



NORMANDISE

Pet Food

OFFERING THE BEST FOR YOUR PET

HISTORY

« **O**ur story is foremost that of our father: Christian Duquesne, veterinary doctor specialist in animal nutrition. In 1991, he launched with our mother Catherine, a concept to which he will devote his entire career : **preserve the nature and the instinct of our pets** thanks to healthy food, high-quality, based on fresh and natural ingredients. Success is there.

30 years later, Normandise Pet Food has marked the territorial anchor of its activity in "the grove virois » : from 6 employees in 1991, we employ more than **770 employees nowadays**.

The small business has become a remarkable medium-size company still based in Vire, Normandy. »



Jean-Charles Duquesne
CEO



François Duquesne
CEO



| OUR MISSION

► OFFERING THE BEST FOR OUR PET

Cats and dogs, as different as they are, do inspire man **since the beginning of civilization**. Nowadays they are **fully into our lives** and illuminate our days.

For Normandise Pet Food, **offering an healthy and balanced diet** that contributes to pets' fitness and well-being is more than a duty, it is a real **passion!**

Normandise Pet Food is a manufacturing and packaging plant specialized in the manufacture of **wet food** for dogs and cats.





| OUR VALUES



- ▶ **SAVOIR FAIRE:** HIGH-TECHNICAL COMPANY **CONCERNED ABOUT ITS TEAMS AND ANIMAL-FRIENDLY**
- ▶ **COHESION:** WORKING AS A TEAM IN A SPIRIT OF **MUTUAL HELP**
- ▶ **DYNAMISM:** **DARE TO INNOVATE**, LISTEN TO IDEAS AND MARKET INSIGHTS
- ▶ **SERENITY:** **FAMILY BUSINESS** OFFERING **SECURITY, LISTENING AND CARRER OPPORTUNITIES**
- ▶ **PERFORMANCE:** WITH ENERGY AND COMMITMENT, **OUR TEAMS CONTRIBUTE TO THE SUCCESS OF THE COMPANY**

...RESEARCH | DEVELOPMENT | MANUFACTURING | QUALITY | LOGISTICS
| ENVIRONMENT | MAINTENANCE | TRADE | RETAIL...

OUR TALENTS

From design to international trade, via engineering and supply chain, Normandise Pet Food offers **more than 70 jobs as diverse as rewarding** in a modern framework with cutting edge technology.

We are convinced by the **importance of women and men who contribute for the success and performance** of our organization.

Our human resources policy revolves around **4 major pillars**:

- ▶ RECRUITING
- ▶ ONBOARDING
- ▶ PROMOTION
- ▶ WELFARE



+ 770
EMPLOYEES





A FAMILY STORY

1991 | Created in 1991 by **Christian & Catherine Duquesne**

1992 | **6 employees**
delivery of its **first alutrays**

1994 | Production transferred to "maupas" location

2001 | **Start its 1st production** line
of pouches

2006 | Creation of a **dedicated logistics**
platform

2007 | **New extension** to increase
pouches production capacity

2008 | **Business strengthening** with both
children, Jean-Charles & Francois,
entering into the share capital



2015 | **New pouches production** line with a capacity of **100 millions units**

2017 | **Major extension** of our factory (from 24 000 m² to 36 000 m²)

2018 | **Expansion of our logistic platform** (+ 9 000 m²)

2019 | **General direction handover** to Jean-Charles & Francois



2020 | Undertaking a **new governance**

2020 | Awarded and labeled "**Vitrine Industrie du Futur** "

2021 | Labeled **French Fab** and **French Tech**

2022 | **Expansion of the head office** (+2 000 m²)
Expansion of the logistics platform (+12 000 m²)





WELCOME INTO INDUSTRY 4.0

A high tech factory, fully automated with remarkable equipment, that reflects the will of its creators: regularly acquire and intake most advanced technologies.

A genuine showcase of performance and technology, Normandise Pet Food is **recognized as a French and international leader** in pet food manufacturing.



Manufacturing

43 000 m²: state of the art automated factory :
one of the most efficient in Europe



Copacking

2 500 m² dedicated to **customized**
products and services



Preparation

3 500 m² dedicated to dry ingredients



Logistic

17 000 m² for receiving
storage (24 000 pallets) and
shipping (25 docks)



OUR PRODUCTS



FILETS



CHUNKS

EXPERTISE

- **Knowledge, approach** and veterinary **know-how**
- Specialist in **animal dietetics**
- **Specifications on the supply** of our raw materials
- **10 ranges available** in multiple formats
- **+ 650** varied and balanced recipes



MOUSSES



PATÉS



OUR CERTIFICATIONS



- ▶ Management of food **safety and quality**
- ▶ Guarantee of **food safety**
- ▶ Guarantee of **food manufacturing quality**

- ▶ **Efficient management** of energy
- ▶ Reducing the **impact on the climate**
- ▶ **Preserving resources**



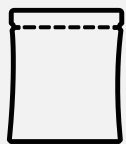
- ▶ Guarantee of raw materials issued from **organic farming**
- ▶ Respect of **environment**
- ▶ Respect of **biodiversity**

- ▶ Guarantee **reasonable and durable fishing**
- ▶ **Traceability of products**
- ▶ **Responsible consumption**





+65 000 M²
total area



600 million
pouches



300 million
alutrays





150 tons
of **meat used daily**



90 000 tons
of **finished product**
yearly



3 500 pallets
shipped **weekly**



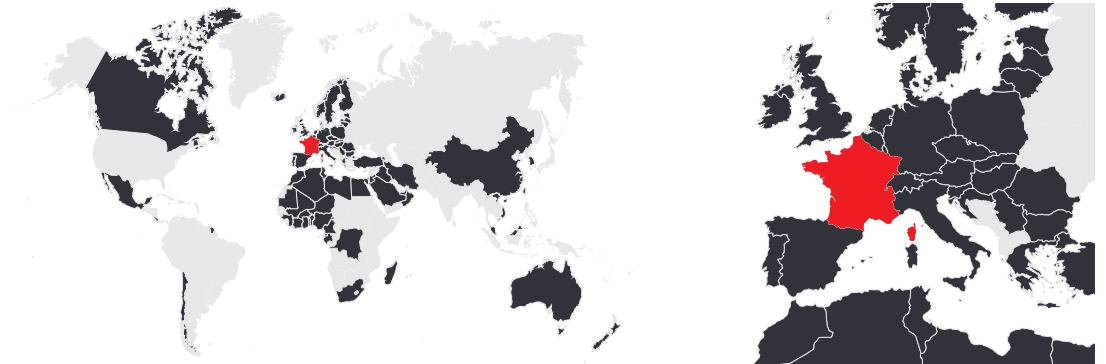
N°1
Private label
manufacturer



+134 M
sales



64%
exports sales



| OUR BRANDS



Nurturing care every day



Respect the nature of our companion pets



NORMANDISE

Pet Food

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