



CSR Report
2022-23





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Editorial

10 May 2022 was a turning point for ANL Packaging

It was taken over by Somater, a family industrial group that has been established in France and Belgium for 40 years and is an expert in the manufacture of primary packaging.

This acquisition has strengthened the Group's position as a leading European player in the beauty, health and food markets. It was made possible by strong, shared values: a family history, a sustained investment policy, a firm commitment to CSR and uncompromising customer focus.

Together we will be stronger and better able to serve our customers in the same spirit of performance and innovation that has always been one of our defining characteristics!

Over the last few months, we have worked hand in hand with the employees of ANL Packaging to make the integration into a reality, and we're proud of how far we've come. Already strongly committed to CSR, ANL Packaging remains so, thanks to a policy of economic, environmental, social and societal responsibility that we invite you to discover for yourself in this issue.

The key events of the period were the following:

February 2023: BRCGS audit in Poland

March 2023: first joint Somater/ANL Packaging CFIA

July 2023: ANL "En Route" to uniting employees, and sharing post-buyout strategic objectives

October 2023: participation in the Cadurcienne (breast cancer charity run in Cahors) for the French charity Octobre Rose (Pink October)

November 2023: further evaluation of our CSR performance by responding to Ecovadis survey

The integration of ANL Packaging will continue in 2024 with the aim of amplifying the CSR efforts already initiated and of harmonising our practices so that we are fully in line with the aims of the Somater Group.



CEO Somater

Who are we?

The various stages in our growth

ANL, founded by Alfons Neven-Lemmens, began life producing and distributing wooden crates for local breweries and fruit growers.

1938

The first thermoforming machine was installed and production of the famous blue mushroom trays began. From this point on, the company was called ANL Plastics.

1958

Start of extrusion department and recycling of own material.

1963

Opening of the production site in Cahors, France.

1991

Oscar de l'emballage (packaging award) with Visiopaq®.

2003

BRC certification.

2006

Opening of Dąbrowa site, Poland.

2010

Installation of the SSP unit with the aim of improving PET recycling.

2015

Change of the company name to ANL Packaging.

2020



2022

Acquisition of ANL Packaging by Somater.

Our facilities

Our company has three production sites in three countries, the aim of which is to optimise our customer service and be as close as possible to our customer's facilities sites: in Belgium, France and Poland.



Wellen, Belgium
A fully integrated company, with just one site on which design, mould making, extrusion and thermoforming are all located.
• Number of employees: 200 FTEs

Dąbrowa Górnicza, Poland
In response to growing demand in Eastern Europe.
• Number of employees: 45 FTEs

Cahors, France
A production site focused on France and Southern Europe.
• Number of employees: 45 FTEs

Our vision

To be recognised as the European benchmark for sustainable and innovative packaging solutions.

Customers can rely on us for all their thermoformed packaging requirements. We share our know-how,

and, together, carry out research to find innovative packaging that can be made with respect both for mankind and nature. That's how we make a difference.

Our mission

To supply bespoke, optimally thermoformed packaging that improves product protection and prolongs food shelf life.

When Alfons Neven-Lemmens founded our company as ANL in 1938, the mission was clear: to produce packaging, such as wooden crates, suitable for the local fruit growers and brewers. Our mission remains unchanged up until today. But the wooden crates have been replaced by thermoformed packaging, and our sales territory has increased. We continue to manufacture high-quality packaging that provides optimum protection while still being attractive to the consumer; with know-how that makes us one of the leading performers in the field.

From ideation to industrial production

Reducing the impact of our production processes and targeting sustainability throughout our manufacturing chain.

This starts with the design of your product to ensure that plastic use is minimised but the integrity of the packaging is maintained. We only start manufacturing your packaging after a thorough prototyping phase, an approach that ensures your packaging is flawless.

ANL Packaging has the know-how and expertise to work with you to develop the ideal solution, and designs thermoformed products for the following sectors:



Confectionery

Manufacture of packaging trays for chocolates and biscuits.

Food

Provision of a standard range that offers a very wide range of packaging for meat and fish, vegetables and fruits, ready-to-eat meals, dairy products, pastries and salads. Production of on-demand customised exclusive packaging.



Non-food products

Protection of the product during shipping or improvement of the brand image and boosting of sales.

Our values

Respect

- Respect for all
- Respect for rules and agreements
- Respect for our company

Entrepreneurship

- Initiative
- Continuous improvement and creation of opportunities
- Profitable developments

Customer focus

- Knowledge of our customers
- Understanding our customers
- Helping our customers
- Everyone of us is both a customer and a supplier
- Exceeding expectations

Dedication

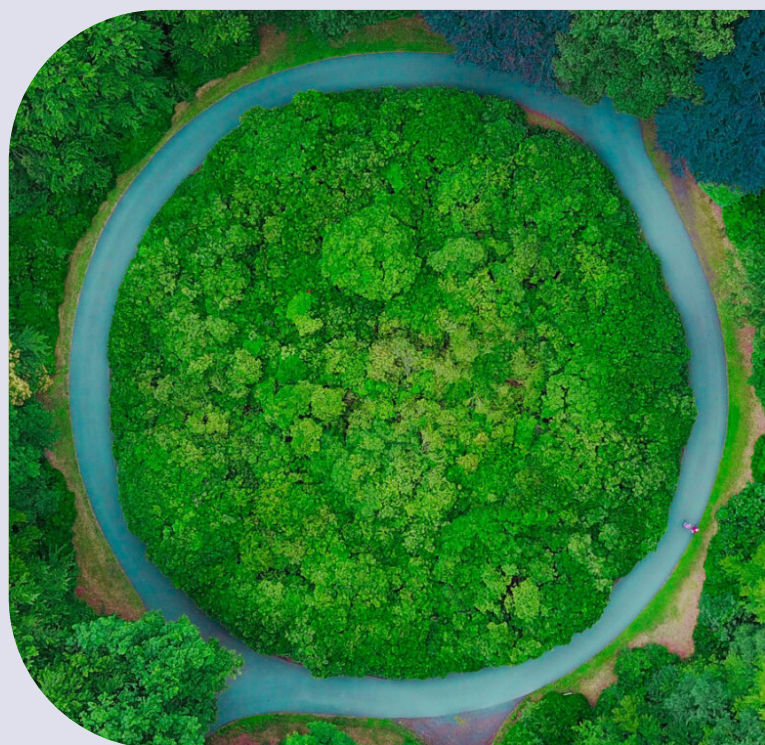
- Loyalty
- Involvement
- Passion and drive
- Teamwork

Our contribution to the circular economy

Making a commitment

Recent local and European regulations, such as the French AGEC law (anti-waste for a circular economy) and SUP (single use plastic) regulation, have acted as a driver for us to review our business model and adopt a circular economy approach. ANL Packaging keeps up to date with these new provisions and is constantly offering its customers ever more virtuous solutions.

As a leading player in the packaging industry, ANL Packaging is committed to safeguarding resources, whatever their format. Our priority is to ensure the well-being of our employees, to combat energy and material wastage, and also to rethink the way we design products for our customers based on eco-design. More specifically, we are committed to making our packaging recyclable, to reducing its weight while still guaranteeing its functional properties, to using recycled materials that are compatible with foodstuffs and to reincorporating our production offcuts thanks to a policy of strict traceability.



Reduce

Whatever packaging we develop, our aim is to design it using as few raw materials as possible, while still complying strictly with the expected quality and performance standards. Preserving resources and combating waste are key commitments at ANL Packaging. Remember that the first and foremost aim of packaging is to preserve whatever it contains, to extend its shelf life and therefore to combat food waste.

To prevent the use of superfluous material, we suggest to our customers that they can reduce the thickness of their packaging while still preserving its barrier and functional properties. We estimate that we have helped to save 20% of the volume of packaging by reducing the weight of packages, with knock-on effects throughout the value chain.



Recycle

To ensure the recyclability of our packaging, we prefer to use PP and PET on their own as single materials, ideally transparent.

It is also important for us to limit the use of additives, especially if they will interfere with the sorting process. This is the case with carbon black, a colourant commonly used to accentuate dark colours in packaging. ANL Packaging has developed a COTREP-certified material.

To encourage the recycling of our packaging, where possible, we encourage our customers to limit the use of metallised film on the outside. Although, metallisation creates an aesthetic effect that helps to differentiate brands and is perfectly in keeping with customers' brand identity, it disrupts the sorting process during recycling.

Reuse

Adopting a virtuous approach, it seems obvious to us that we should use materials that do not originate exclusively from virgin fossil feedstock. This is the reason why ANL Packaging favours recycled materials in two forms: the reincorporation of post-production waste (PIR for Post Industrial Recycling) and the purchase of materials originating from post-consumer waste (PCR for Post-Consumer Recycling).

PIR

The production of thermoformed parts generates residual material known as the skeleton, which can represent up to 50% of the volume of the initial film. In its recycling and extrusion department, ANL Packaging has, since 1977, been converting and reincorporating this excess into new packaging, as part of a closed loop, a process referred to as PIR. The majority of PET and PP skeletons are shredded at the end of the line and then re-extruded using a strict traceability process. For PET specifically, this waste is re-processed using a solid state polymerisation (SSP) system, certified by the EFSA (European Food Safety



Authority) that eliminates impurities and colour deviations while ensuring the food safety of our packaging. This totally in-house operation also helps to reduce logistics flows.



Bio-based material

Another way of replacing materials produced from virgin fossil feedstock is to turn to biosourced materials. A lot of research is needed to explore the opportunities of these new materials. ANL Packaging is actively carrying out tests and contributing to their development through collaboration in various research projects. Just such a case is the Lotapis research project, the aim of which is to design biodegradable packaging. ANL Packaging has gained experience in the industrialisation of these innovative materials and is now supporting its customers in this new transition.

Continuous Innovation

As a player in a commodity market, ANL Packaging is renowned for its ability to generate new concepts and innovate. Whether standard or custom packaging, we develop our own packaging concepts, based on market trends, to enhance our customers' products. Our current approach is to define our innovations and product ranges using our registered trademarks:

- -teq: based on a technology (material, finish, etc.); e.g. Clearteq



- -paq packaging concept; e.g. Loqpaq®

Accompanying the work of our innovation teams, we organise customised innovation days every year, each day dedicated to a particular customer. These tailor-made events are implemented systematically and always with the needs of the consumer in mind. Our R&D team organises these events, taking customers on a personalised study and consideration journey to help them eco-design the packaging of tomorrow.



Economic and ethical responsibility

Always aware of social pressures and the constantly changing regulatory environment, ANL Packaging takes the steps necessary to ensure the continuity and sustainability of both its operations and those of its stakeholders.

Ethical & sustainable purchasing policy

Aware of the environment in which we operate and with the aim of acting as a responsible and transparent company, ANL Packaging has updated its ethics code of conduct to cover issues such as corruption, fraud and money laundering, conflicts of interest and information security. Its sustainable purchasing policy also takes into account suppliers' provisions relating to ethics, the environment and human rights. ANL Packaging pays close attention to the Ecovadis ratings of its suppliers and carries out occasional random audits.



Code of conduct for suppliers working on site

ANL Packaging is keen to maintain the vocational quality of life, health, safety and the environment for its employees, but also for all stakeholders and suppliers working on site. A code of conduct is sent to each supplier visiting the site to ensure compliance with the standards set by ANL Packaging, from personal safety equipment through to waste management.



Data protection and information systems

ANL Packaging ensures that its information systems are protected using fixed actions for reporting identified threats. Various external audits are carried out on IT control procedures aimed at putting in place a roadmap to prevent the risks identified in respect of information security. Daily and weekly checks are outsourced and monitored internally to prevent the risk of ANL data being compromised.

Quality

Whether we're producing standard or customised high added-value trays, compliant, high-quality delivery is an absolute priority and begins with the strict control of our incoming flows. Consequently, ANL Packaging has put in place procedures to ensure that our suppliers comply with current standards, such as REACH requirements. As a result of our rigour and commitment, we are creating customer loyalty among our existing customers and recruiting new customers via new projects.

Food safety

As our packaging is primarily intended for the food market, it is imperative that we meet the most stringent standards. Thanks to a policy of continuous improvement and rigorous documentation of our processes, our sites are BRCGS-certified as a matter of course.

The BRCGS logo consists of the letters 'BRCGS' in a bold, blue, sans-serif font. The 'C' is stylized with a circular arrow around it, indicating a cycle or certification process.

Packaging Materials

CERTIFICATED



Environmental responsibility

Our commitment to sustainable development also means conserving resources and operating responsibly. ANL has drawn up and implemented a Quality, Safety, Health and Environment policy at its plants. It is signed and displayed, and all stakeholders are aware of it.

Water

Our production process uses very little water. Water remains primarily used in closed-circuit cooling. The water is recycled many times throughout the system. We have also made a commitment to cease drawing water from the water table by 2026 and instead to connect to the water mains.

Energy

The Wellen site is equipped with more than 3,000 solar panels, which contributes to the production and consumption of low-carbon electricity. These panels account for around 3% of our consumption. Various measures have been implemented to reduce our energy consumption, including drawing up an energy action plan, installing LED lighting, insulating the pipe-work system on the cooling machines and prompt repair of compressed air leaks. New investments have been approved to maximise the energy efficiency of our units, in particular through the purchase of a new, more efficient Viscotec machine for the extrusion process and a compressor with automatic air pressure regulation, which reduces consumption during start-up.



Waste

ANL Packaging has introduced a waste management policy. This involves raising employees' awareness of sorting rules (paper/cardboard; aluminium/scrap; mixed plastics; electrical and electronic equipment; wood). A system of different coloured containers has been introduced to better identify the waste stream and enable recycling. Reminders are regularly issued via the plant's communication screens. A waste recovery contract has also been drawn up with an external service provider. In addition, hazardous waste is identified, sorted, stored and treated under the right conditions to ensure this type of waste is made safe.



SSP unit

Our production process generates a so-called skeleton. ANL Packaging is equipped with a recycling and extrusion department that converts and reincorporates this surplus in a closed loop, a process known as PIR. The PET skeletons are recycled by extrusion using a solid state polymerisation (SSP) system that has been certified by the EFSA (European Food Safety Authority).

Biodiversity

ANL Packaging is participating in Operation Clean Sweep®, a programme designed to limit the loss of granules and flakes into the environment by means of containment measures and targeted, regular cleaning of high-risk areas. The Cahors site is shortly to be audited under French decree no. 2021-461 on preventing losses of industrial plastic granules.



Logistics

As a result of our SSP unit, we are able to reprocess our skeletons in-house and reduce our logistics carbon footprint, because we do not need to send our plastic flake for external reprocessing. An additional benefit is being able to centralise this reincorporation for our 3 sites. The upstream logistics flow delivers the moulds and films to our production sites, while the downstream flow collects the skeletons and flakes. This avoids empty lorry journeys. Eco-design is another aspect targeting logistics savings. Making trays lighter and optimising their stacking strength reduces the volume and weight of goods on the road, forming part of an environmentally efficient reverse logistics process.



Prevention of air and noise pollution

To improve the working conditions of our employees, silencers have been installed on the fans to reduce their noise output.

Social responsibility

In keeping with our values and above all our respect for human rights, the collective agreement and labour legislation, ANL Packaging considers the safety, health and well-being of all its employees, including temporary staff, trainees, students and employees from outside the company, as an essential priority. This is why ANL Packaging has introduced a charter on health and safety, and well-being at work. This charter forms an integral part of discussions with the CHSCT (CPBW in Belgium) and the Works Council (OR Verlag), which occur monthly. ANL has drawn up and implemented a Quality, Safety, Health and Environment policy at its plant. It is signed and displayed, and all stakeholders are aware of it.

Safety

ANL Packaging conducts a prevention policy to avoid accidents, injuries and sickness, and to limit risks as far as possible. All our workers are provided with safety shoes, made-to-measure ear protection and safety goggles. Each worker has the opportunity to change posts every two hours to maintain a high degree of vigilance and limit monotony.



Health

As a player in the food packaging sector, ANL Packaging organises a compulsory health check-up for all employees working in the plant, as soon as they are recruited, and then each subsequent year. This is an integral part of the legal provisions associated with the BRCGS standard. Other initiatives have been introduced at the site, such as seasonal flu vaccinations. As employee health is a priority for us, management always sends best wishes for a speedy recovery to those employees absent due to long-term illness.



Well-being

Keen to improve the quality of life at work for its employees, ANL Packaging takes steps to ensure that employees can develop and progress in good working conditions. During extreme weather and heatwaves, ANL Packaging provides cold water in production areas, extra breaks and ice cream. Conversely, when winter bites, free soup and coffee is available to our employees to warm them up.

Careers & training

ANL Packaging has also implemented a career management plan for all its employees, with an annual appraisal, training plan and comprehensive procedures. Over the last period, the training plan has included courses on health and safety topics, delivered by the risk prevention manager. Other external training courses were also provided, notably on fire prevention and first aid. We are proud to offer 24 hours of training per year per employee.



Diversity, equality & inclusion

As a company that values respect, we reject all forms of discrimination based on origin, gender, age, nationality, socio-economic background, education, marital status, ethnic origin, religion, sexual orientation, disability, experience or political affiliation. To avoid bias and to encourage gender diversity, inclusion and internal mobility, ANL Packaging promotes the positions to be filled internally and draws up a matrix of target skills by department. The organisation also aims to reposition certain job profiles and reduce the negative impact of redundancies. To promote access for people with disabilities, ANL Packaging adapts its workstations to integrate employees irrespective of their particular vulnerability.



Preventing harassment and burn out

ANL Packaging has taken the steps necessary to prevent the risk of harassment in the workplace. This is an integral part of the psycho-social risk procedure. Employees are informed of the existing whistleblowing procedure, as well as the people they can talk to about it. A recent initiative is currently being tested to prevent burn-out, although as yet no alerts have been identified.

Benefits

Our employees enjoy benefits such as lunch vouchers, bonuses and various support schemes should unexpected events occur. Salaries are subject to analysis as

provided for in the employment law of 22 April 2012, as well as indexation to prevent any discrimination and reduce the pay gap between men and women.

Societal responsibility

ANL PACKAGING values social, societal and environmental commitment extremely highly. That's why we are working hard to create our own community and why we invest in society and local development.

Together + Stronger

ANL Packaging has a slogan "Together + Stronger" to verbalise its corporate culture. ANL Packaging aims, via a variety of communication channels, to make this value a central facet of its sites, and to convey this through a range of initiatives.

**ENSEMBLE
+ FORTS**
**SAMEN+ RAZEM+
STERKER SILNIEJSI**

ANL "En route"

One year after ANL Packaging was acquired by Somater, the Wellen site organised a special day for its employees to take stock of the integration process and give an outlook on the post-buyout strategy.



De warmste week

Each year, ANL Packaging takes part in a Belgian initiative to collect charitable donations. Each month, one department commits itself to preparing lunch for their colleagues, with the aim being to have a laugh and then enjoy being able to donate the profits to the charity "De Warmste Week" (the warmest week).

ANL run

Once again this year, ANL Packaging will be participating in and supporting the « ANL Run ». This is an opportunity to share a convivial moment with colleagues and participate in local life.





Octobre rose

This year, ANL Packaging participated in La Cadurcienne to support breast cancer research, also called "Pink October". 12 women wore the colours of ANL Packaging for their run along this 6 km course.

Ecovadis

For the purpose of measuring and ensuring the effectiveness of our CSR approach, ANL Packaging answers the Ecovadis questionnaire every year and in 2022 obtained a Silver rating.



MORE

The MORE 2023 Label was awarded to ANL Packaging to recognise our commitment as a manufacturer to encouraging more sustainable consumption through the creation of packaging products that incorporate more and more recycled plastics.

As a company with strong commitments, ANL Packaging is a member of numerous associations and trade unions, with the aim of making a positive contribution to meeting today's challenges by strengthening its local ties with and for stakeholders.





Our performance indicators

Economic and Ethical responsibility	2022
CSR supplier audit carried out	2
Frequency of IT security audit	Weekly
Number of incidents linked to corruption	0

Environmental responsibility	2022
Electricity consumption kWh	27856
Of which renewable energy produced per site	728
Water consumption in m ³	15 631
Amount of waste treated per year in tonnes	903.240
Of which quantity of hazardous waste treated in tonnes	22.05
Of which quantity of waste incinerated	398.79
Of which total quantity of waste recycled	482.40
Quantity of reincorporated materials (PP or PET) in tonnes	4682
Rate of reincorporation (reuse) of virgin material in %	25

Social responsibility	2022
Frequency level	28.31
Severity rate of accidents at work	0.4
Gender parity throughout the organisation	22.89
Number of hours of training/year/employee	16.6
Number of people trained to combat harassment	0
Number of people trained to combat corruption	0
Number of people with disabilities	1
Number of employees assessed per year	100%

Societal responsibility	2022
Involvement in societal and environmental issues	5
In-house initiatives on societal issues	2
Members of partner associations	8
Ecovadis rating 2022	Silver
MORE 2023 Label	1





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