



SUSTAINABILITY AT HEART

2021



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A WORD FROM OUR CEO



Anthony Francheterre
Solina CEO

As Solina takes a step back at the end of another transformational year, we can acknowledge that 2021 has been a key milestone for us on our sustainability journey.

After acting on the findings of a bottom-up assessment, we are now focused on 5 P's – people, planet, partners, performance, and products & solutions – that position us to be a global leader in the creation of integrated taste, functional and nutritional ingredient solutions fulfilling our purpose of making food matter for people and the planet. We are taking numerous concrete actions, including around more sustainable, healthier solutions for our customers such as plant-based food solutions, leveraging our unique new proteins food R&D centre and natural solution offerings for the meat and ready meals sector. And there's much more to come.

Innovation is at the heart of our model and we will continue to respond the best we can to consumer priorities shifts, focusing our energy on the creation of more natural, Better-For-You food solutions resulting in more sustainable, healthier products with no compromise on taste and texture.

Hard not to mention COVID 19. Even before the pandemic, we tried to give Solina an organisational structure and culture that would enable us to respond with resilience and agility to changing circumstances. In those exceptional circumstances, for the second year in a row, our teams at all levels of the organisation have continued to hold up their common ideals to serve our customers and ensure a proper business continuity, safely. Therefore, with profound gratitude, Solina Executive team expresses its appreciation and recognition of our people's extraordinary commitments.

Early 2021 we focused on our sustainability Governance and Ethics within Solina and achieved great strides in actioning our 2023 Sustainability Integration Roadmap. This roadmap focuses on key areas over the three-year period to aid and ensure the success of further implementing sustainability into the core of Solina business model and embedding sustainability into key functions and areas for all Solina entities.

Within the year we introduced a dedicated resource to Sustainability within the Group in the form of our Group Sustainability Integration Manager.

Some further initiatives implemented throughout 2021 include renewable energy developments in Belgium, forging the way in Solina on producing our own on-site renewable energy. The development of wastewater treatment solutions in our sites in Canada, Netherlands, and Romania to further reduce our negative impact on the environment and our planets water sources. We launched our Human rights policy with a rapid diagnostic tool to assess risks both internally and externally.

We increased our engagement with our supply partners through introducing the platform Ecovadis to our operations and by digitalising our SRM (Supplier relationship management system) to further increase our supply partnership, strengthen our due diligence and assurance to our customers.

To conclude, 2021 has also marked a new chapter for the whole company. Since July 2021, Astorg has become the new majority shareholder of Solina endorsing our ambitions and growth plan. Following this, in September 2021 we secured ESG financing with dedicated ESG KPIs with annual and increasing targets during the life of the Loan (e.g., towards 2026).



WHO WE ARE

Solina is a leading global partner for the food industry. We design customised ingredient solutions for our customers operating in the food industry, food service, butchery, and nutrition markets. We contribute to the production of food that is delicious, nourishing, affordable, sustainable, and convenient. By constantly rethinking culinary solutions, we make food matter for people and the planet.

Solina sources ingredients from all around the world and, by applying our knowledge and science, we tailor solutions to the specific needs of our customers, with unrivalled customer service. Implementing our local knowledge and global scale Solina has close ties to local markets, with knowledge of local taste preferences, coupled with market research insights and technical expertise, enables Solina to adapt products to a variety of different palates and tastes of consumers, globally.

We are a global community sharing a passion for food and an entrepreneurial spirit

Taking The Holistic View

Solina harness expertise in taste, functionality, and nutrition to deliver integrated solutions. We take a holistic view to food as eating is an experience, we enjoy with all our senses. Taste is paramount and is also inseparable from other dimensions such as nutritional attributes (high protein, low salt, fortification, etc.) and functional properties (texture, juiciness, etc.).

Our holistic view on food ingredient solutions we conceive, means we leverage the full breadth of our industry-leading capabilities to deliver integrated solutions that improve every aspect of a product.

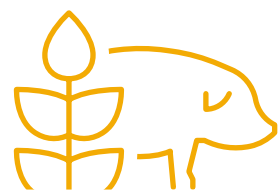
TASTE
FUNCTIONALITY
NUTRITION





SOLINA PRODUCTS AND SERVICES

Solina offers critical products and services to the food industry, fulfilling a crucial role in the entire supply chain.



Raw material and ingredients supplying



Supply chain



Regulatory and certification experts



Quality control



Market intelligence



Dry and wet blending of tailor-made solutions



Customer service



R&D and innovation



Ad-hoc packing



Technical support



Chef to chef approach and culinary council



SOLINA IN NUMBERS

We have built a fast-growing organisation to design customised ingredient solutions that address the biggest challenges and opportunities in food.





WHERE WE OPERATE

Working out of sites in 18 countries, we connect with customers on a local level to meet their specific needs.

OUR YEAR IN SUSTAINABILITY

At Solina we know that Sustainability is business critical for our people, our customers, suppliers and other partners, and stakeholders. With this in mind we have put sustainability at the heart of our business model. Placing sustainability at the core of Solina corporate strategy, governance, and culture in 2020 by, integrating sustainability as part of the corporate mission and vision:

WE MAKE FOOD MATTER

And through setting up a dedicated sustainability governance model, reflecting our commitment to sustainability.

Why sustainability is important to us:

- We play a key role, with our partners, in the food value chain.
- We nurture a farm to fork philosophy.
- We source the best of what nature can offer through close, long-term, relationships with our supply partners.
- We combine our key expertise on culinary, functional, and nutritional ingredients to create and offer sustainable food solutions for our customers.
- We make food matter and want to positively impact the food value chain.
- We listen to our stakeholders and want to improve our sustainability.

WE

A community of over 2.400 people sharing a passion for food.

MAKE

Going beyond providing products, offering unrivalled customer services.

FOOD

Championing savoury by creating ingredient solutions enhancing the taste, functional and nutritional performance of food.

MATTER

Covering all dimensions of food; being delicious, nourishing, affordable, sustainable, and convenient.

WE MAKE
FOOD
MATTER

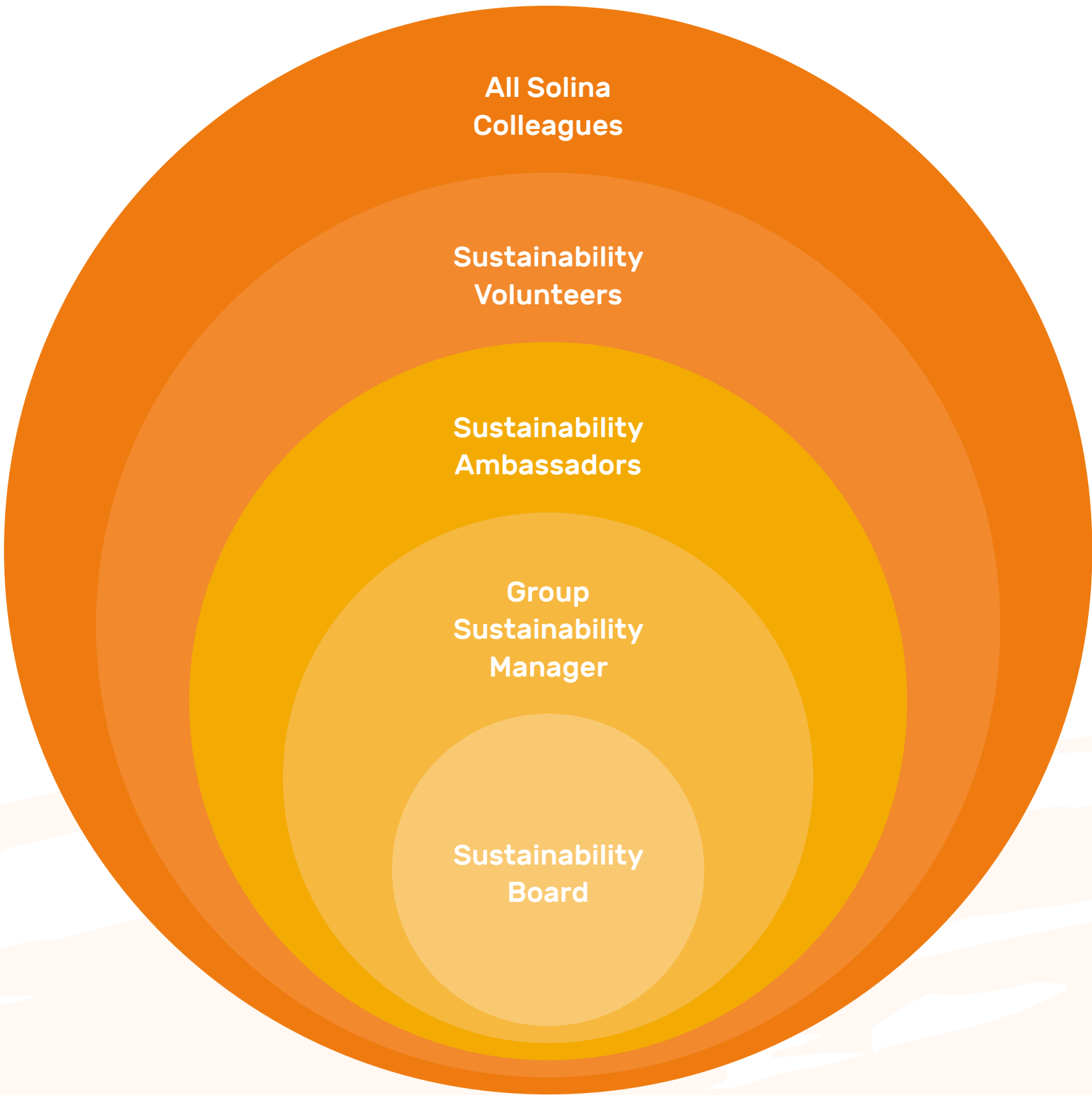


OUR SUSTAINABILITY GOVERNANCE

Sustainability Governance in Solina comprises of our Sustainability Board, comprising of our Global Exec team; including our CEO; Procurement and Sustainability Director; Function Directors; Regional Managing Directors; and our Group Sustainability Manager. The Sustainability Board meets quarterly to discuss sustainability topics, our commitments (the 5 Ps) and our progression with our 2023 sustainability integration roadmap.

Supporting our Sustainability Board are our Sustainability Ambassadors. A community of twenty-four Solina employees, who represent all Solina’s functions and regions, globally. Our Sustainability Ambassador Committee meets monthly. In addition to this we have a range of volunteers and project teams coming together to focus on sustainability initiatives, with the support from all our colleagues and people within the Solina Community.

We are committed to integrating and maintaining Sustainability at the heart of Solina’s business and within the food ingredients value chain, through our inspiring, renewed corporate culture and strong leadership team and beyond.





OUR SUSTAINABILITY COMMITMENTS

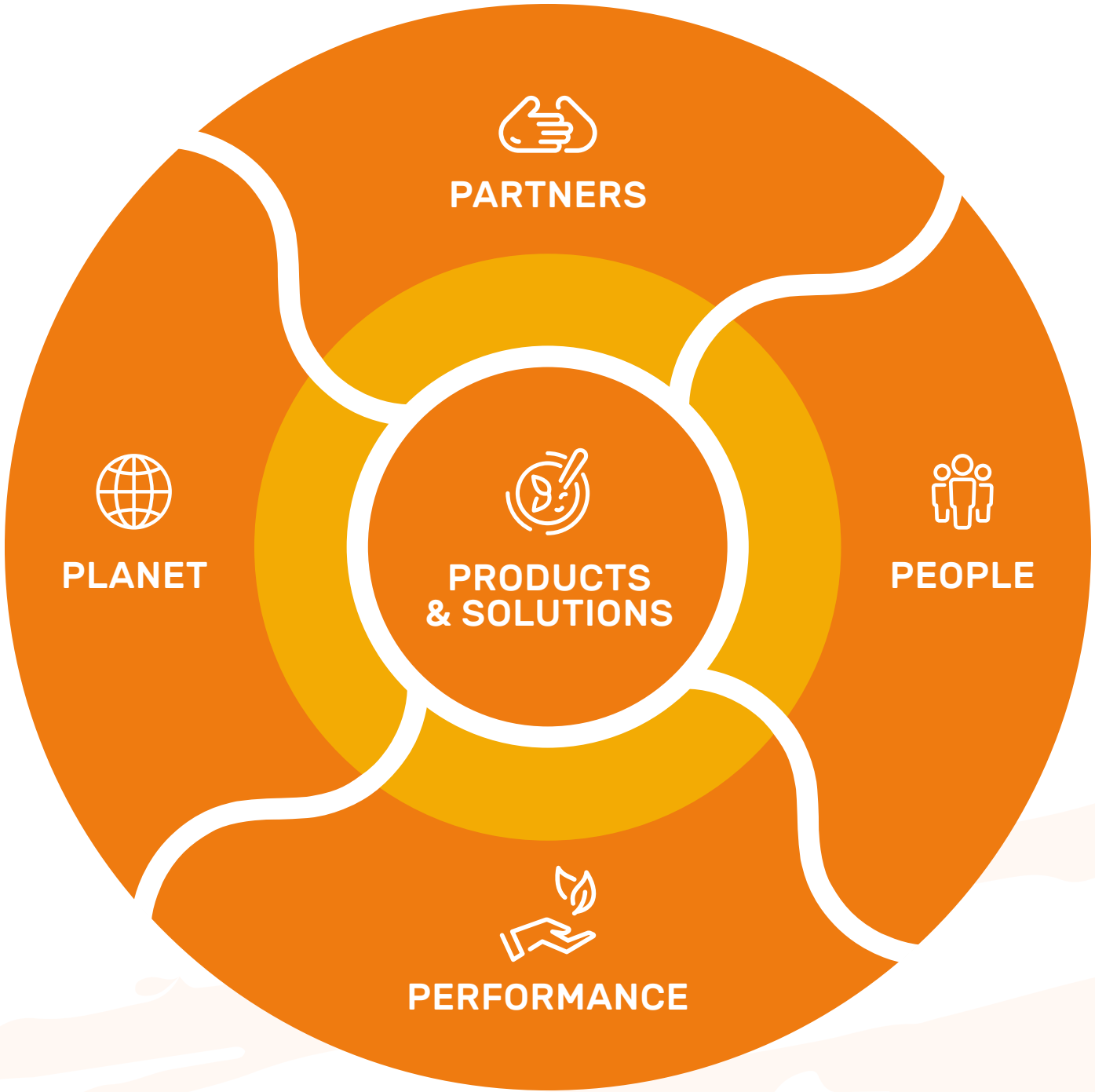
(our 5Ps)

PLANET

Reducing the environmental footprint of our entire value chain, from raw material inbound supply through our own operations and to the end consumer, contributing to a food system respectful of natural resources and their limited availability.

PRODUCTS & SOLUTIONS

Pioneering with tasty, healthier, and sustainable food solutions which benefit people and the planet, at an affordable price for the final consumer.



PARTNERS

Establishing long-term and honest relationships within our ecosystem (customers, suppliers, and other actors) to address sustainable challenges in our value chain, provide unrivalled customer services embodying our societal, social and environmental values, and contribute to the reshaping of food systems.

PEOPLE

Investing in people to make Solina a safe, inclusive, ethical and attractive work environment, enriching our pride of being part of Solina, as well as in our end consumers and communities to improve their wellbeing.

PERFORMANCE

Pursuing our historical organic growth by further developing our customer-centric product strategies in food markets, all the while reconciling this profitable performance with our societal and environmental considerations.

OUR 2023 SUSTAINABILITY INTEGRATION ROADMAP

Complementing our sustainability commitments – the 5 sustainability Ps, is our 2023 Solina **Sustainability Integration Roadmap**.

The roadmap consists of 6 sustainability integration topics with 15 workstreams. Designed to focus our sustainability integration to 2023 and contribute to a more sustainable agri-food value chain and industry. Our roadmap was designed in 2020 to cover all focus areas relevant to all Solina regions, functions and sites and to support the integration of sustainability into the heart of Solina’s business model and behaviour.





SUSTAINABLE DEVELOPMENT GOALS

Solina contributes to the UN SDGs and plays a role in the broader sustainable development agenda. While we touch on a number of the goals, we identify the UN SDGs that our 2023 Sustainability integration roadmap and our focus relate to most, through our initiatives in 2020/21. SDG 2, SDG 5, SDG 6, SDG 8, SDG 12, SDG 13 and SDG 16.

Since the introduction of our 2023 sustainability integration roadmap, we have been enthusiastically integrating sustainability within Solina and within our value chains in many ways.





PRODUCTS & SOLUTIONS

Pioneering with tasty, better for you, innovative and sustainable food solutions which benefit people and the planet.



Nutri-Score



Sustainable
innovation



Better-for-you
(BFY) formulation



Alternative
proteins



SOLINA PRODUCT SOLUTIONS

Solina generates customised ingredient solutions that contribute to the creation of food concepts that deliver on culinary taste, enhanced nutrition and optimised functionality

In Solina, Innovation and to be entrepreneurial is in our DNA and expertise are at the heart of what Solina provides to our customers.

Our end-to-end expertise enable us to evaluate the requirements of a project, design customised solutions and ultimately help us deliver products that meet and exceed the expectations of our customers and the final consumers.

Our area of expertise includes coatings, seasonings, herbs and spices, vegetable ingredients, marinades, sauces, seasonings, culinary aids and much more.

We optimise the taste, functionality and nutrition of foods while meeting the specific requirements of each project and emerging requirements of the future.

In 2021 we continued to increase our areas of expertise, researching, and developing innovative solutions to continue to produce great tasting, flavoursome products for our customers and findings solutions to increase the added benefits of being better for us.

We have been working on some solutions offering reduced or low sodium, fat, and sugar application solutions. Enhanced nutritional value, with fortified or added vitamins and minerals. Plant-based protein, sauces, marinade ranges. Allergen controlled solutions, free from declarations and certified products and ingredients (organic, kosher, halal, etc.). and many more.



Natural



Plant-based



Bio
Organic



Allergen
Free



Nutri-Score



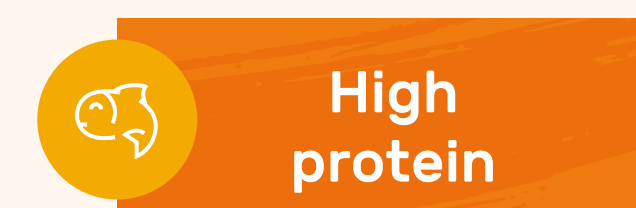
Free From



Vitamins



Clean Label



High
protein



High in Fibre



Halal



Kosher



INNOVATION ON NATURALNESS

Orig'in

Orig'in is an innovative solution by Solina that applies to meat products and ready meal applications. We are committed to seeking alternative solutions to additives and to finding innovative ways to produce more natural ingredients for meat and ready meals products.

The solution provides alternatives to additives and nitrite salts while keeping a well-balanced taste. Focusing on delivering taste, colour, functionality, antioxidants, and preserving freshness, in a more natural way.

Our research and development team went back 100 years researching preservation techniques from a century ago that only used plants, spices, and herbs.

Our solution is based on vegetables, spices, and herbs, and combined with our very own formulation, to provide alternatives to additives and not substitutes.

Orig'in generates well-balanced flavour and a 'better-for-you' solution by bringing specific benefits from nature to meat products, delicatessen, and ready meal semi-finished products. It provides a technical solution to make food products more natural, providing local solutions and supply to regional products such as hams, bacon, pates, sausages and more!

And we have only just begun. Orig'in is a long-term solution providing alternatives to additives, using more natural ingredients, and retaining high levels of taste, freshness, functionality, and seasoning, that we pride ourselves on.

“We went into the past to find solutions for the future”

Orig'in provides:

- Alternative solutions to additives & nitrite salt.
- Nature brings taste, colour & maintains freshness.
- Ingredients from nature that bring functionality.
- Clear ingredients declaration to match consumer expectations.





A BETTER-FOR-YOU SOLUTION

Sodium reduction

We've seen a focus on reducing salt intake to maintain a healthier lifestyle with the World Health Organisation (WHO) linking high levels of salt intake to high blood pressure, heart disease and stroke, leading to WHO member states pledging to lower salt intake by 30% by 2025.

At Solina we take providing improved, better-for-you solutions seriously and have taken the quest for reduced sodium intake levels seriously too. Recognising the need for a new, better option, Solina scoured the world for a product capable of reducing sodium without sacrificing taste.

This led us to Saltwell, a natural, low-sodium solution. Each grain of Saltwell is said to contain 15% of potassium and 35% less sodium than regular salt.

Solina has worked with Saltwell since 2014. In the hands of our chefs and flavourists, Saltwell enables the creation of great-tasting products with clear labels and reduced sodium content, raising Nutri-Scores and improving the health of our customers' products.

Challenges:

- Simply reducing sodium degrades the aromatic impact and long-lasting preservation of foods.
- Blending in potassium chloride can negatively affect taste.
- 80% of salt intake can come from processed foods.





APPLICATIONS

Consumers are increasingly looking for easy ways to make more informed decisions about nutritional choices. People continue to want affordable, convenient, and great tasting foods that have an increased nutritional profile and added details of the ingredients in their chosen products. A system that is increasingly providing information on the nutrient value of products, is Nutri-Score. A nutrition label that converts the nutritional value of products into a simple code consisting of 5 letters, each with its own colour. Scores range from A to E.

Solina is continuing with pioneering, tasty, better-for-you, innovative and sustainable food solutions, which benefit people and the planet, and is helping consumers make more informed choices more easily. Through our solutions, such as plant-based marinades, salad dressing, plant-based mayonnaise-based sauces, crumbs, plant-based doner kebabs (and plenty more) which are achieving A and B Nutri-scores.

A poultry ham breaking Nutri-Score barriers

Conceived with an additive-free taste solution and enhanced with an intensified chicken flavour based on a natural stock from Solina's Sign'Nature range. This nutritionally optimised ham concept is a product of Solina's deep culinary heritage, understanding of traditional preservation techniques, mastery of meat processing and clear label capabilities.

Solina implemented a range of techniques from our portfolio of integrated solutions to achieve a Nutri-score A-grade, for our poultry ham, which is the highest-ranking grade on the five-point Nutri-Score.

Our poultry ham solution is high in protein, low in salt, high in fibre. And all the ingredients used in our poultry ham are recognisable to consumers, many of whom will use the same ingredients in their own kitchens.

Sign'Nature:

- A range of natural stocks and bouillons.
- Using quality meat, vegetables, spices, and MSC-certified fish are used with a traditional stock cooking process.
- A toolbox to create more complex, custom flavours.
- Delicious example: poached chicken, braised vegetable, and wild mushroom pastes to form a deep, aromatic chicken stock.
- 20 key recipes, spanning meat, culinary aids, vegetables, and fish and seafood.
- Supports creative combinations to deliver the right flavour for every project.



APPLICATIONS

Plant protein power

Our plant-based burger concept was designed to do more than just replicate the taste and texture of meat. We have created solutions that provide taste and texture and enhance the nutritional profile of the plant-based burger concept. The concept enriches our plant-protein with added vitamins and minerals to enable consumers to get nutrients they need as part of a balanced diet, whichever source of protein they choose.

The plant-based burger is low in sugar, is a source of fibre and is high in protein. All these positive attributes resulted in the plant-based burger achieving the sought-after A-level Nutri-Score. Our plant-based burger was developed using extrusion technology to create a meaty textured, burger patty, through applying the expertise of NEXTERA® by Solina. We combine a variety of techniques, technology, knowledge, and culinary aids to enable us to find ideal ways to create meat alternatives tailored to the needs of our customers and the market they serve.

Döner of the future

By creating plant-based döner meat by pairing plant-based ingredients with culinary creativity and technical excellence. We proudly present the 'döner of the future'. The product application combines a plant-based, marinated protein base with clear label, plant-based seasonings, and sauces.

Our expertise in this area extends further into a range of plant-based sauces we offer to complement our burgers, which include onion relish, chipotle BBQ sauce and tomato chutney, plant-based mayonnaise, salad dressing, and many more.





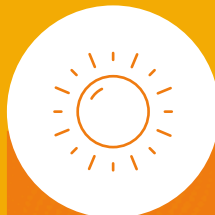
PLANET

Our commitment to the Planet P, is in reducing negative environmental impact, whilst contributing to a food system respectful of natural resources. Reducing the environmental footprint of our entire value chain, from raw materials inbound supply, our own operations and to end consumers. Contributing to a food system respectful of natural resources and their limited availability.

At Solina our 2023 sustainability integration roadmap (or as we like to call it at times, our sustianability integration recipe) included under our Plant P, means, we are focusing on establishing ways to and initiatives on:



Long-term
relationships with
our strategic and
key suppliers



GHG emissions
reductions, through
onsite renewable
energy production



Establishing our
environmental
footprints



Climate
transition
study



Circular
economy
participation



Waste management
and reduction



Environmental
impact in supply
chain; working
on sustainable
production
practices



Establishing
Environmental
initiatives, inline
with Carbon Net
Zero and Green Deal



Contributing to
a food system
respectful of
natural resources



RENEWABLE ENERGY

In 2021 Solina sites have been sourcing green energy certificates (ROCEs), where possible and some of our sites are investing in renewable energy production, onsite. One such site, is Eupen, Belgium, which invested in photovoltaic energy production in 2021.

Marc Wey, our Supply Chain & Operations Manager for Belgium (Eupen) and Germany shares some great news.

“Solina have invested in developing photovoltaic energy production across some of our sites and in the objective to improve our sustainability, we are ready to launch the installation of solar panel on our logistic centre warehouse in Eupen.”



“We will consume 58% of the solar energy produced and the rest will be sold back to the network. Start-up of our solar electricity production is set for December 2021.

Looking to the future, the percentage of self-consumption should increase, once we have initiated other sustainability projects, such as exploring the feasibility of heat pump to produce warm water and cool the building, double batteries on forklift in order to charge during the day, electrical cars chargers, to name a few.”



WATER TREATMENT

Three Solina sites have been investing in onsite wastewater treatment methods. The development of wastewater treatment solutions in our sites in Canada, Netherlands, and Romania seek to further reduce our negative impact on the environment and our planet's water resources.

Our sites explore different ways to handle wastewater from production. In the Netherlands, the treatment of wastewater is using filtration, floatation, settlement with polymer bindings to separate waste before the water leaves the site. In Romania we have installed a treatment system that uses bacteria to clean up the waste in the water, before reaching the potable, water quality levels required. In Canada wastewater is passed through pre-treatment and settlement process, and in summer the organic particles removed are used as compost for nearby farmers.



WASTE MANAGEMENT INITIATIVE IN THE NETHERLANDS

Benjamin Jeannez walks us through the initiative: Warehouse Optimisation and stock management. To reduce physical waste, packaging waste and save time. Solina Netherlands took steps to look at stock in a proactive manner and with a global vision. By taking a deeper, more detailed lens to stock registers and physical stores in our warehouses, the team set to work to establish any gaps and opportunities to ensure smoother operations through:

1. A restructure to the material flow between warehouses and production.
2. Simplified location management.
3. Proactive thinking and actions on shelf life and purchase practices.

The output saw an increase in functional warehouse layout and optimisation, that has helped the team to group materials in order of pick frequency. Saving time and reducing waste. Waste management does not only include segregation but brings added monetary savings, time and effort savings and increased wellbeing of our people.

Playing our part in reducing food waste. It is through a state of mind and all actions (even small) that will ensure that we at Solina will make people and planet matter.





PACKAGING

Packaging is an important part of our products; by protecting the integrity of our products, packaging can contribute to efficient distribution and supply chain management, and increasingly sustainable packaging is offering opportunities for innovation, especially when it comes to reducing environmental impacts.

Essential Cuisine share some inspiring initiatives that have been taking place in packaging in 2021, to meet their sustainability objective, to only offer 100% recyclable packaging, and this includes product pots, packaging and shrink-wrap.

EC are responding to the increasing demands to reduce plastic pollution, and have been reviewing and analysing our use of plastic in our packaging, which formats they are used in and are aiming to increase reusable and recyclable content in packaging to reduce our total plastic use and seeking viable alternatives.

White PP (Polypropylene) Plastic Pots

Our White PP (Polypropylene) Plastic Pot and Clear PET (Polyethylene Terephthalate) Jars are 100% recyclable and represent approximately $\frac{3}{4}$ of our total plastic usage.

Black PP (Polypropylene) Plastic Pots

Due to the technical difficulties in recycling Black Polypropylene plastic, Essential Cuisine are currently transitioning to different coloured fully recyclable plastics, including gold and brown, with a commitment to stop using black plastic pots by the end of 2021.

Black Plastic Lids

For our black plastic lids, we are taking the same approach as for our black plastic pots in transitioning to fully recyclable plastic with a commitment to stop using black plastic lids by the end of 2021.

Sample Pots

We are currently researching new, lower-weight, alternatives to our current plastic sample pots which would reduce the amount of recyclable plastic we send out as free samples by around 60% per annum based on like for like in 2018.

More sustainable cardboard packaging

Part of our new 'Premium Instant' range, our latest products for the cost sector are in more sustainable (and still tamper proof), cardboard box solution. Reducing our plastic use by four-fold, in this range. Assessing the practicality from a manufacturing, transit, and customer point of view in the demanding environment of Foodservice, the success of this initiative, means we are looking to move more products to this packaging format. Watch this space.





GOING PAPERLESS IN BOWMAN INGREDIENTS

A trial is underway

Our manufacturing processes are complimented with many check sheets, forms and procedures that are needed to ensure people are working safely, quality standards are being maintained, to the highest level, and to meet essential auditing requirements. Currently this is all managed using a paper-based system, and we are now exploring ways to digitalise the process completely.

After investigating a number of commercially available options we found these did not fit our needs completely and so, we decided the best option was to develop our own system in-house, using web development hosting, development software and storing the data in our on-site storage. Being hosted locally we benefit from high levels of resilience, response, security and regular data backups.

In June 2021, we began our first trial run of the new system, on one packing line in our factory to refine the process, select the correct hardware and to gather important feedback from our end users. The data collected is merged with our ERP and manufacturing systems to give easy access to the results allowing detailed analysis and trends which was a lot more complicated before.

“Following the trial period, we are hopeful that this can be rolled out to all areas of production, warehousing, QA and all other departments that would benefit from improved data management.”

Andy Wells, Head of IT, at BI





GHG EMISSIONS & FOOTPRINT CALCULATIONS

In a data-centric, digitalised world we know that data is important, and we are working to set systems and practices in place to collect and measure more, from our Global Solina operations and our global supply chain on emissions and footprints.

We know this is a big challenge, that will take time to complete, as we source ingredients, by definition, from all around the world. We are working with our suppliers to gather primary data and combining this with available secondary data to enable us to start to develop our footprint picture.

In H2 2021 and 2022 this is a key focus for us, during which we are running carbon footprint pilots and looking at the best ways to collate information on product and raw material footprints. Having close, long-term relationships with our suppliers allows us to be a little closer to the data required, however, having 2000+ suppliers means measuring our carbon footprint, and in particular our Carbon Scope 3 footprint, is a big challenge, and it will take time.

The good news is we are working on it and we are working hard to get processes in place, for this is a key ambition, whilst looking at opportunities to reduce emissions and negative impacts on the environment and biodiversity.

Planting trees for biodiversity and carbon reduction

HAGESÜD INTERSPICE Gewürzwerke GmbH, part of Solina Group have initiated a partnership to reduce carbon emission impact in Germany.

Hagesud are taking steps to mitigate Carbon emissions and climate change by working in a climate protection partnership with the company PLANT-MY-TREE® since H2 2021.

Thanks to this partnership, HAGESÜD are now proud tree-Godparents of 100 trees planted in Großaitingen, near Augsburg. Our Markus Frick and Alina Koschemann (right) were out planting trees for Hagesud in November 2021.



KLIMASCHUTZ - PARTNER



Plant-my-tree® has been involved with reforestation projects throughout Germany since 2007. In 2020 they began to carrying out forest conversion and forest protection projects and attach great importance to biodiversity. The long-term climate protection goals of plant-my-tree® underline the sustainable tree planting they carry out, installing project periods of at least 99 years, in which no deforestation or economic use should take place on the trees planted.

The company considers regional and local conditions and, if possible, mixed forests are planted. "We work every day to improve ourselves in order to jointly ensure a sustainable and environmentally friendly future."



PARTNERS

Establishing long-term and honest relationships with our customers, suppliers and stakeholders to address sustainability challenges in our value chain. Provide unrivalled customer service, embodying our social, environmental values and contribute to reshaping food systems.

Solina is a key actor in the food value chain, presenting opportunities to have positive impacts in our upstream and downstream value chains on sustainability matters.

We work with our upstream value chain to understand more about our social and environmental impacts and opportunities. We are increasing our visibility through our supply base and working with our supply partners to deliver sustainable and ethical sourcing solutions, whilst Understanding the social and environmental impacts and opportunities we have within these value chains.



Long-term
relationships with
our strategic and
key suppliers



ESG matters and
opportunities



Mapping our
supply chain



Traceability



Sourcing
sustainable, ethical
materials



Environmental
impact and
opportunities in our
supply chain



Contributing to
a food system
respectful of
natural resources



Social impacts
and opportunities.
Working with
communities



Working with
customers
on sustainable
innovation



Working in
collaboration
with membership
organisation to
reduce negative
social impacts



TRACEABILITY, TRANSPARENCY AND SUSTAINABLE SUPPLY

Solina are members of Ecovadis, Sedex, the Sustainable Spice Initiative (SSI), the Roundtable on Sustainable Palm Oil (RSPO), the Round Table on Responsible Soy Association (RTRS)

Since March 2021, Solina have been working with our Suppliers to onboard and include Ecovadis in our supplier connection process. Marie Cederberg, our Group Procurement Manager for Spices and Herbs, shares our Ecovadis journey.

The motivation to join the ESG platform, Ecovadis, was to expand our traceability and transparency within our value chain, to increase visibility for Solina and Solina Customers. Further motivation was to work more closely and in collaboration with our supply partners on social and environmental impacts and opportunities, to enhance the sustainability of the supply chains. Increasing the contribution to a food system respectful of natural resources. Solina and our partners have been connecting on and working with Ecovadis since March 2021.



ecovadis

Ecovadis is a holistic sustainability ratings service of companies, delivered via a global cloud-based SaaS platform.

The EcoVadis Rating covers a range of non-financial management systems including Environmental, Labour & Human Rights, Ethics, and Sustainable Procurement impacts.

Each company is rated on the material issues as they pertain to their company's size, location, and industry.



PARTNERSHIPS

Working with industry partners (Spicemasters and Doens Food and KNSV), Solina Netherlands has partnered with the Netherlands Enterprise Agency (RVO.NL (RVO: Fonds voor de Bestrijding van Kinderarbeid (FBK) (Fund Against Child Labour))), industry partners, CREM, and local NGOs to form a project group, to assess the risk of and contribute to the mitigation of risks of child labour and risks to young workers in two spice supply chains. The project aims to produce a due diligence toolkit, in the first instance of the initiative. This initiative is part of, and in line with the Royal Netherlands Spice Association (KNSV) agreement and based on the OECD 'Due diligence guidance for responsible business conduct'.

With the toolkit, the project team hope to inform international industry and local suppliers about risks of child labour, risk mitigation and the importance of humane working conditions. This initiative started in December of 2019, and Solina Netherlands has been the secretary from the start.

In addition to this initiative Solina is an active member of the Sustainable Spice Initiative (SSI) working group looking into child labour mitigation, a long with some of our spice supplier partners, industry peers, NGOs and The Sustainable Trade Initiative (IDH).

In 2021 Solina, SSI and the FBK-Consortium began steps and discussions to bring together these two initiatives to increase the positive impact both working groups aimed to have in taking steps to mitigate child labour risks in any supply chain.

We have been members of SSI since 2018.

Solina SSI partnership/membership

The Sustainable Spice Initiative (SSI) partnered with The Sustainable Trade Initiative (IDH), NGOs, our supply partners and industry peers, working together on sustainability matters, to develop the sustainability of the Spice value chain.

Addresses four key sustainability concerns: traceability; food safety and quality, supply and reputation and social responsibility. We joined the Sustainable Spices Initiative's community in October 2018. Solina are participating in SSI workstreams and project groups focusing with diverse sector and industry participants on Climate change and child labour mitigation.

To find out more please visit:

idhsustainabletrade.com/initiative/sustainable-spices-initiative

WE MAKE
FOOD
MATTER





SOLINA SPONSORING RESEARCH IN MADAGASCAR

Solina Group has joined the French research institute CIRAD to sponsor a PhD study at the University of Antananarivo in Madagascar, for research on the domestication of a wild endemic plant called Tsiperifery, whose fruit, voatsiperifery, is known and used as wild pepper. “Voatsy” means fruit in Malagasy and the wild pepper plant is called tsiperifery, and so this fruit is known within the international spices markets as voatsiperifery.

The Voatsiperifery is the fruit of a vine belonging to the Piperaceae botanical family. It originates in and is endemic to Madagascar and grows on tall trees in the tropical forest, in the hot and humid regions in the East of the island of Madagascar, where it is harvested by local village communities. Due to the offers of a unique taste and sensory profile of aromatic with sweet, yet spicy notes, Wild pepper that is has gained popularity in the global culinary world. Increasing demand and harvesting during the two harvesting seasons, June to July and October to December.

However, some ways of harvesting the voatsiperifery, can be unsustainable and contribute to deforestation of the native rainforest

With this in mind, current studies of CIRAD, FOFIFA and the University of Antananarivo, (with one PhD student being financed by Solina), are focusing on developing more sustainable technical itinerary and methodology to allow local communities to cultivate and domesticate Tsiperifery in agroforestry systems. The study in focus for Solina is specifically looking at improving the vegetative propagation and seed germination, which is an essential first step to provide producers with high-quality cultivar species and opportunities. Taking steps towards a more sustainable cultivation of voatsiperifery.

WE MAKE
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Spice Profile

A small peppercorn, with an appendage or tail, and comes in various colours; black, white and red. The colours corresponding to the different stages of maturity or processing. The fruit turns red at maturity and blacken when dried. White voatsiperifery has a round shape with no tail, due to the removal of the skin and tail before processing, giving fresh citrus fruits touches to the flavour profile.

Flavour profile include: aromatic, sweet, spicy notes. With woody and flowery fragrances. In Madagascar voatsiperifery is used in traditional medicine and in few traditional Malagasy dishes.

Culinary Tip

Best use of this variety is to only crush at time of use, with a coarse grind to enable aromas to fully develop and using gentle cooking techniques and times.



SUSTAINABLE SUPPLY PARTNERS

We are working on increasing our transparency, traceability and more closely with our supply partners. Daniel Molin, Group Quality Manager, discusses our refreshed, Supplier Relationship Management process and the further digitalisation of parts of our supplier engagement.

An effective strategy is essential to our business objectives and regional organisations, for the development of new business and products. To improve supplier performance, increase customer confidence, reduce costs and to reduce risks. The Solina SRM programme started in 2020.

The programme intends to strengthen our sourcing platforms, reduce Solina's exposure to risk and prepare Solina for future and sustainability management needs, as well as our customer expectations and requirements. The objectives of the initiative include:
DESIGN - MANAGEMENT - IMPROVEMENT.

The digitalisation process has been applied to our supplier code of conduct and our supplier self assessment questionnaires in a platform we call '**Solina Connect**'. Allowing for increased due diligence, risk assessments and supplier engagement. In food safety, quality and sustainability.

We look forward to working more closely with our supply partners on sustainability improvement opportunities and positive impacts, where we can.

DESIGN and implement further robust standards and digitalise the processes for efficient and solid quality assurance - Supplier Relationship Management (SRM), in our in-house system; Solina-Connect is developed to improve and digitalise data collection and communication with our suppliers.

MANAGE compliance with customer expectations, requirements, and Solina business objectives.

IMPROVE our measurement of food safety, quality and sustainability performance and targeted actions - Supplier Yearly Assessment with on-site audit plans.



CERTIFICATIONS

Solina sites are certified to a number of standards, including our customer own certifications standards.

Some of our sites' certifications include

GFSI standard higher level, ISO45001, ISO14001, ISO50001, ISO9001, SQF, FSSC 22000, ISO 22000, BRC, IFS Food, Organic (EU, SKAL, KRAV), Kosher, to name a few.

All customer audits and certification standards passed within the year, achieving green passes, A grades and more. Solina are members of organisations that are relevant to our operations and industry.

Some of the memberships we have include

RTRS, SCOPAFF, RSPO, SSI, HACCP, FNLI, FDE, SYMTIA, LEATHERHEAD, Food&Drink Europe, the EU food industry trade associations federation, Sedex, and Ecovadis. We operate and adhere to ILO, the UN Global Compact 10 principles, Sapin II, all national laws and regulations, Human rights, Modern slavery Act, GDPR.

WE MAKE FOOD MATTER

Solina takes a customer centric approach in what we do. Solina works with our customers to produce sustainable, innovative, tasty products and services

We design customised ingredient solutions for our clients operating in the food industry, food service and butchery markets. We want to contribute to the production of food that is good in every sense of the word. By constantly rethinking culinary solutions, we make food matter.



PEOPLE

Investing in people to make Solina a safe, inclusive, ethical and attractive work environment, enriching our pride of being part of Solina. As well as our end consumers and communities to improve their wellbeing.



An unprecedented
commitment



Diversity & inclusion



Establishing an
OHS Committee



Training and
development



Focus on Solina
culture, community
and our ethical code
of conduct



Human rights in the
workplace and in
our value chain



Establishing KPIs



AN UNPRECEDENTED COMMITMENT

COVID-19

The challenge of the Covid-19, Coronavirus is both unprecedented and global in nature. Solina's response to the challenges brought about by Covid, was fast, efficient, with our number one priority regarding the health and safety of our employees and their families.

We also take our central role in the food chains in the countries where we operate very seriously and as such we integrated numerous steps to improve the protection of our people and prevent the spread of the virus, such as improved hygiene practices; social distancing at our sites; adjusting our shift patterns; our customer service working in rotating teams; home working; establishing a virtual, global crisis team with daily meetings; all whilst we adapted to the new normal.

All our sites remained operational, and it has been inspiring to see how Solina colleagues, our suppliers and our customers have responded to the challenge, and we are enormously grateful

to everyone for their efforts, flexibility, and commitment during these most trying of times. Thank you to you all. Through all our actions we have arrived in 2021 and survived through 2021 without any major disruptions to our operations and without any major out-breaks, thankfully.

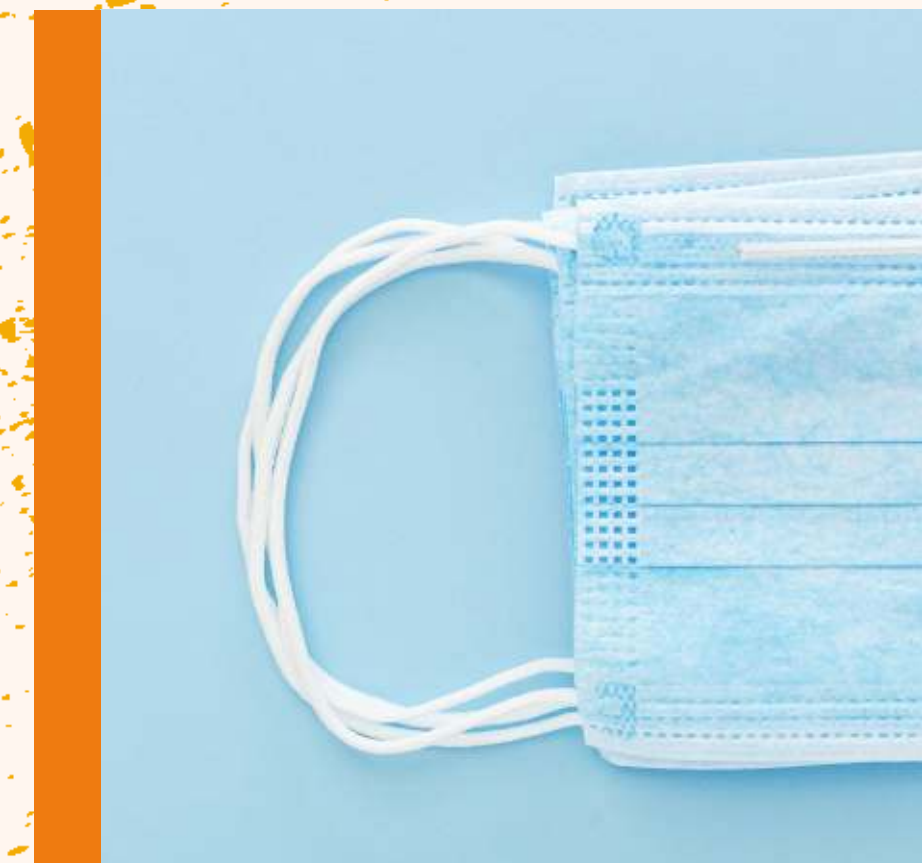
Repurposing our waste

In addition to ensuring the health, safety and wellness of our Solina community during Covid, our Laboratoire PYC Manziat Factory team in France, driven by concerns over the increased amount of covid mask waste during these unprecedented times, have been looking for opportunities to participate in innovative circular economy initiatives. As Surgical masks are made of non-degradable materials: plastic (polypropylene), elastic bands and metal bar. It is difficult to dispose of these materials.

Our PYC team have found an innovative operation which is working in a new recycling channel.

A collaboration of companies, Circulis, Solution Recyclage, Cycl-add, lemontri and the TEHP association, specialising in waste management, have come together to find a solution for the increasing mask waste and give these masks another life.

The consortium have teamed up with French textile companies and a consortium of players from the Plastics Vallée (in Ain) and have developed processes to decontaminate and then recycle 100% of the masks. The cycle begins with an isolation step, followed by hygienisation, disinfection and washing at high temperature to eliminate any potential viral load. The materials are separated; the elastic bands, the metal bar, and polypropylene. The polypropylene is treated, crushed, and sent for weaving and textile manufacture. In 2021 Laboratoire PYC repurposed approximately 12,400 masks, diverting 37 kgs from landfill and saving 74kgs of CO2. A good effort and start for finding alternatives for an increased wastestream.





COMMON CULTURE & COMMUNITY

The Solina Way

In Solina we are living our fundamentals through our entrepreneurial values, which are our DNA and the way we do business every day. Within the year 2020/21 we have launched our 'Solina-Way' and Solina code of ethics. Solina is a 2,400 person organisation made up of agile, collaborative, accountable and focused teams with the autonomy to adapt quickly to changing local conditions. The approach is underpinned by a culture that rewards entrepreneurialism and sees people as vital to success. Our values and behaviours are articulated around our customer centric organisation, our innovation spirit, our strong focus, value driven culture, and accountability and collaborative ways of working. A culture where people matter.

Collaborative

Working together makes us stronger and greater than the sum of our parts. We partner across boundaries to achieve amazing results, learning from one another and taking pride in our collective success.

Living the Solina experience

The voice of our employees matters at Solina. We actively engage with employees with employee engagement surveys, development objectives, training, and more. We had an 85% response rate to our group employee engagement survey in 2020 and we received an AA+ rating on a satisfaction index. Our score exceeded the European benchmark and we are still striving to make Solina an even-better place to work.

Where people matter

We recognise that our people are our biggest asset—and we invest in them thoroughly. From the development programmes of SolinAcademy to international missions, Solina has a wide, and growing range of active personal development and empowerment initiatives. Through investing in our people with both personal and professional programmes and career growth opportunities.



Cu S tomer Centric
F O cused
Va L ue Driven
I nnovative
Accou N table
Coll A borative



TRAINING & DEVELOPMENT

It is important to have the right skills in the right place in an organisation, and to ensure we anticipate the transformations for the future. This is the reason why we, at Solina, continue to develop an agile workforce with entrepreneurial soft skills, as a priority.

We focus our training on six main pillars:

1. Soft Skills development online modules: aligned with our Solina Way.
2. Academies: project management, management, food science.
3. Sales: develop local sales development programmes guided by some group principles/consistency.
4. Culture of food: reinforce our passion and knowledge on food/ cook with chefs using our solutions.
5. Ethical & Compliance training: online training link to our code of ethics, policies, health and safety trainings, food safety, etc.
6. On boarding of newcomers: set broadcasts every quarter with new employees to boost the induction process and enable the network.

Diversity & Inclusion is one of our 15 key workstreams of Solina's 2023 Sustainability integration roadmap; promoting gender diversity and inclusion, in leadership positions, is a fundamental pillar and focus of the group's Diversity & Inclusion strategy for the next few years. Some objectives include:

1. We are launching a diversity and inclusion working group with objectives to define the Diversity & Inclusion Group Policy and the roadmap to deliver our improvements.
2. We will further promote a positive working environment which is enabling diversity and inclusion (code of ethics, entrepreneurial culture, training of managers, onboarding of newcomers, etc.).
3. We will continue to offer opportunities of employment based on qualifications and equal treatment (continuously reviewing and improving our selection process, interviews approach etc.).

WE MAKE
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FOCUS ON HUMAN RIGHTS AND GOVERNANCE

Solina is working in collaboration with partners and upstream suppliers to ensure human rights are upheld. As part of our Sustainability integration, respecting and protecting people and their Human Rights is fundamental. We are aligned with the 10 Principles of the UN Global Compact, the OECD, and the ILO. At Solina we launched our Human rights policy in 2020, we comply with the Modern Slavery Act, GDPR and are conducting human rights risk assessment and training internally and planning to take these learnings and work with our upstream supply chain.



At Solina we are working on further establishing our culture and the Solina Way, engaging with our people and engaging a focus on Business Ethics and Governance.

We are developing and training our Solina community further on anti-corruption and bribery standards, Human rights, Modern Slavery Act and grievance mechanisms.

We are enriching our Solina community on ways and how to take a precautionary approach to environmental challenges and gaining greater environmental responsibility, as stipulated in the UN Global Compact 10 Principles.

Our governance focus has been working on implementing policies and procedures on human rights, whistleblowing, anti-bribery and corruption, increased risk assessments and further robust due diligence, including implementing a grievance mechanism and digitalising part of our supplier engagement, furthering supporting our Supplier Relationship Management (SRM) systems.

We are increasing our communication channels both internally and externally through refreshed websites and internal communication platforms, to enable our community to engage, support and inform more.





OCCUPATIONAL HEALTH & SAFETY

Foreseeing safety at work

Our N°1 Priority is the Health and Safety of all our colleagues in Solina; We care for people, and we are committed to our people's safety.

Our Health and safety policy is in line with OSHA regulations and sets our goals to provide a safe and healthy work environment with well managed risk of workplace injury and illness.

Cyrille Guillot our Operations and Supply Chain Director, who looks after health and Safety for the Group; summarises our OHS activities in 2021.

In 2021 we changed our safety approach towards a focus on prevention, through the development and delivery of three programmes: hand protection, ergonomics, and traffic management. All with the aim to reduce risks and hazards, by conducting safety audits, and raising people's awareness through self-assessments.

Our sites Manziat and Goussainville in France celebrated an impressive achievement of 1000 days without any LTAs. Further, five of our sites had zero LTAs throughout 2021; Manziat and Goussainville, Sweden, Olot and Turkey. Another great achievement.

In 2021 we increased our site OHS certifications with our sites in Denmark, Sweden, Estonia, Bowman UK and Bowman Poland all achieving ISO 45001 certifications. Moreover, our site in Estonia was the first food industry site in Estonia to achieve the ISO45001 OHS certification.

In October we held a safety convention with our safety council and operations colleagues from all regions of Solina.

The convention had clear ambitions to continue to bring safety to the forefront of what we do and ensure this remains a high priority throughout our operations.

Promoting a strong culture of safety, every day and all year-round, so that safety becomes a part of our workplace DNA.

We work towards safety with the right measures, tools, and mindset to ensure we make safety matter for people, our assets, and the planet; constantly keeping safety at the heart of our decisions.



SAFETY

FOR ME, FOR YOU, FOR ALL

In 2021, in conjunction with ensuring our people and operations remain covid safe, the Solina Safety Council and our people focused on preventative safety elements through on our Safety Roadmap - 4C - 'ForeSEE':

1. **Commitment**
2. **Compliance**
3. **Control (risk, hazards)**
4. **Communication**



OCCUPATIONAL HEALTH & SAFETY

Safety days at Solina

Solina sites held safety days, and workshops, throughout 2021, taking a deeper dive into safety, prevention, hazard spotting and reducing LTAs, bringing to life our preventative focus approach to safety.

Belgium – the production teams were involved in 4 workshops on health and safety, including an ergonomics session on the floor, where operators demonstrated challenges, they encounter. And were provided some tools and tips to work safer. All participants were trained on CPR and how to react in cases requiring heart fibrillation, using emergency training dolls. Lunch was provided by Nextera and included some information on how to achieve balanced, healthy diets. The workshops covered useful insights for work and in private life. Taking safety beyond individuals and ensuring, together we make safety matter.

Finland – the Safety Day trained our colleagues on recognising risks and hazards and they began to use a health and Safety app where all HS records are kept.

Saue (Estonia) – we celebrated the European week for Safety and Health in October and in 2021 we invited doctors into the factory to offer vaccinations to our employees including Flu, Tick-borne and/or COVID. The teams received training sessions on balanced nutrition and exercise from Ott Kiivikas – a famous Estonian bodybuilder, trainer, nutritionist, and member of EOK Athletes Committee. Additionally, we introduced messages on health and safety using screen savers every month, sharing information with our teams, on topics like Mental Health, Stress prevention, manual handling (lifting, pulling, etc., safely).

France – Solina sites held safety days to continue to bring safety awareness to colleagues and share tools on health and wellness. Two of our sites celebrated 1000 days LTA free, on these days too.

Breal Sous Montfort (FR) – the teams had workshops where they learned CPR and first aid, stress management through the introduction of laughter yoga, workplace safety and electricity safety. The site also celebrated 1000 days LTA free.

Weyersheim (FR) – safety day saw teams engage in workshops on fire safety and handling, forklift safety, the shared responsibility of safety at work, office safety and workshop on achieving balanced, nutritional diets.

Manziat (PYC - FR) – the team covered workshops on shared diligence in safety, forklift safety, stress management and celebrated 1000 days LTA free.





MENTAL HEALTH & WELLBEING

The importance of wellness and achieving a sustainable work-life-balance are important, now more than ever.

Solina Belgium are building on this balance by hosting monthly webinars, training, and team discussions for all colleagues.

Using Prana, and self-coaching with challenging, thought-provoking webinar topics and activities, the teams are getting to know themselves and each other better and are finding new ways to work more efficiently with each other.

They are learning and discovering new ways to manage stress, overcome resistance, gaining workplace relationship insights and tools, and developing mental wellbeing, soft skills with impact and personal development.



In the Nordics, Solina in collaboration with occupational health companies, follow an Early Care Model. With the aim to act soon, ensure everyone is aware of early detection, support each other, take responsibility for our own well-being, and to reach out.

In 2021 Solina Sweden, ran seven weekly sessions on mindfulness with a coach. Offered two 30-minute massage sessions, twice a month for ergonomic reasons and pain prevention and introduced a resting room, for recharge and relieve, if needed. All very successful initiatives, which were greatly received.

In Solina Estonia, we have introduced a resting room with massage chair, a Pilates ball and a "hotline" to call for mental health support if you feel stress symptoms: support provided, could be anything from breathing techniques to prioritising support or booking a follow up session with a psychologist.

In Solina Finland: Three workshops were held to talk about mental health, early detections signs, and how to act if you or you see a co-worker not doing well or not feeling well, information on both your rights but also your responsibilities to act.

In Solina Denmark we ran a pilot to help and support teams, in an international environment, to stay safe and well, stay motivated and effective now, and in the future. Learning skills in resilience and how to find a good balance in



COMMUNITY & CHARITY

Charity Connections with Bowman Ingredients

Since 2019 we have been a corporate sponsor of local charity, Transitions UK, which was set up 2014 to support vulnerable young people aged 14-25 who are struggling with personal disadvantage. Transitions UK is currently working with over 200 young people with learning disabilities and special needs; emotional and mental health issues; those leaving care; and those at risk of offending or criminal exploitation.



The charity is based in our neighbouring town of Hitchin and supports young people in Hertfordshire, Bedfordshire, Milton Keynes, Buckinghamshire, North London, Birmingham and Leicester and are expanding their reach annually.

To increase our support with this great charity, we are exploring additional ways to contribute to their projects. Some additional avenues that are being considered include volunteer mentors, offering visits to the workplace, offering work experience, investigating apprenticeships, offering specific professional skills to assist the charity such as support to write health and safety risk assessments.



Solina Romania continues with Sustainable Festive activities

Like every year Solina Romania have a local FESTIVE GALA at the end of the year in December To continue to ensure the health and safety of our Solina community this will be the 2nd year of a remote online version of the Festive Gala.

This year the gala is taking on more sustainable themes and the team have set some challenges, including creating a sustainable version of a tree. The idea is to create the best tree from unusual materials, giving discarded materials a new, festive life.





PERFORMANCE

Pursuing our historical organic growth by further developing our customer-centric product strategies in food markets, all the while reconciling this profitable performance with our social and environmental considerations.



Sustainability
assessment



Sustainability
progress



Governance
& ethics



Organic
growth



SUSTAINABILITY ASSESSMENT

Sustainability Assessment by Indefi 2020

During 2020-21 Solina took great steps to integrate sustainability into Solina, through a lot of key and hard work, all achieved during a global pandemic. All this is reflected in our ranking of sustainability maturity increasing to A- Advanced maturity in sustainability.

	2019	2020
Overall score	64%	75%
Maturity score	B+	A-
Absolute score	53/82	62/83



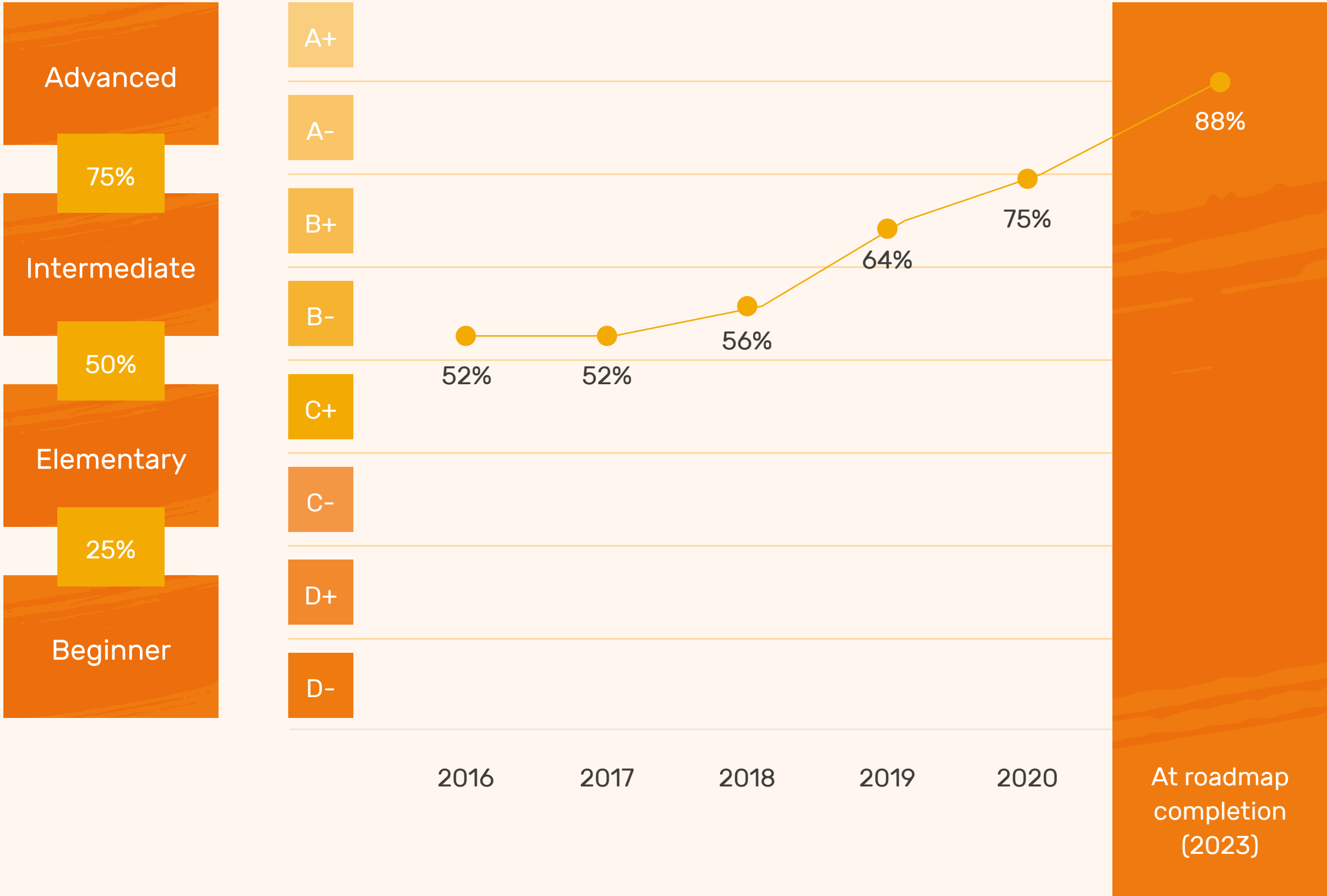


SUSTAINABILITY SCORE PROGRESS

Being within the ‘Advanced’ level means we continue to work to integrate sustainability into the heart of Solina through focused workstreams and innovative sustainability solutions to all aspects of Solina work.

Solina will have to associate key actions with KPI’s in order to measure progress and performance along the way and set objectives

Transition from definitions and assessments to impact performance in order to fulfill our sustainability vision and bring it to industry scale.





THOUGHTFUL INVESTING

Nurturing the future of food

SolinaVentures is helping reshape the global food scenery through investment and operational support.

Our Mission

SolinaVentures partners with inspiring people, entrepreneurs, start-ups and scale-ups to realise a shared ambition to transform the food industry and bring Solina's entrepreneurial value to life.

Equipped with deep strategic and operational experience in the food market, SolinaVentures is ideally placed to identify and support the people and companies capable of delivering breakthrough concepts, solutions and tools. The activity is fostering a portfolio of companies that further Solina's purpose of 'making food matter' and are poised to transform the global food market.

Some ventures

Peace Of Meat:

Real meat. Guilt free. For a sustainable future. Peace Of Meat improves the taste, texture and nutritional value of plant based and cell based meat alternatives.





SUSTAINABLE GROWTH

Organic growth and value-adding M&A

In 2021 we have welcomed:

Food Compounds (The Netherlands)

Founded in 1970s, Food Compounds leverages over 40 years expertise in the field of powder based and granular premixes for potato industrial customers. Food Compounds main products are coating systems and functional premixes for products such as pommes noisettes, pommes duchesses, pommes croquettes as well as French fries.

Headquartered in Oosterhout (Netherlands) the company operates a strongly automatised plant with a dedicated allergen free facility. Focussed on R&D, Food compounds is known to do highly innovative coating systems that relies on patented technology to continuously bring added-value solutions to potato processors (pommes noisettes, pommes dauphines, French fries, to name a few).



Asenzya (United States)

Headquartered in Oak Creek, Wisconsin (United States), the company takes a culinary approach to the creation of custom, dry savoury solutions. Asenzya®, has invested in building world-class culinary, R&D and operations infrastructure to establish itself at the forefront of the industry in North America.



ESG Loan in September 2021

We are committed to integrating sustainability into the heart of Solina and into our financial mechanisms, through obtaining ESG financing through ESG loan, with Sustainability-linked KPIs. Which support our sustainability integration through positively impacting sustainable sourcing, gender diversity within Solina leadership and through providing more nutritious products and solutions to our customers and their end consumers.

**WE MAKE
FOOD
MATTER**



solina.com