigations relating to the respect of basic human rights in the company.	0	0	0

\* New form completion and collection method starting in September 2021.

## ENVIRONMENT

- 7 Applying a precautionary approach to environmental issues
- 8 Taking initiatives to promote greater responsibility for the environment
- 9 Promoting the development and distribution of environmentally friendly technologies



## SUSTAINABLE DEVELOPMENT ENVIRONMENT



3.9



12.1  
12.2  
12.4  
12.5



13.2  
13.3



# ENVIRONMENT

## SUSTAINABLE DEVELOPMENT



### Reducing the impact of our transportation

#### - Drivers' charter:

**Segafredo Zanetti FRANCE** signed the voluntary charter to reduce CO2 emissions from road traffic on 5<sup>th</sup> October 2015.

Reducing our environmental impact by adopting a low carbon strategy for our Supply Chain, for our waste management and for our energy supplies.

- Development of emissions from the fleet of vehicles owned (or leased) Gr CO2 / KM

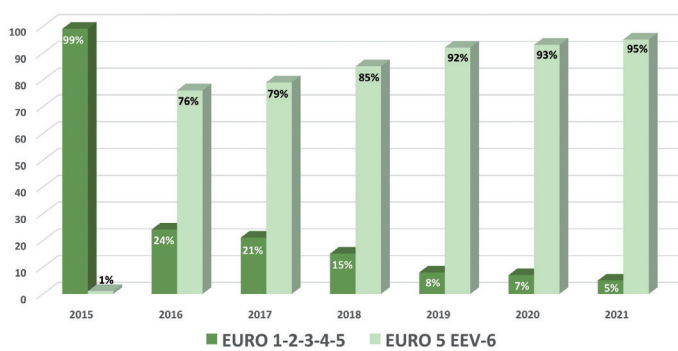
- The installation of 3 EV charging terminals and the purchase of an electric vehicle on the Sotteville-Lès-Rouen site.

- Prioritising multimodal transportation as soon as possible for our outbound flow

	2019	2020	2021
Tonnes transported via multimodal transportation	135	50	43

- Favouring EURO 6 lorries within the fleet to ensure land transportation.

DISTRIBUTION OF THE LORRIES FLEET





# ENVIRONMENT

## SUSTAINABLE DEVELOPMENT



- Shipping to Italy (Bologna and Fano): CO2 emissions reduction using railway transport.

En 2019, 16T de CO2 économisées.

En 2020, 12T de CO2 économisées.



En 2021, **9T de CO2 économisées.**

- **Eco-driving:** number of drivers trained in eco-driving.

2019	2020	2021
11	0	4

### Our waste recovered

All waste products are recovered through well-identified channels.

Several types of waste:

- Non-hazardous industrial waste
- Waste Electrical and Electronic Equipment (WEEE),
- Computing consumables.

100% 708T	100% 641T*	100% 585T
--------------	---------------	--------------

There are multiple outlets: re-use materials, energy recovery and recycling.

\* Update of latest data from 2021 due to COVID.







# ENVIRONMENT

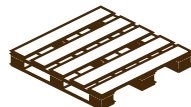
## SUSTAINABLE DEVELOPMENT



### TYPE OF WASTE



jute bags



Wood (pallet)



Dandruff and broken coffee



DIB



DEEE



Plastic bottles, cardboard cups, paper



Pebbles



Bottle cap

### TYPE OF RECOVERY

Reuse Material

Valorisation Energy

Reuse Material

Methanation

Valorisation Energy

Reuse Material

Reuse Material

Reuse Material

Reuse Material

### TRANSFORMATION

Stuffing or rush seating



Material: repairing pallets, producing chipboard panelling

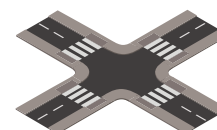
Recycling



Recycling



Roads



Transformed into plastic granules (to raise money for disabled people, through the charity Bouchons 276)





# ENVIRONMENT

## SUSTAINABLE DEVELOPMENT



### Eco-design: reducing packaging

- In 2021, we continued our efforts to reduce the amount of our packaging and our use of plastics.
- In 2022, we aim to reduce the negative impact of our packaging.

### Reduction in atmospheric emissions (target at 4 years)

- Mounting catalysts on all roasters.



In 2021, 2 out of 4 roasters are fitted with catalysts.

### Organic San Marco range



- First range of coffee on the super/hypermarket and retail market to use recyclable packaging made of a single material, either polyester (compatible with the CITEO recycling chain currently being rolled out) or paper.



The soft capsule product line with aluminium-free recyclable bags



San Marco organic beans, 500 g, PE packaging



Organic San Marco, two packaging in paper bags



Intermezzo organic beans, 500 g, aluminium-free recyclable bag

\* Polyethylene.



# ENVIRONMENT

## SUSTAINABLE DEVELOPMENT



### Low-carbon strategy for managing our supply

- **Electricity:** 100% of electricity is green energy. COMMITMENT to renewable energies.



- **In 2022**, we aim to reduce our energy consumption.

**Segafredo Zanetti FRANCE** is replacing all lighting with low-energy LEDs (400 w versus 130 w).

- **Energy:** in 2021, we performed an energy assessment to reduce our electricity and gas consumption.

For 3 years, Segafredo Zanetti FRANCE has carried out energy performance improvement works on its buildings.

- optimization of exterior glazing.

- **Environment** : replacement of refrigerant fluids with fluids that have low global warming potential to reduce our CO2 emissions.





**ENVIRONNEMENT** 

8 Taking initiatives to promote greater responsibility for the environment



**RESPONSIBLE  
USE**



12.1  
12.2  
12.5



# RESPONSIBLE USE

PRODUCT QUALITY  
AND SAFETY



Manufacturing products that meet consumers' expectations in terms of pleasure, food safety, choice and accessibility is our objective, as well as offering them innovative solutions to reduce and recycle their waste.

### Continuous improvement

- On a risk / opportunity approach, **Segafredo Zanetti FRANCE** has a quality continuous improvement process, in accordance with the international standard ISO 9001 V2015.



### Quality Control

Promoting «pleasure» and quality products by offering compliant products.

- Use of QUALITATIVE coffee: our commitment to fair trade with the MAX HAVELAAR certification, which allows the use of trade to give farmers and agricultural workers in the southern hemisphere the means to fight poverty themselves.



And our environmental stance with RAINFORESTALLIANCE and I.G.P. (Protected Geographical Indication) certification.



In August 2017, we obtained HALAL certification in order to be present in the Middle East.



### Percentage of labelled coffees sales:

	2019	2020	2021
Percentage of RAC (Rainforest Alliance Certified) coffee sales	23%	11,5%*	12,12%
Percentage of Fair Trade coffee (F. T.)	3%	2,62%	5,70%
Percentage of organic coffee	2%	3,29%	3,06%
Percentage of organic coffee F. T. (FTO)	0%	0,82%	1,53%
Percentage of coffee IGP	0,004%	0,005%	0,004%

\* The significant decline of RAC coffee percentage is correlated with the closure of food services outlets (COVID) and with the limited recovery of this field of activity.



# RESPONSIBLE USE

PRODUCT QUALITY  
AND SAFETY



Since April 2010, **Segafredo Zanetti FRANCE** has been committed to an organic farming initiative to contribute to the development of organic production methods.



In 2018, an organic range with San Marco brand was launched (250g ground and capsules).

In 2019, we are continuing our expansion of organic products in order to meet the many customer requests in this area. «Premium d'Arôme» range was launched and contains 2 organic products: ground 250g and beans 500g. «Intermezzo» changes format, it goes from 1kg to 500g but it also changes its red coat to dress in green for an organic adaptation.

**New** In 2021, the San Marco and Segafredo (ground and bean) lines changed packaging (see p. 23).

## Food Safety and Food Risk management

To develop products in line with food safety, **Segafredo Zanetti FRANCE** set up a tool for identifying risks and working on the best solutions to adopt.

## Security / Traceability

- A FOOD DEFENSE initiative in place since 2013: protecting the food chain from the risks of malicious actions. This initiative is reviewed and updated every year.
- 2019 : company participation in customer meetings, particularly on the theme of Food Safety.

**New** - 2020 / 2021 : Participation in meetings on food safety in collaboration with our French and international customers.

## Food Fraud/Autenticity

The approach to ensure the provenance, quality and authenticity of our raw materials, as well as meet the new demand of IFS V6.1 has been in place since 2019. This process is reviewed and updated each year.

Our certifications are maintained and renewed each year: SQMS, and IFS at the higher level.





# RESPONSIBLE USE

PRODUCT QUALITY  
AND SAFETY



- **Responsible use:** our objective is to maintain lasting satisfaction among consumers and distributors.

**Segafredo Zanetti FRANCE** has a portfolio of brands.



The company is present in all distribution channels: Large Retailers, Cash & Carry, Hospitals (Direct and Warehouses), Private Label, Food Service Wholesalers, Food Service Major Accounts and E-commerce.

**New**

**Segafredo Zanetti FRANCE** has produced and marketed numerous new products, to meet the needs of as many clients as possible, and therefore expand his range.



San Marco Espresso Barista beans, 500 g



Segafredo Caffè Crema classico beans, 1 kg



Intermezzo organic beans, 500 g, aluminium-free recyclable bag



## FIGHTING CORRUPTION

**10** Taking action against corruption in all its forms, including extortion of money and bribery



# CORPORATE SOCIAL RESPONSIBILITY



16.5  
16.6  
16.10  
16.b





# CORPORATE SOCIAL RESPONSIBILITY



Making our work part of a dynamic of local prosperity and contributing to social integration through sustainable partnerships with professional organisations, educational fabric, our suppliers and local charities that support people.

## Making our work part of a dynamic of local prosperity

- Lasting partnership with local companies: Membership of AREA and the Club des Entreprises du Bord de Seine, the Normand Global Compact France circle.



Participation in a first meeting of the Normand Global Compact France circle in October 2019 on the theme of digital pollution.

**In 2020, Segafredo Zanetti FRANCE participated in the Tour de FRANCE for the Global Compact France in Rouen during which it shared its experiences on CSR topics.**

## Contributing to social integration

- Partnership with schools: technical and professional senior schools, CFA training centres, universities, business schools etc.
- Partenariat avec Handisup' depuis 2015
- Partnership with organisations and charities such as food banks and poverty-fighting charities, in order to help them.



Gifts to organisations in tonnes

2019	2020	2021
3,9	5	2

- Donation of 37 Disney tickets for children to the Ouhlala charity in Lyon.

### - Donation to the Ronald McDonald Foundation.

- Helping start-ups, in local development for example Domaine de Saint-Expédit vineyard in Freneuse: planting 2500 vine plants using **Segafredo Zanetti FRANCE** bags.



# CORPORATE SOCIAL RESPONSIBILITY



## Sponsoring

- TÉLÉTHON : participation in the event in different towns in the urban area.
- ROUEN MÉTROPOLE BASKET
- QUEVILLY ROUEN MÉTROPOLE FOOTBALL



## Sports and solidarity commitment

**Segafredo Zanetti FRANCE** has been supporting the association since 2017. In 2021, **39 employees** participated in the Action Against Hunger digital challenge in Paris and collected **€9,600** in donations that were given to Action Against Hunger.

New

Segafredo Zanetti FRANCE supported the Curie Institute by linking up with the Pink October initiative as well as the Emmaüs association for a Christmas challenge that provided "winter support" gift boxes to the homeless.

**In 2020, Segafredo Zanetti FRANCE is committed to a solidarity approach to support our cafes-hotels-restaurants:**

<https://www.jaimemonbistrot.fr>





# CORPORATE SOCIAL RESPONSIBILITY



## Ecovadis

Scores from a new partnership between **Segafredo Zanetti FRANCE** and MAJORACCOUNT clients demonstrate the external recognition of our CSR performance since 2016.

ECOVADIS : Their goal is to enable **Segafredo Zanetti FRANCE** to behave in an exemplary way in terms of sustainable development in the purchasing processes. This is a CSR performance assessment for **Segafredo Zanetti FRANCE**. Ecovadis will ultimately provide a complete diagnosis, comparison data and tools to engage the company in a continuous improvement process.



	2019	2020	
Level reached	gold	platinum	
Overall score (%)	71	73	➔
<b>CSR Performance</b>			
Environment	80	80	➔
Social	70	70	➔
Business Ethics	60	70	➔
Responsible Purchasing	60	70	➔

**Segafredo Zanetti FRANCE** is in the TOP 1% of suppliers evaluated by ECOVADIS in all categories and in the Manufacture of other food products category.



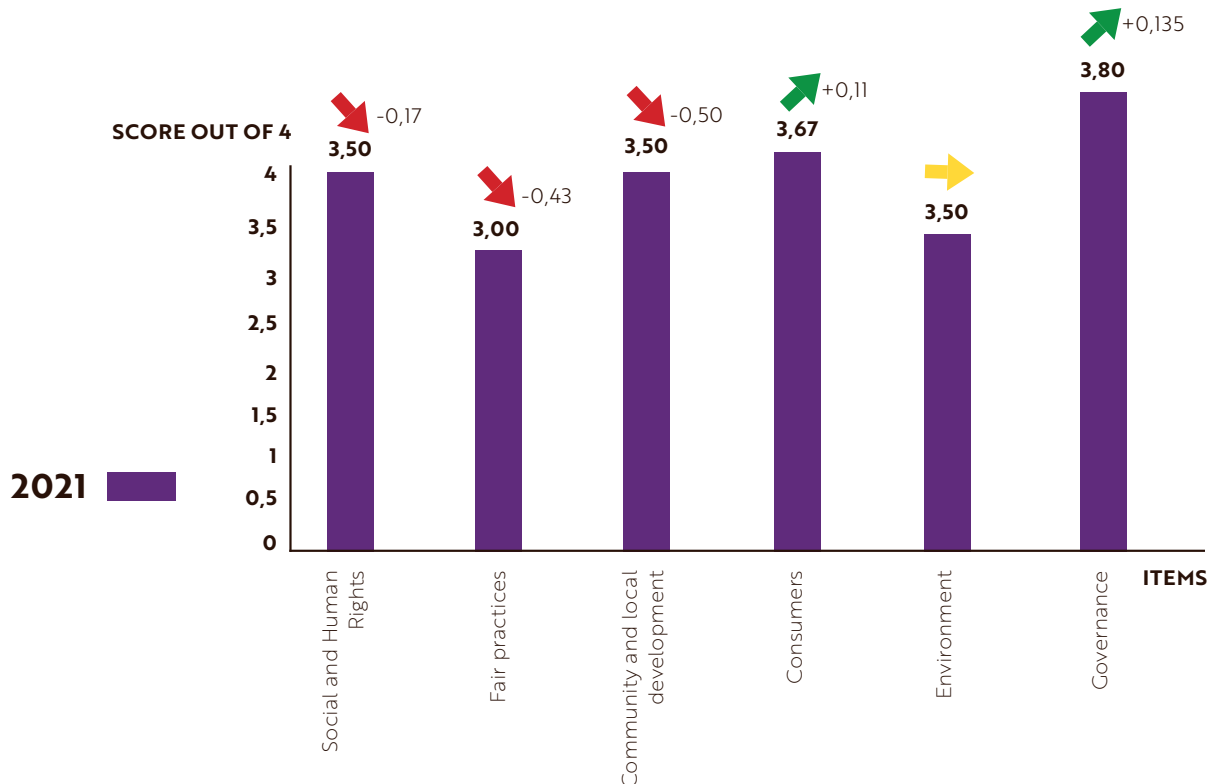
# CORPORATE SOCIAL RESPONSIBILITY



## Valorise

This is a CSR self-assessment portal designed by four professional federations: ANIA, Coop de France, FCD and FEEF in partnership with Greenflex.

This web platform shows the expected effectiveness according to 6 topics (ISO 26000). This evaluation has been carried out since 2017 as part of a collaboration with a different European distributors:





# CORPORATE SOCIAL RESPONSIBILITY



## Anti-corruption policy

- Having already been considered for many years, the **anti-corruption charter** was finalised, signed and has been communicated internally / externally since 1<sup>st</sup> February 2018. The purpose of this policy is to define the responsibilities of the **Segafredo Zanetti FRANCE** team as well as those of external stakeholders. It is a guide on how to recognise and mitigate risks. It is distributed within the company and to customers.



**Segafredo Zanetti FRANCE** is committed to conducting its activities fairly, honourably, with integrity and in accordance with the laws in force.

This anti-corruption policy makes it possible to raise awareness of, detect and trace back acts of corruption. It will be reviewed regularly.

	2019	2020	2021
- Corruption incidents	0	0	0
- Regulation / law incidents (economic and social)	0	0	0

## Responsible purchasing

Sourcing: **Segafredo Zanetti FRANCE** works with a company from the MZBG group that guarantees the origins of our raw materials (green coffee).

- **Segafredo Zanetti FRANCE** drafted, formalised and integrated a **Responsible Purchasing Charter**. Through this charter, the company commits to respecting the conventions of the International Labour Organisation (ILO), the principles of the United Nations Global Compact», «promoting the professionalism of buyers based on integrity, ethics, impartiality and objectivity» and also «anticipating the issues of sustainable development». This charter will be reviewed regularly.

- The company is also subject to an ethical code written and published by Massimo Zanetti Beverage GROUP.

<http://investors.mzb-group.com/fase2/eng/corporate-governance/code-of-ethics/>


- **Segafredo Zanetti FRANCE** is also subject to internal financial and non-financial audits.







## SEGAFREDO ZANETTI FRANCE SAS

14 BD INDUSTRIEL - CS 10047  
76301 SOTTEVILLE LES ROUEN CEDEX FRANCE  
[www.segafredo.fr](http://www.segafredo.fr)

 @segafredo\_zanetti\_fr : #segafredo, #segafredomoment  
@cafesanmarcofr : #cafesanmarco, #enmodecafe

 Segafredo Zanetti France  
 Segafredo Zanetti France

Tél. : + 33 02 35 58 18 00 - Fax : + 33 02 35 03 33 65  
Siret : 650 501 208 00013 - SAS au capital de 8 500 000 €