



VINVENTIONS

# Driving Sustainable Innovation

Corporate Social Responsibility Report 2021

[www.vinventions.com](http://www.vinventions.com)



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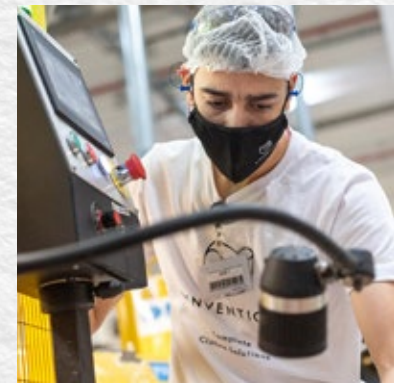
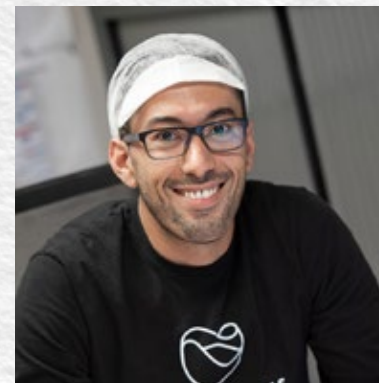
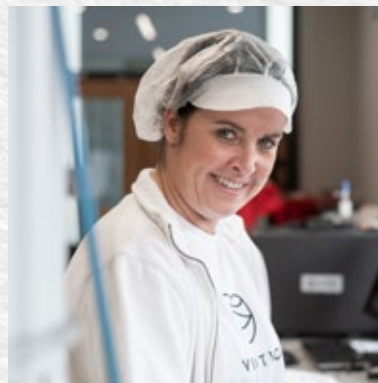


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# 1. Who we are



# 1.1. Our Management's Commitments

At Vinventions we are committed to deliver the most **sustainable** and highest performing solutions to our CUSTOMERS, to offer the most **sustainable** and empowering work environment for our PEOPLE and to contribute to the harmonious and **sustainable** development of our COMMUNITIES.

Since its creation in 1999, our group has never ceased to contribute positively and responsibly to the development of our industry, our associates and our environment. It is, for our teams and myself, an unceasing commitment.

Our approach was born out of a fight to protect our environment from waste and solve the cork taint and wine oxidation issues once and for all. As such, and through the influence we have had on the wine industry, we are proud to contribute to significantly reducing the waste of bottles, corks, caps, and of course wine. The fight against waste and deterioration of materials remains our first pillar of sustainable development.

Our responsible approach has been continuously reflected in:

- Continuous development of new efficient and environment-friendly products, made from renewable (Nomacorc Green line<sup>®</sup>), circular (Nomacorc Blue line<sup>®</sup>) or biodegradable (SÜBR<sup>®</sup>) materials.
- Investment in increasingly efficient production processes to reduce our ecological footprint: low water consumption, use of renewable energy, reuse of waste.
- Creation and development of nurturing and healthy workplaces for our associates.

- Empowerment and development of our employees and the building of strong teams, never compromising ethics or integrity.
- Increased contribution to the harmonious development of our society through the support of local initiatives and philanthropic activities of our associates.

Our industry, like many others, has had two very complicated years due to the pandemic. Beyond the pandemic, our company was particularly affected by the unprecedented floods which claimed many victims in the region Walloon, in Belgium, the location of our main plant, which touched the hearts and property of many of our associates. Beyond the unprecedented surge of solidarity that these events generate, it is the absolute necessity of a clear ambition in terms of "Sustainable Development Goals" (SDGs) as decreed by the United Nations which is accentuated, in particular the objectives related to energy efficiency (SDG 7), innovation (SDG 9), waste reduction (SDG 12), circularity (SDG 14), health and well-being of our employees (SDG 3 & 5).

In this difficult context, our company has persevered in the development of increasingly eco-responsible products, through the launch of Nomacorc Blue Line closures, produced from recycled polyethylene. as well as the development

of new products in our SÜBR range, made from fully recyclable materials.

We have intensified cork collection programs and invested in a startup in Belgium that recycles collected Nomacorc corks into everyday utensils ([www.retorno.eu](http://www.retorno.eu)).

Finally, in 2021 we began our collaboration with South Pole, one of the authors of "The Guidelines for Corporate Plastic Stewardship" published by the 3R initiative in February 2021, in order to continue to reduce our footprint, achieve the "Net Zero Plastic in Nature" by 2022. All while continuing to promote a responsible, durable and high-performance plastic product, meeting the needs of our customers, who are increasingly demanding in terms of the durability of their products.

2022 will once again be a complex year with new challenges brought by the conflict in Ukraine. Nevertheless, and thanks to the support of our associates, customer partners and shareholders, we are committed to persevere to guarantee the sustainable development of our organization

Andres Belinsky, Brigitte André, Justin Sternberg, Marco Kirch, Frédéric Grégoire, Stéphane Vidal, Denis Van Roey & Gerard Hirdes.



Andres Belinsky



Brigitte André



Justin Sternberg



Marco Kirch



Frédéric Grégoire



Stéphane Vidal



Denis Van Roey



Gerard Hirdes

« Thank you for sharing our passion and commitment to sustainability. »

# 1.2. Our Foundations



## WHY ?

### Vinventions Purpose

Since our founding in 1999, Vinventions has been on a journey to create a more sustainable future with our customers, partners and associates.

### Our Mission

- We help wineries and retailers ensure their wines present as intended and delight the consumer.
- We create value for our customers by innovating and applying leading practices to offer the most appropriate solutions to maximize wine quality, preservation and consistency.
- We influence our industry and our communities to preserve our planet.

### Our Vision

Be the most innovative, sustainable and trusted global supplier of closures and service solutions in the wine industry.

## HOW ?

### Our Strategy

How will we successfully achieve our goals?

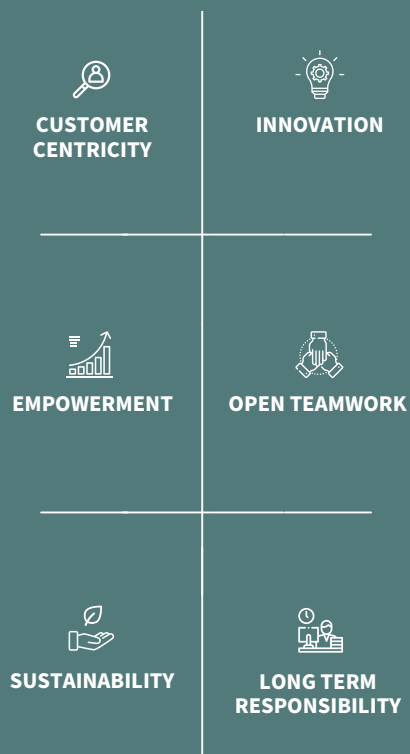
Our strategy is based on 6 pillars.



### Our Guiding Principles

How do we behave?

For more information on our leadership guidelines, see page 8.



### Our Leadership Guidelines

How do we act as leaders?

- We lead by example.
- We inspire trust and treat each other with respect.
- We act with integrity and we do the right things in the right way.
- We communicate openly and listen actively.
- We are accountable and perform to our best.
- We encourage ideas and experimentations and empower our employees and promote delegation.



# 1.2.1. Our Operating Model



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## Input

### ▶ People

- Employees
- Workforce diversity
- Respect for and Promotion of Founder's value (VInventions' Day)
- Talent development
- Shareholder engagement
- Partnerships & Collaborations (throughout our value chain)

### ▶ Planet

- Renewable, circular, or biodegradable raw material
- Renewable energy
- Water
- Life Cycle Assessment

### ▶ Prosperity

- Stakeholder engagement
- Shareholder equity
- Manufacturing asset base
- Strategic acquisitions and consolidation
- Purchased goods & services
- Innovation
- WCM (World Corc Manufacturing)
- Global Strategic Marketing
- Improved operational and cost efficiency (EPIC/NetSuite)
- Increased market share
- New geographies



## Outcome

### ▶ People

- Employee well-being
- Employee benefits
- Workforce engagement (Voice of our employees)
- Length of service
- Excellence in Safety
- Customer experience
- Positive impact on our communities
- Philanthropy & sponsoring

### ▶ Planet

- Conservation of Biodiversity and Ecosystem Services
- Minimized waste generation
- Post-Consumer Recycling
- Environmental footprint reduction
- Carbon neutrality (combat climate change)
- Sustainable closures
- Circular economy
- Life Cycle / Systems Thinking (e.g. Eco-design, design for recycling, etc.)

### ▶ Prosperity

- Public Affairs strategy
- Positive contribution to economic growth in countries & markets in which we operate
- Contribution to business and the industry
- Improved product performance
- Food waste reduction
- Customer satisfaction (wine quality preservation)



# 1.3. Vinventions at a Glance



**1999**

Founded in 1999



**2.8 billion**

bottles protected by Vinventions in 2021



**14%**

Global Market Share



More than **500**

employees worldwide

Employees in **13**

countries



More than **8,000**

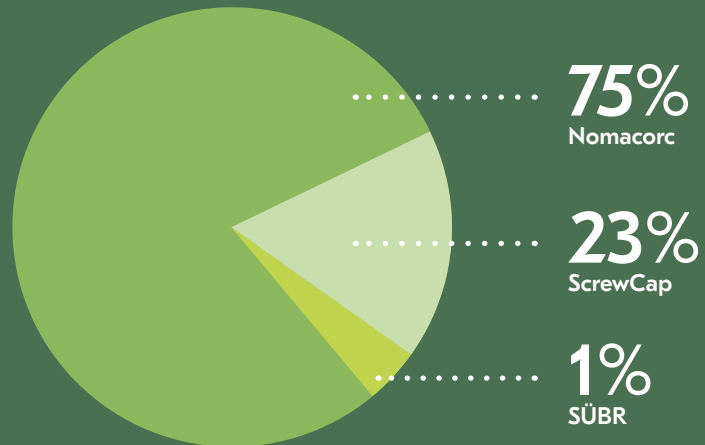
customers



More than **80 tons**

of Post-consumer closures collected

2021 Brand Portfolio breakdown



**3,000+**  
hours  
of training



**100**  
patents

**5**  
brands

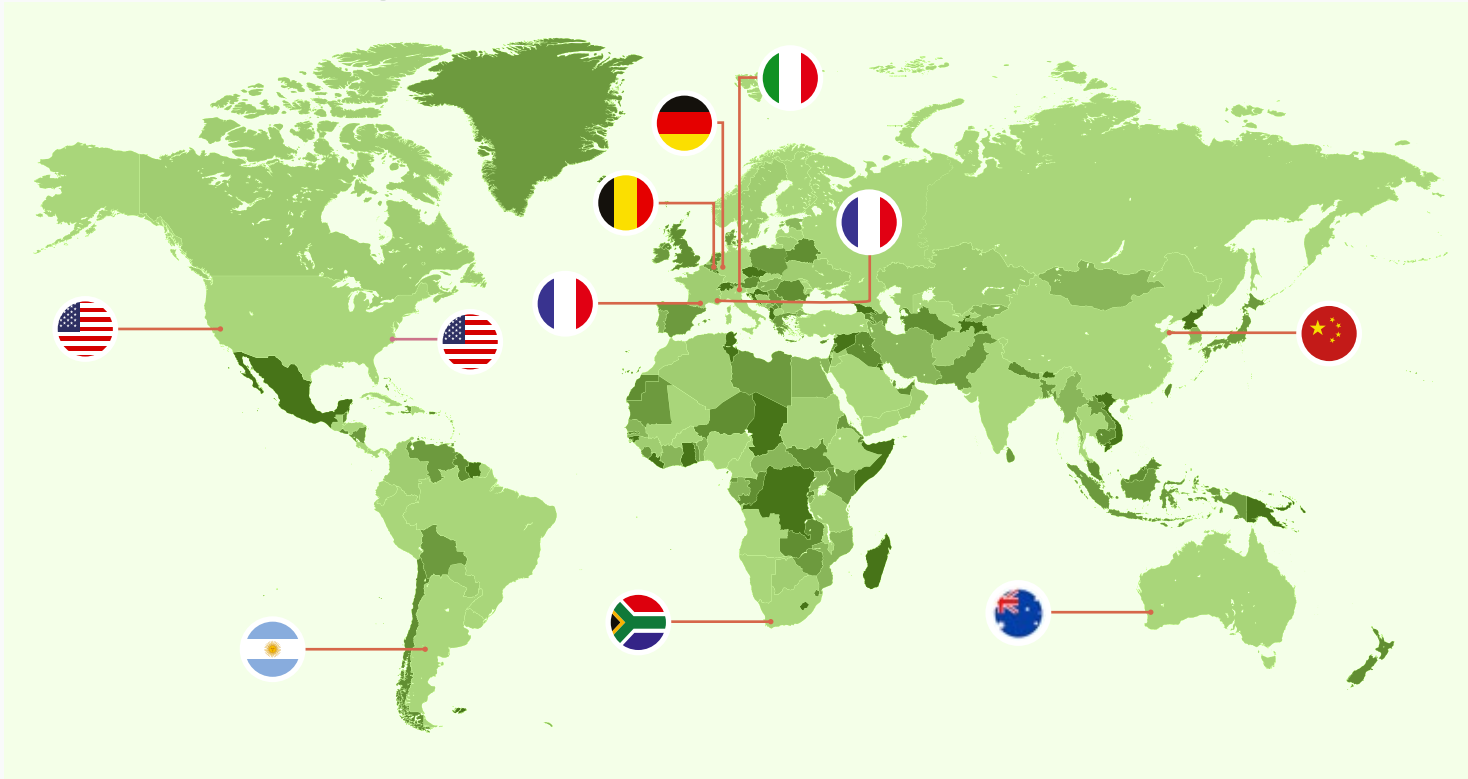


## 1.3.1. Our Presence Worldwide



VINVENTIONS

### Manufacturing sites and commercial offices



### Our distributor network

On top of our plants and commercial offices, Vinventions works with a large network of distributors and agents.

Located in all the wine regions in the world, they sell the Vinventions brand globally.



USA	15
South America	2
Europe	83
AAPAC	1



" Vitis has been distributing Nomacorc closure since 2004 in the PROVENCE COTE D'AZUR region, today around 1 bottle out of 5 is closed with a product from the Vinventions range, Nomacorc Green Line, SÜBR or a screw-cap. The Rosé wines of Provence are thus preserved from any organoleptic deviation. "

Dominique Guilloumy, Sarl Vitis



## 1.3.2. Our Offering



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### Our commitments:



**Performance**  
For Your Wine



**Sustainability**  
For Our Planet



**Design**  
For Your Customers



**Enology**  
For You



NOMACORC

Carbon neutrality  
Circularity



SUBR

Micro-Naturality



VIN  
TOP

Ready-to-be-recycled



WINE QUALITY  
SOLUTIONS

Decision making  
tools and services

Ready-to-be-recycled



### Performance advantage

- Sensory fault-free
- Cork taint-free
- Polyurethane-free
- Consistent & controlled O<sub>2</sub> ingress
- Bottle to bottle consistency
- Wine preservation tailored to all wine categories
- Reliable bottling performance
- Easy opening and reinsertion
- No breaking

# 1.4.1. Our Markets

Vinventions is active in the wine markets across five continents.

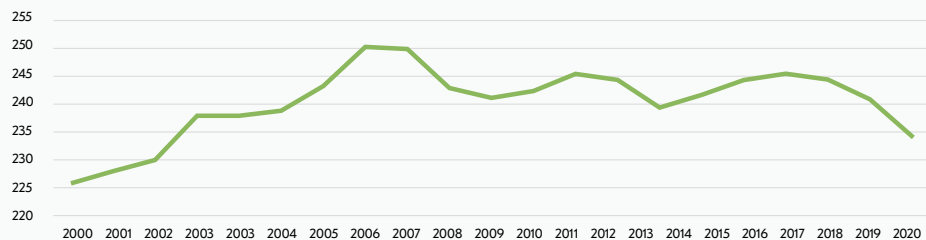
### Some information about the wine market:

World wine production, is estimated at 260 mhl, marking a slight increase of almost 3 mhl (+1%), compared to 2019 \*

mhl	2016	2017	2018	2019 Prov.	2020 Prel.	2020/2019 % Val.
Italy	50.9	42.5	54.8	47.5	49.1	3%
France	45.4	36.4	49.2	42.2	46.6	11%
Spain	39.7	32.5	44.9	33.7	40.7	21%
USA	24.9	24.5	26.1	25.6	22.8	-11%
Argentina	9.4	11.8	14.5	13.0	10.8	-17%
Australia	13.1	13.7	12.7	12.0	10.6	-11%
South Africa	10.5	10.8	9.5	9.7	10.4	7%
Chile	10.1	9.5	12.9	11.9	10.3	-13%
Germany	9.0	7.5	10.3	8.2	8.4	2%
China	13.2	11.6	9.3	7.8	6.6	-16%
Portugal	6.0	6.7	6.1	6.5	6.4	-2%
Russia	5.2	4.5	4.3	4.6	4.4	-4%
Romania	3.3	4.3	5.1	3.8	3.6	-7%
New Zealand	3.1	2.9	3.0	3.0	3.3	11%
Hungary	2.5	2.5	3.6	2.7	2.4	-12%
Austria	2.0	2.5	2.8	2.5	2.4	-3%
Greece	2.5	2.6	2.2	2.4	2.3	-6%
Brazil	1.3	3.6	3.1	2.0	1.9	-5%
Georgia	0.9	1.0	1.7	1.8	1.8	2%
Other countries	16.8	16.5	18.1	16.6	15.4	-7%
World total	270	248	294	258	260	1%

World wine consumption from 2000 is estimated at 234 mhl, marking a 3% decrease compared to 2019.

### Evolution of world wine consumption in 2020



In the last two years, we can see some trends:



Quality over quantity



Growth of e-commerce



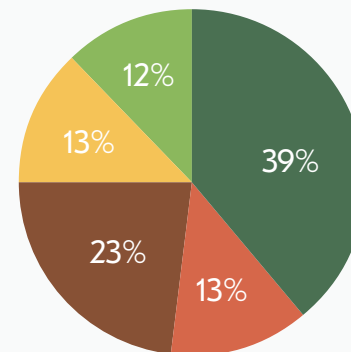
Growth of organic wine category



Closer link between producers and consumers



Growth in alternative packaging



### Global Closures Marketshare in 2021

- screwcaps
- aggro & technical
- synthetics
- natural 1-piece
- micro-agglo

## 1.4.2. New Products Launched in 2021



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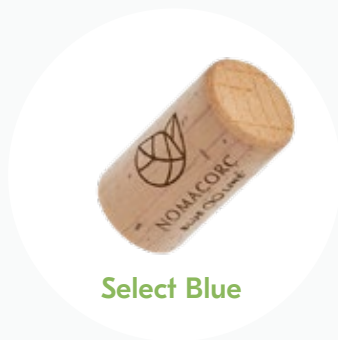
In 2021, Vinventions continued its sustainable journey by launching 3 new projects.



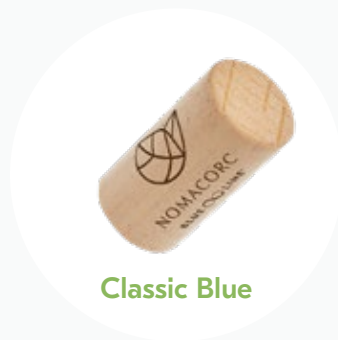
### Blue Line, a new range of closures made from recycled plastic

The Nomacorc Blue Line range is a new category of closures where 50% of the raw material comes from a ISCC+ certified recycled plastic using a "Mass Balance" approach. The latter has already proved its worth in sustainable development for industries dealing with wood, cocoa, and green electricity.

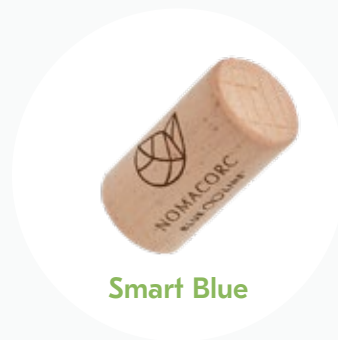
#### OUR PRODUCTS



Select Blue



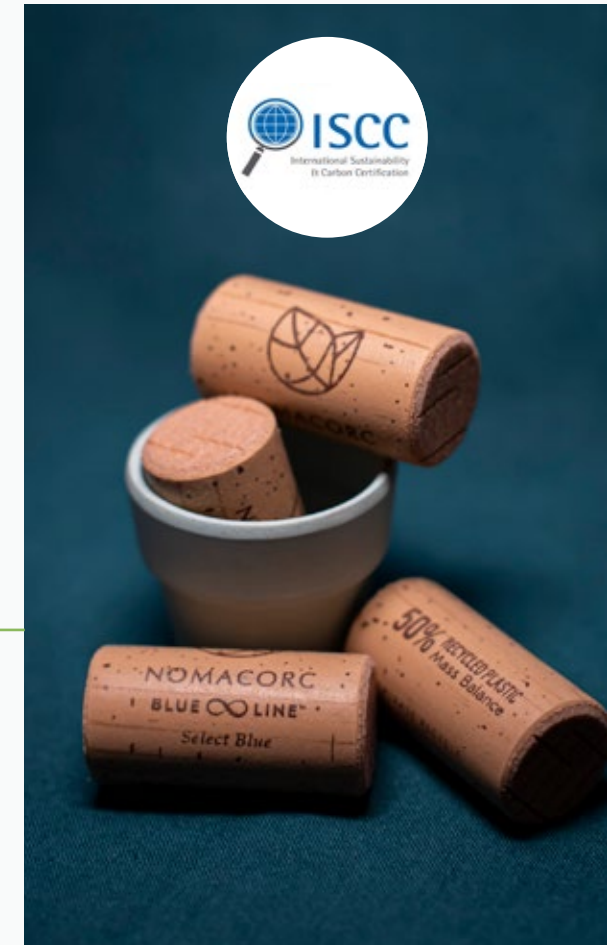
Classic Blue



Smart Blue



Eco Blue



## 1.4.2. New Products Launched in 2021



### Innovation in the name of sustainable development

With the Blue Line range, Vinventions is reiterating its stance regarding sustainable development by using recycled plastic. By giving a second life to materials which usually finish in incinerators, a source of CO<sub>2</sub> emissions, the Blue Line range not only limits these emissions but reduces the usage of fossil-based plastic.

This new solution encompasses a more general approach of the company towards sustainable development, as the Blue Line range follows after the Green Line, the first zero-carbon footprint closures in 2013. For the Group, endeavouring to promote a circular economy has been boosted by the creation of a program in 2020, working to reuse industrial waste and recycling used closures as raw material. These product innovations concretely illustrate the environmental commitment of Vinventions as endorser of both the European and American Plastics Pact.



## 1.4.2. New Products Launched in 2021



### Implementing a circular economy with plastic

Up until now, recycling technologies were unable to meet the compliance regulations for recycled raw materials regarding food contact, but as of late the situation has evolved. **A new process has recently been developed** to obtain a recycled material which is similar to virgin plastic and suitable for food contact. This is the process which Vinventions is using to produce their Blue Line closures.



### Objective: Net Zero Plastic to Nature

The launch of Blue Line is another step in the strategic sustainable development plan of Vinventions. The result is an insignificant plastic footprint on the environment. To enhance this aspiration, the Group is currently working with South Pole, one of the authors of The Guidelines for Corporate Plastic Stewardship published by 3R Initiative in February 2021. These guidelines intend to help companies in calculating and reducing their plastic footprint by implementing initiatives regarding production and managing end-of-life products. **Specifically for Blue Line, this partnership will allow Vinventions to reach the Net Zero Plastic to Nature objective by 2022.**



*" Convinced that plastic should unquestionably be considered as a renewable resource, we are very proud to announce the launch of the new Blue Line range. We position ourselves as a pioneer company to offer a closure solution issued from circular economy and provide an innovative solution to the current challenges of sustainable development. "*

Stéphane Vidal, General Manager for Europe & Head of Strategic Innovation at Vinventions

## 1.4.2. New Products Launched in 2021



NOMACORC  
BLUE ∞ LINE™



VINVENTIONS



Blue Line is extension of the Nomacorc range that maintains leading performance standards and provides a Net Zero plastic to Nature solution.



Compliance of food safety standards



TCA-free and excellent organoleptic qualities



Consistent and controlled O<sub>2</sub> supply



Reliable bottling performance



Easy opening and replacing



Sophisticated elegance

## 1.4.2. New Products Launched in 2021



### PolyScan

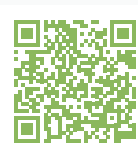
Innovation is core at Vinventions, both through its range of closures and its enological tools and services. PolyScan, a decision-making tool of the WQS brand, developed by Vinventions' Enology team, has just been recognized again for its innovative character.

The patent for PolyScan entitled "Electroanalytical methods for predicting the oxidability of a wine or a grape must" has been granted. "It covers a very wide field of applications in enology, including the prediction of the oxidability of a wine or a grape must, for predicting the optimal total oxygen supply on musts and wines for conservation and ageing, and finally the selection of closures for the conservation of bottled wines. This patent, which involves successive validations by experts

and scientists on the applications covered, is a high recognition of the innovative nature of this tool," explains Stéphane Vidal, General Manager Europe & Head of Innovation, at Vinventions.

Additionally two awards were received this year for the Tendency of Evolution Test, available in the PolyScan, to predict the wine sensitivity to oxidation. Resulting from an ambitious research project, part of which was carried out in collab-

oration with the IFV (French Institute of Vine and Wine) and financed by the Occitanie Region, this test obtained the Trophy of Wine Innovation in Provence, for the first edition of this competition organized by the Provence Rosé Cluster, in the Wine Process Category. PolyScan also received a nomination at the SITEVI Innovation Awards 2021, a worldwide recognized competition that rewards innovations in the wine industry.



PolyScan was developed in the continuity of our efforts to eliminate spoilage in the industry and maximize the wine quality.

## 1.4.2. New Products Launched in 2021



NOMACORC



VINVENTIONS

### Advancing Nomaticorc sustainable wine closures

In 2021, for each segment of the Nomaticorc range, the closure oxygen ingress has been reduced to better respond to the current oenological trends.

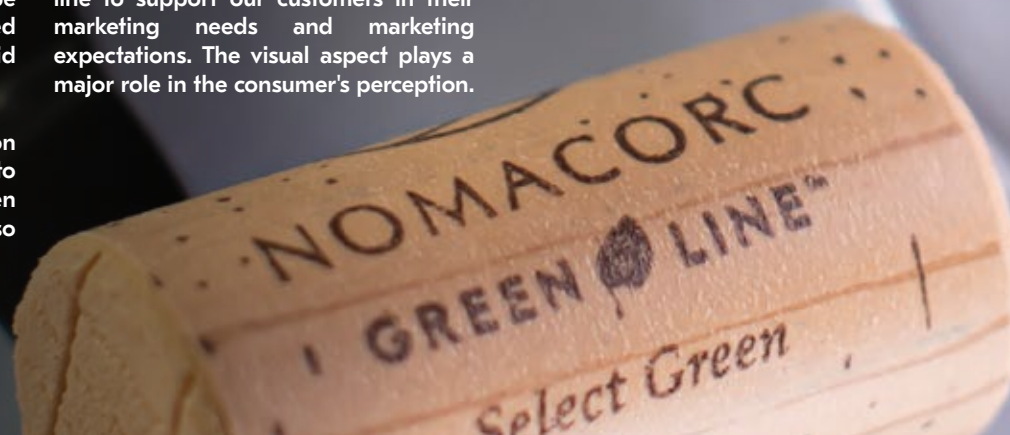
On top, all closures have also been enhanced aesthetically.

At Vinventions, closing wine is a major enological act in managing wine aromatic profile and shelf-life. Since the creation of Nomaticorc in 1999, Vinventions has provided unique and innovative solutions to meet the challenges of the wine industry. Vinventions was the first to offer a closure guaranteed to be TCA-free. Vinventions also pioneered closure oxygen management to avoid oxidation and reduction.

The unique and patented co-extrusion technology makes it possible both to obtain a controlled and defined oxygen ingress for each product, but also

ensures perfect consistency between closures of the same category, which avoids bottle-to-bottle variations related to the closure.

The appearance of the closures has been improved throughout the Nomaticorc line to support our customers in their marketing needs and marketing expectations. The visual aspect plays a major role in the consumer's perception.





## 1.4.3. Awards received in 2021



In 2021, Vinventions received several awards for its sustainability contributions.



### Sitevi Innovation Awards

Vinventions has been nominated for the SITEVI Innovation Awards 2021 for the NomaCorc Blue Line and the PolyScan Tendency of Evolution Test.



**Category:** Digital Tech and Data Capitalisation:

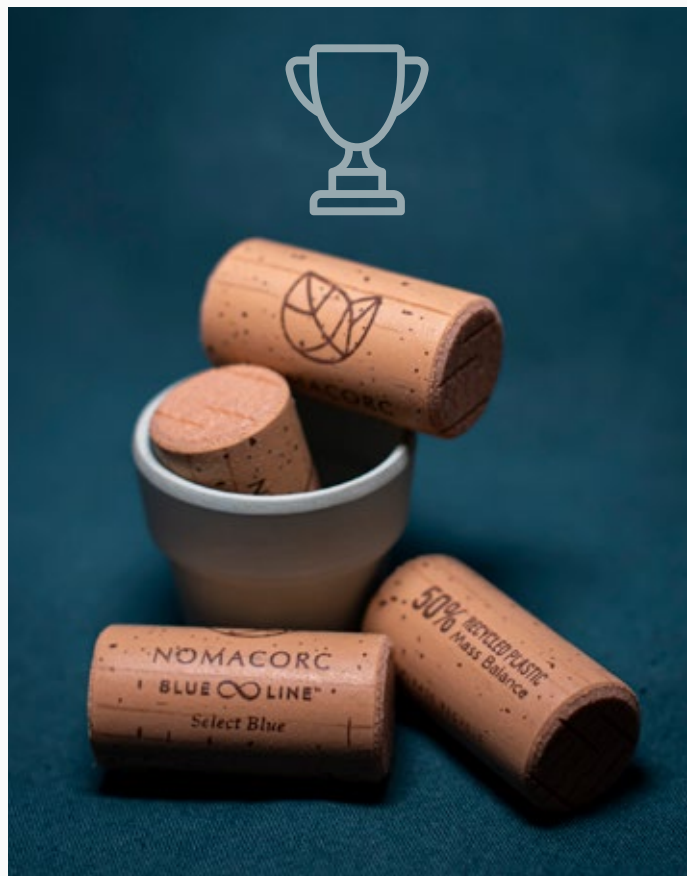
New feature of the NomaSense PolyScan, a decision making tool based on real-time measurement of polyphenols in juice, must and wine. For the first time, winemakers have a test to help them quickly assess the sensitivity of a wine to oxidation. It is a test that complements the tasting of wines in the cellar and the winemakers' subjective assessment.



**Category:** Product innovation, commercial differentiation and eco-design.

Blue Line, a range of closures made from recycled plastic.

The Blue Line is a new category of closures for which 50% of the raw material comes from recycled plastic. This significant proportion of recycled plastic in these closures is ISCC+ certified through a system called «Mass Balance».



### A second award for the PolyScan

#### Tendency of Evolution Test

Another award was obtained this year for the PolyScan Tendency of Evolution Test, to predict the sensitivity to oxidation of wines. The result of an ambitious research project, part of which was carried out in collaboration with the IFV (French Institute of Vine and Wine) and financed by the Occitanie region, this test won the Wine Innovation Trophy in Provence, for the first edition of this competition organized by the Cluster Provence Rosé, in the Wine Process category.





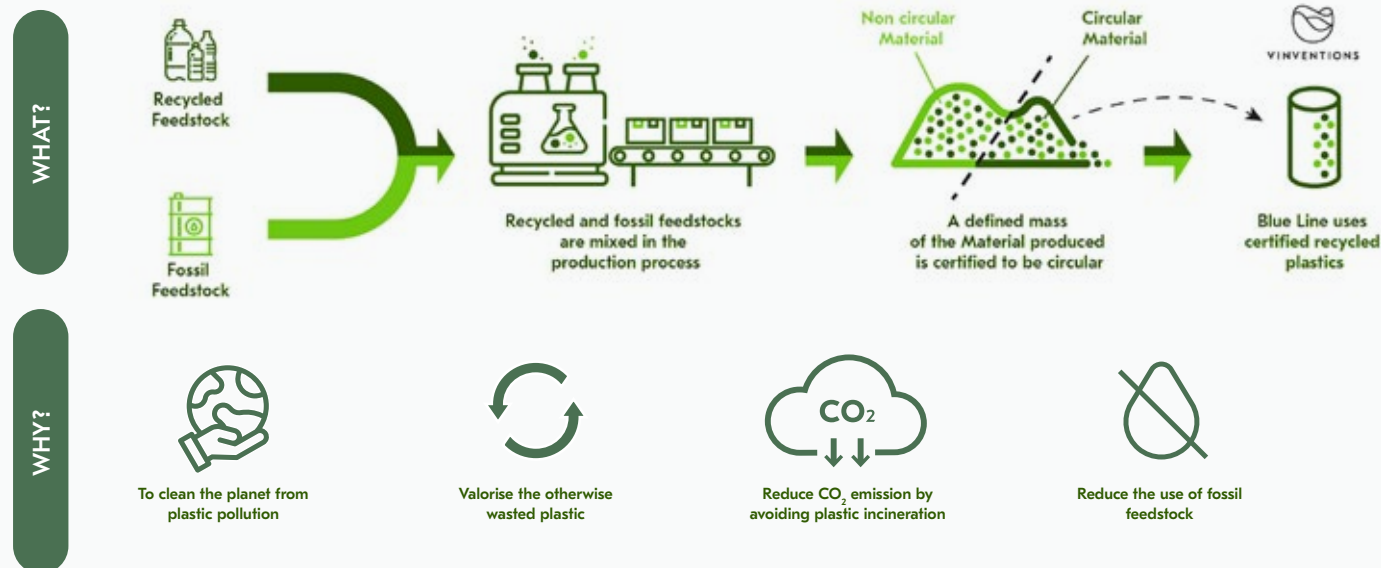
# 1.4.4. Our Sustainability Certifications by product



## What is the “Mass Balance” system?

The constraints associated with the logistics and production of plastic mean it is not possible to physically trace the recycled plastic from the beginning to the end of the manufacturing process. The “Mass Balance” approach is therefore considered to be the best means of increasing the use of circularly sourced raw materials. Indeed, it offers a guaranteed balance between the amount of material at the input and output of each step in the manufacturing process, up until the finished product.

This approach has already proved its worth in other industries such as the wood, cocoa or electricity industries. It has helped to intensify the development of a sustainable approach in production of these resources.

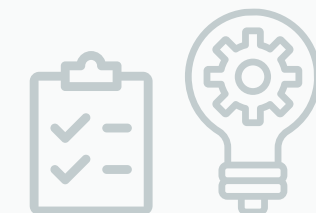


## TÜV Austria

Nomacorc Green Line products have been tested and certified by an outside lab for their bio-based contents. This work was done by an institute called TÜV Austria who can measure the amount of bio-based contents in the closure. It is very easy to prove that our products are made from biogenic carbon: this can be assessed by analyzing the carbon 14 content of our closures (carbon dating) and this is done by our “TÜV Austria” stars certification. We have completed a life cycle analysis (LCA) study for Select Green with an outside consultant to show proof of zero carbon footprint.

At the Thimister plant, we have a shared vision with all staff that emphasizes continuous progress in all areas.

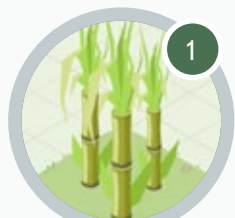
We aim to become an exemplary factory in terms of new technologies, respect for the environment, proximity to our customers and in terms of well-being at work.



# 1.4.5. Our Production Processes

Bio-based

## GREEN LINE™



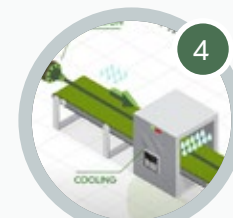
Raw material: Sugarcane & fossil feedstock



Bio-ethanol



Bio-polyethylene



Co extrusion process



Chamfering



Embossing



Printing



Nomacorc Green Line



NOMACORC

Recycled-based

## BLUE ∞ LINE™



Raw material: recycled feedstock & fossil feedstock



Co extrusion process



Chamfering



Embossing



Printing

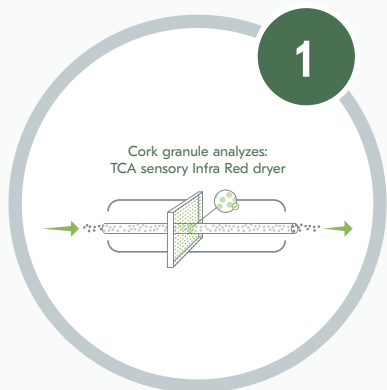


Nomacorc Blue Line

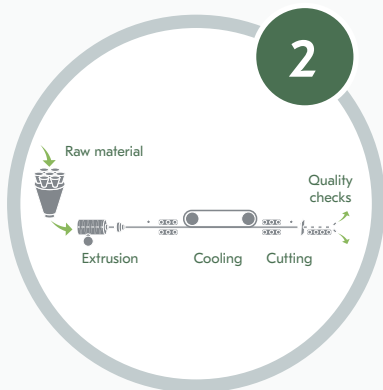
# 1.4.5. Our Production Processes



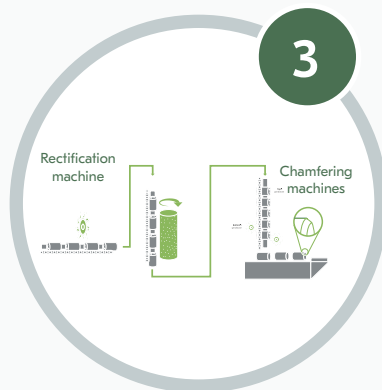
SÜBR



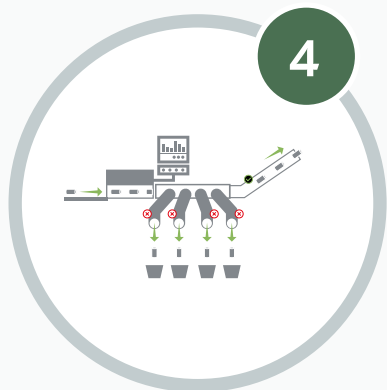
Raw mat analysis, drying and mixing



Extrusion



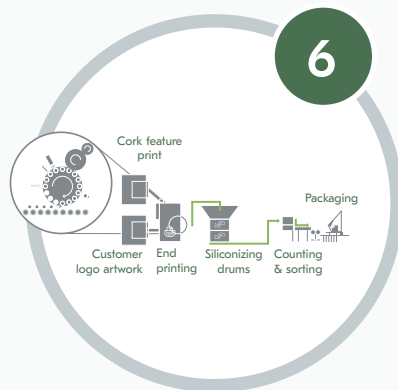
Rectification



Sorting



Coating

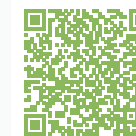


Printing, surface treatment and packaging

## A new finishing plant in France

Since mid-2021, SÜBR micro-natural closure are printed and finished in our plant in Rivesaltes (France). Micro-natural closures are gradually establishing themselves as a new category of closures and have experienced an increase in volume by 50% in 2021. Hundreds of customers are already enjoying the advantages of SÜBR.

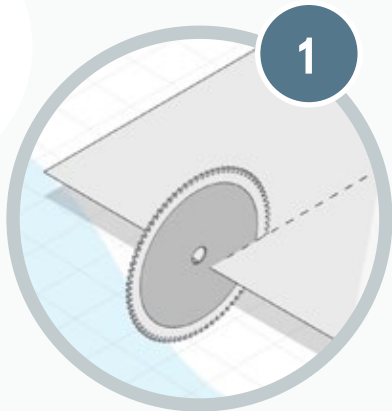
State of the art technology enables production of the first polyurethane-free and recyclable closure to ensure utmost respect for the environment. Over the past few months, Vinventions has significantly increased its production capacity, moving from the pilot phase to the industrial phase.



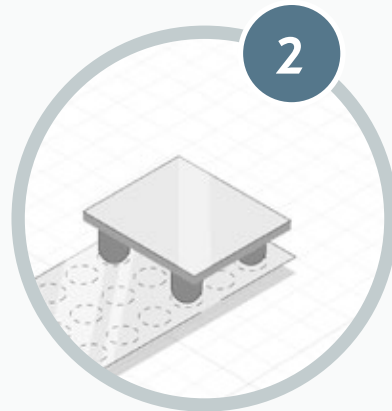
Check out the video



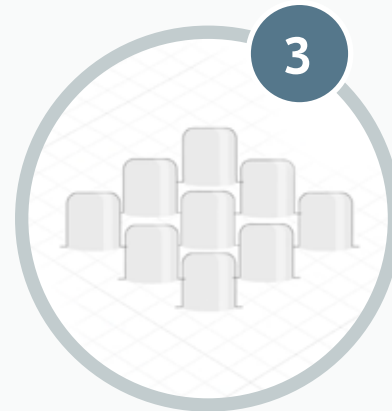
# 1.4.5. Our Production Processes



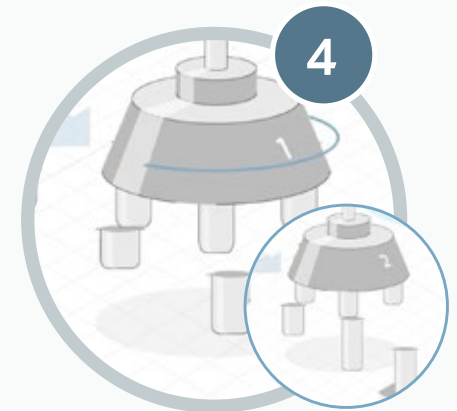
**1**  
**Aluminum sheet slitting**  
Batch of lithoprinted sheets approved by quality gets slitted in two



**2**  
**Punching**  
Punches deep drawing  
The aluminum sheet



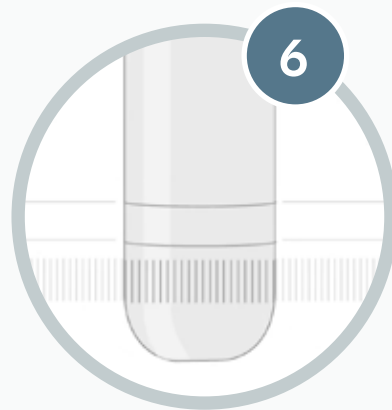
**3**  
**Punching**  
Semifinished shells



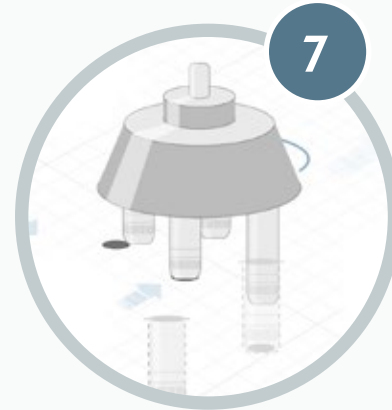
**4**  
**Rotative drawing**  
Elongation machine,  
Step 1: Punches softly drawing the aluminum  
Step 2: Punches again softly drawing the aluminum



**5**  
**Rotative offset printing**  
Pusher (shells entry from chain)  
Exit to ovens via chain



**6**  
**Knurling**  
Mandrels mediated roll forming



**7**  
**Liner insertion**  
Liners / finished shells

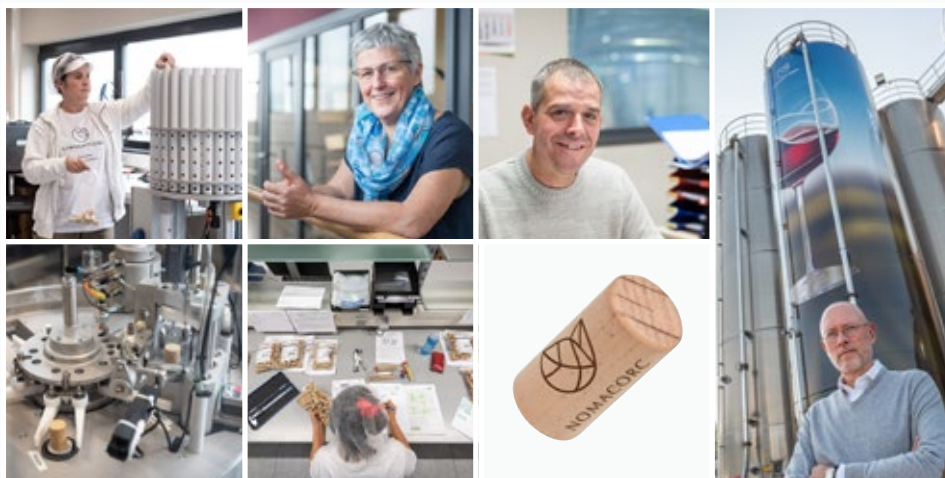


**8**  
**Sorting & Packaging**  
Camera control & packaging

# 1.4.5. Our Production Processes

## 1.4.5.1. Our Plants Worldwide

Vinventions Belgium is located in Thimister-Clermont, in the Wallonia region.



" At the Thimister site, we have a shared vision with all staff that emphasizes continuous progress in all areas.

We aim to become an exemplary factory in terms of new technologies, respect for the environment, proximity to our customers and in terms of well-being at work. "

Axel Pirard, Site Director, Vinventions



NOMACORC

produces Nomacorc Green Line and Nomacorc Blue Line for Europe



230

associates

1,200 M

closures annual production /  
Up to 6M per day in high season

> 1,000  
direct accounts

13,500 customers orders per year



10,000 sqm



# 1.4.5. Our Production Processes

## 1.4.5.1. Our Plants Worldwide

Syntek France is located in Rivesaltes, near Perpignan.



" We have succeeded in creating in Rivesaltes a state of mind where everyone feels invested and motivated to succeed in the challenges and projects entrusted to us. "

Beniamino Lombardo, Site Director, Syntek France



SÜBR



NOMACORC

produces SÜBR and Nomacorc



26

associates

180 M

closures annual production /  
Up to 6M per day in high season

40

direct accounts

13,500 customers orders per year



10,000 sqm



# 1.4.5. Our Production Processes

## 1.4.5.1. Our Plants Worldwide

Vinventions Germany is located in Fußgönheim, near Mannheim.



" Fußgönheim is a site in full expansion, in terms of production capacity but also of efficiency. It's the whole team, each with their own specialties, who is working to accomplish this exciting project! "

Grégory Roderburg,  
Process Improvement Manager, Vinventions



produces Vintop



39  
associates

Printing :  
**>80 M**  
Roll forming :  
**>100 M**

**+1,300**  
Customers



**9,350 sqm**

ecovadis



# 1.4.5. Our Production Processes



## 1.4.5.1. Our Plants Worldwide

**Alplast Vinventions is located in Tigliole, near Asti.**



Alplast

produces Alplast



32

associates

275 M

closures annual production

312

direct accounts



6,000 sqm



*" To me the word sustainable is synonymous of worthwhile and long-lived, which is all I think that any conscious human being can ever hope to be. Every day, my goal is to try and pass this concept on to the entire team. "*

Andrea Berruti, Alplast Vinventions



## 1.4.5. Our Production Processes

### 1.4.5.1. Our Plants Worldwide

Vinventions Argentina is located in San Juan.



" Sustainability is a journey: all of us at Vinventions believe that it is a worldview that shapes our actions towards the planet and the way we behave with our team members and our local communities. Sustainability is an attitude: we work every day to be better at it. "

Pablo Archilla, Site Director, Vinventions



NOMACORC  
produces  
Nomacorc Green Line



70  
associates

310/330 M  
closures annual production

350  
direct accounts



5,840 sqm



# 1.4.5. Our Production Processes

## 1.4.5.1. Our Plants Worldwide

Vinventions USA is located on the East Coast in Zebulon, North Carolina.



NOMACORC

produces  
Nomacorc Green Line



**78**  
associates

**350 M**

closures annual production

**2,600**  
orders per year



**11,000 sqm**



*" Zebulon, NC is the only closures manufacturing site in the country.*

*We're very proud to provide the best sustainable closure Made in USA for our customers in North America "*

Damon Bost



# 1.4.5. Our Production Processes



## 1.4.5.1. Our Plants Worldwide

Vinventions China is located in Yantai.



"At Vinventions China we thrive to adapt ourselves to the constantly changing environment of the Chinese wine market by focusing on customer service and flexibility"

Kevin WANG – production manager, Vinventions China



NOMACORC

produces Nomacorc



18

associates

20 M

closures annual production

420

directs accounts



2,851 sqm

## 1.4.5. Our Production Processes

### 1.4.5.1. Our Plants Worldwide

Vinventions South Africa plant is located in Wellington.



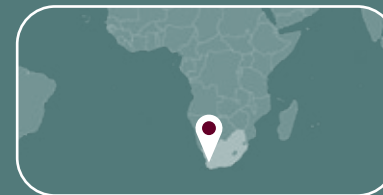
*" To deliver our products to a satisfied customer, means more to us than any other business strategy can. "*

Johan Conradie, Managing Director  
Vinventions South Africa



NOMACORC

produces Nomacorc



10

associates

11 M

closures annual production

+1,300  
Customers



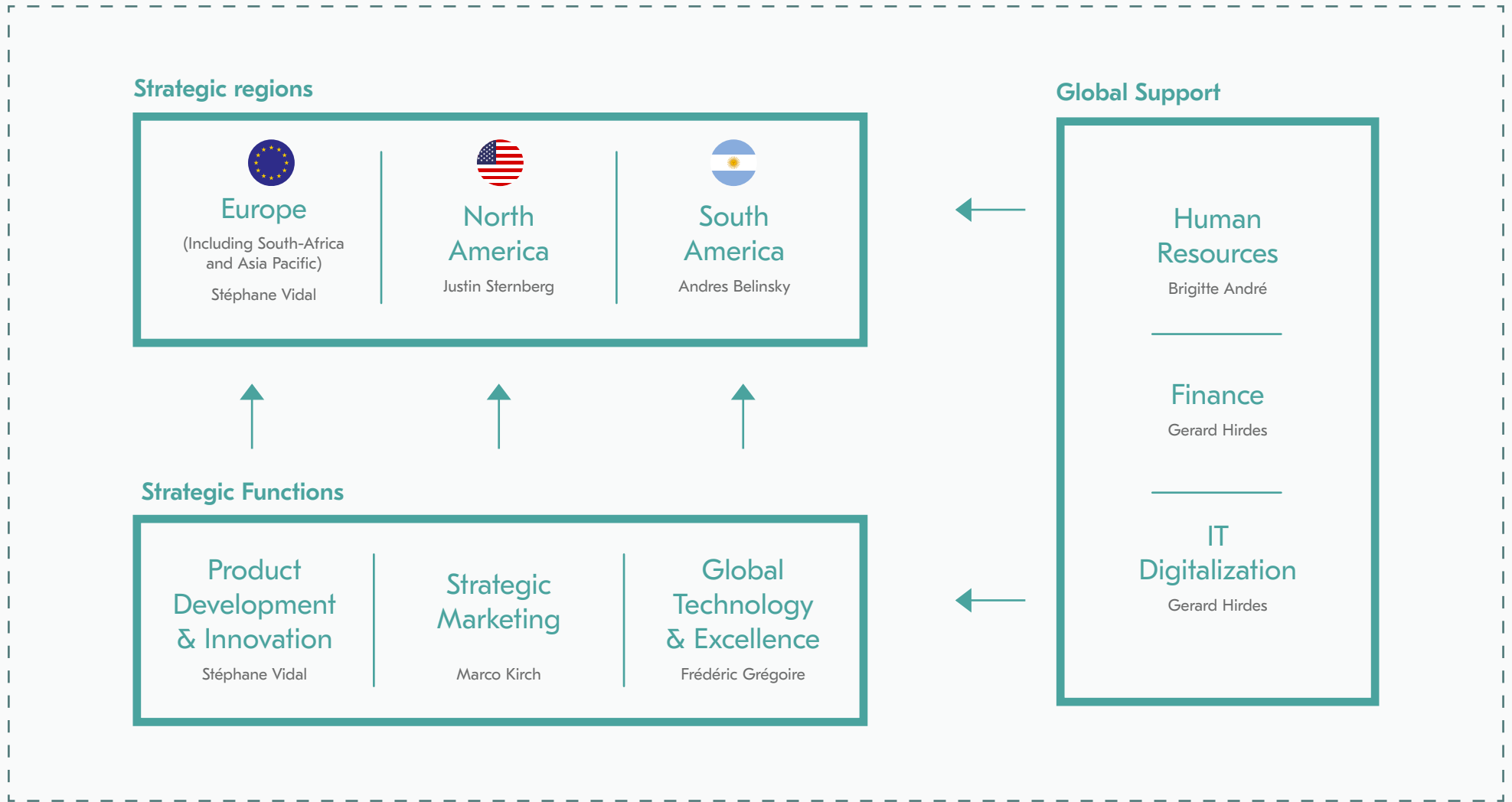
1,300 m<sup>2</sup>



# 1.4.6. Our Organizational Structure



## Global Leadership Team & Sustainability (Denis Van Roey, CEO)



# 1.4.6. Our Organizational Structure

## 1.4.6.1. Our Global Leadership Team



# 1.4.6. Our Organizational Structure

## 1.4.6.2. Our Sustainability Network



Adeline Simonis



Karine Willems



Caroline Thomas



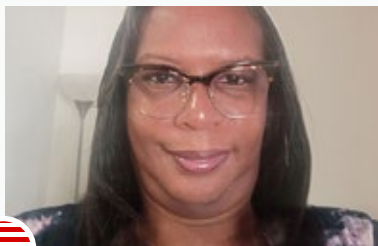
Claudia Devoti



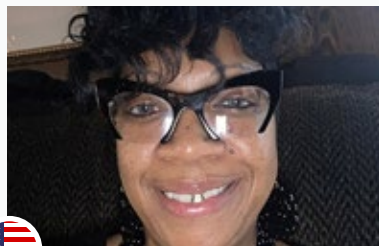
German Salcedo



Don Huffman



Ellen Hines



Mahaunace Moore



Nelson Berrocales



Sofía Civit



Meredith Ghysen



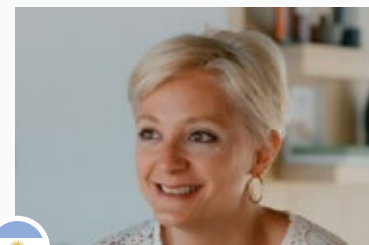
Thomas Bertrand



Troy Larimer



Frédérique Lambert



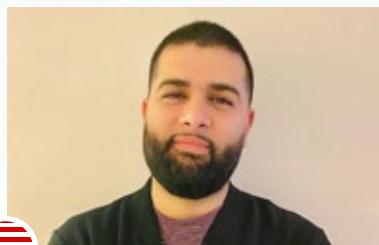
Jazmín Massut



Christophe Robert



Pauline Mordant



Oscar Leon



Romain Tartigli



# 1.4.6. Our Organizational Structure

## 1.4.6.3. Focus on Innovation

### Meet Christine Pascal, WQS General Manager Enological Research Manager

#### What is your role at Vinventions?

I've been working for Vinventions since 2016 as Enological Research Manager. I'm also also WQS General Manager. My goal is to manage the development of WQS as a brand and to develop all the tools. I'm based in Nîmes with the Enology Team. We work on different projects: Wine Collection, Center of Certification...

#### What do you like about working for Vinventions?

I particularly appreciate the dynamics of the company. You can propose, express yourself! In addition, my job has evolved a lot since my arrival in the company. Working for Vinventions means working in a multicultural environment: we have clients and colleagues all over the world. Humanly, it is very enriching. This is why, every morning, it is with a smile that I start the day.

#### What are the small actions that you do on a daily basis in favor of the environment?

For me, many drops make a river. I'm careful not to over-consume: I don't turn on air conditioning and don't buy news school stuff for my children every year. We take care to turn off the lights, to sort the waste as well as possible to save water, to save energy, but also to instil these small gestures to our children. Sustainable development also means opening up to others, caring about their problems, putting yourself in their place.

#### Wine collection

The Nîmes team manages the Wine collection, all the bottles closed with Vinventions closure that we collected in order to organize Taste The Difference tastings to show by example how wines evolve with different closure solutions: the proof in the bottle!

#### Center of Certification

The COC (Center of Certification) is based in Nîmes too. Under the responsibility of Jean-Baptiste Dieval, the team analyze raw materials, validate new products with measurement of mechanical properties and wine tastings, that are made by a specifically trained panel. Rhodillan's offices are equipped with a bottling line which also allows bottling tests to be carried out. The expertise of this team is twofold: technical and oenological.

#### WQS and sustainability

As WQS brand manager, it is important for Christine to work with local suppliers. It is with this objective in mind that in 2021, all the management of the WQS stock was repatriated to Rhodillan. WQS works mainly with suppliers within a radius of 50 km.



*" The Tendency of Evolution Test provides for the first time a tangible response to the winemakers' feelings on the sensitivity of their wine to oxidation. This test assesses whether a wine is at risk of developing signs of oxidation after contact with oxygen. This analysis therefore provides a valuable decision-making aid to winemakers to reinforce their choice of wine ageing, conservation and closures, "*

says Christine Pascal Lagarde, General Manager WQS & Enological Research Manager at Vinventions.



## 1.4.7. Meet our new Employees



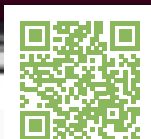
In 2021, we welcomed some new colleagues at Vinventions. Let's meet them!

### Gregory Roderburg

In October 2021, Grégory RODERBURG joins Frédéric Gregoire's Global Operations team as Process Improvement Manager.

Grégory is based in Thimister and responsible for continuous improvement. At the beginning of his mission, Grégory focuses on the implementation of operational excellence standards at our German plant.

Please have a look at the video to learn more about Grégory, his job and his hobbies.

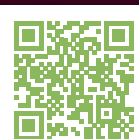


### Geoffroy Higueras

Geoffroy HIGUERAS has joined Vinventions as our new Retail & Key Account Manager Europe.

Originally from Alsace, Geoffroy now lives in Carcassonne with his family. He has a solid commercial experience in Germany and France, where he has worked in various companies in the wine world. In his role, he will be responsible for the development of our retail and key account business in Europe and will support the sales team in their retail activities.

Please have a look at the video to learn more about Geoffroy, his job and his hobbies.



### Olivier Balhan

In 2021, we welcome Olivier Balhan at Vinventions.

He works in the Belgium plant as Plant Controller in the Finance department.

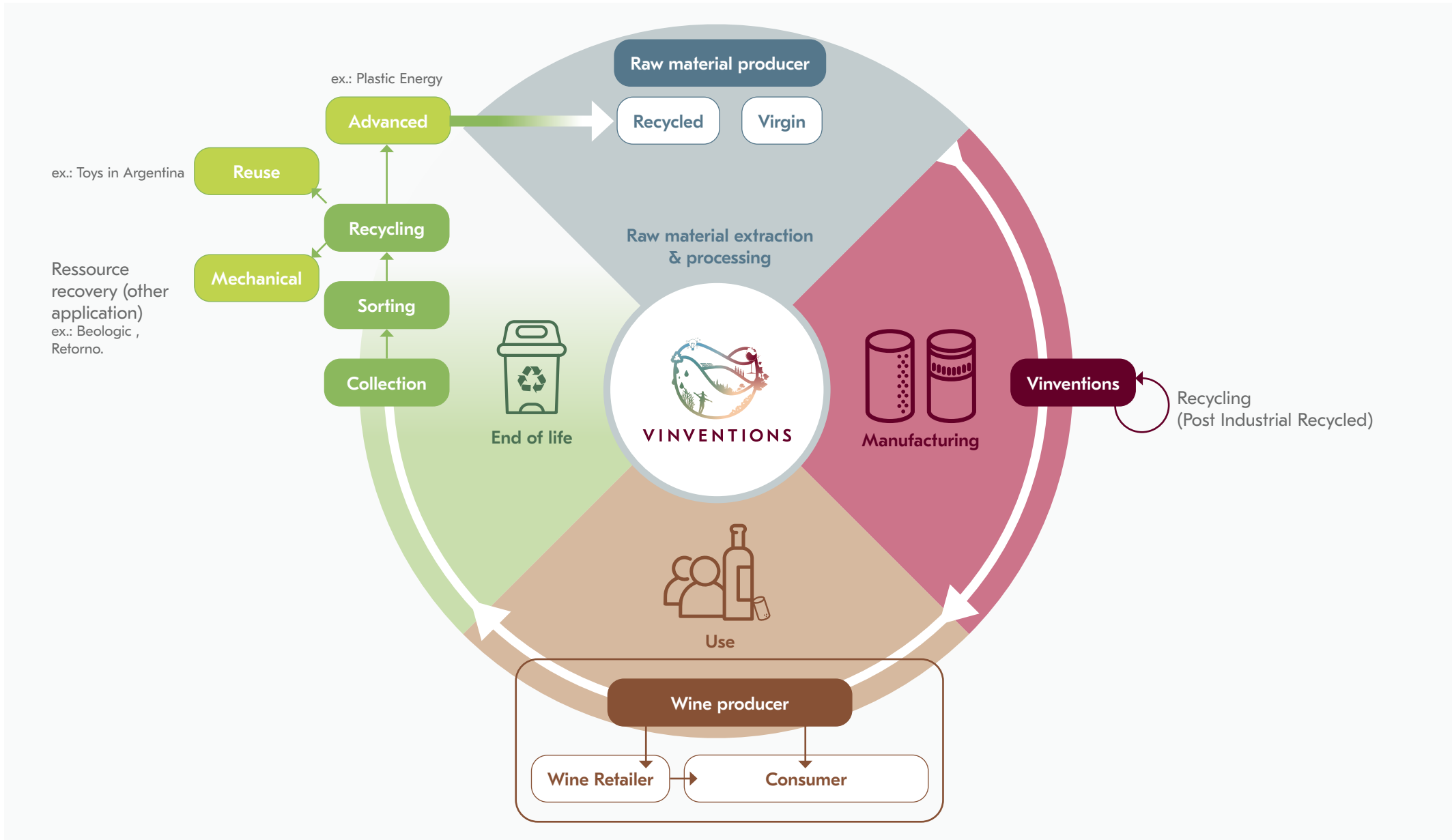
Please have a look at the video to learn more about Olivier, his job, his hobbies.



# 1.4.8. Our Value Chain



VINVENTIONS



# 1.4.8. Our Value Chain



## 1.4.8.1. Our Partners

### INDUSTRY FEDERATIONS



#### ESSENCIA POLYMATTERS

Essencia is the Belgian federation of the chemical industry and life sciences sector. The organization represents the specific interests of more than 720 companies active in chemicals, plastics, pharma and biotech.



#### PLASTIWIN WALLOON BUSINESS CLUSTER FOR PLASTICS INDUSTRY

PLASTIWIN is the Walloon business cluster for plastic. It is a sectorial network devoted to industrial players, focusing on the development of high added-value products and solutions, through the use of methodologies based on value chain collaboration, open innovation and networking.



#### THE ALUMINIUM CLOSURES GROUP

The Aluminium Closures Group consists of the leading manufacturers of aluminium closures and their aluminium strips and sheets suppliers. They represent about 75% of the global aluminium closure production which is mainly used in the wine, spirits, water, as well as the oil and vinegar markets. The group's core tasks are market research, sustainability and recycling as well as promotion of aluminium closures.



# 1.4.8. Our Value Chain



## SUPPLIERS



### SPRINGTIME

Springtime is an innovative offer of support and communication services, dedicated to the economic and ecological transition of organizations. Their services are centered on two axes: communication and CSR. They include analysis and strategic support, content development, web and graphic design and communication deployment, from a social media campaign to the organization of positive impact events. They meet the challenges of organizations, with shared values centered on people, sincerity and responsibility.



### BRASKEM

Created in August 2002 by the integration of six companies from Odebrecht Group and the Mariani Group, Braskem is currently the largest producer of thermoplastic resins in the Americas and the largest producer of polypropylene in the United States. Its production focuses on polyethylene (PE), polypropylene (PP) and polyvinylchloride (PVC) resins, in addition to basic chemical inputs such as ethylene, propylene, butadiene, benzene, toluene, chlorine, soda and solvents, among others. Together, they make up one of the most comprehensive portfolios in the industry by also including the green polyethylene produced from the sugarcane, from 100% renewable sources.



### SABIC


SABIC is a global leader in diversified chemicals headquartered in Riyadh, Saudi Arabia. It manufactures on a global scale in the Americas, Europe, Middle East and Asia Pacific, making distinctly different kinds of products: chemicals, commodity and high performance plastics, agri-nutrients and metals.


SABIC supports its customers by identifying and developing opportunities in key end markets such as construction, medical devices, packaging, agri-nutrients, electrical and electronics, transportation and clean energy.



### TEKNOR APEX

From bottles to boots to junction boxes, dashboards to ear buds to garden hoses, kayaks to toys to decks, specifiers and processors of products call on Teknor to be their trusted polymer partner. That trust is something we've earned by continually delivering custom solutions that meet or exceed our customers' requirements—and expectations.





*" We at Polymax<sup>TPE</sup> believe that Sustainability should not be just a marketing term or a management directive. We believe that sustainability is an ongoing evolutionary process, one that must be driven from a companywide foundation of sincere, heartfelt beliefs within all our employees regarding:*

- *Treating everyone - employees and customers with compassion, care, and respect.*
- *Treating our physical environment with respect and vigilant care. As a company striving to reduce negative impacts whenever possible and implementing newly available commercial technologies and processes that provide positive environmental improvements, such as sustainable bio-sourced raw materials and chemically recycled, "circular economy" raw materials*
- *A sustainable, financially healthy business is one that has a clear, detailed understanding of their role in creating customer value. Just as systems in nature continually optimize material and energy use, Polymax too must continually focus on understanding the value that our customers want, constantly evaluate our actions to ensure that our resources are applied only to areas that create real value, as defined by our customers.*

*Vinventions and Polymax<sup>TPE</sup> have enjoyed almost a decade of true partnership. Over these years, this close relationship has provided me with the opportunity to observe what true commitment and dedication to sustainability looks like when it's lived at a personal, individual level and then integrated within the organization. We are truly excited to continue this journey with Vinventions with the introduction of new bio-sourced and chemically recycled Polymax<sup>TPE</sup> elastomer technologies. "*

Tom Castile: VP-Sales, Polymax Thermoplastic Elastomers, LLC (and lifelong beekeeper

## 1.4.8. Our Value Chain



### TRANSPORT



#### ADN of the company

Garsou is a «changing company». Continuous improvement is part of their DNA.

«Currently, we are doing well. How to do better?» Social skills are essential at Garsou as well as the pleasure of living together! Management seeks to «pull up» all employees.

## Lean & Green Program

### WHY?

70% of their activity is in the **food industry**, so they have long complied with many standards including ISO 9001, Lean & Green \*\*, FSC 22000, organic, etc. The **link between these different standards** is very important for Garsou!

For example, Lean&Green arrived in the continuity of ISO 9001. Which had already introduced concepts such as interaction with interested parties and the CSR vision. It was accepted that Garsou's main activity – transport – is polluting, but the question that arose was: "How can we do better?" (the best possible).

Garsou's second motivation to embark on Lean&Green was a commercial differentiation vis-à-vis their competitors. Garsou's prior experience with different types of certifications had left them imagining that they would most likely get something else out of this certification... and this was verified through numerous lean-type improvement ideas in the business.

### RESULTS?

Lean&Green requires a 10% reduction in emissions... then 20% etc. Garsou has reduced its emissions by 39% since 2013 through various investments and obtained its two Lean & Green stars.

- Conversion of trucks to EURO6 (fuel) – which also includes driving assistance for the driver ecological and economic gains thanks to more adapted driving.
- Deliberate choice of tire type based on its low rolling resistance and monitoring of inflation pressures.
- Training of drivers with monitoring of each driver's consumption – distribution of these figures on a monthly basis and constructive discussion (search for solutions Ex: not leaving the truck running when stationary, driving in anticipation) with the leadership in the event of bad results.
- Use of a Transport Management System (TMS) to optimize the management of truck flows and reduce the use of paper.
- Collaboration with the Astre network to fill the trucks as much as possible over the first/last km – deposit the goods in depots to consolidate the loads.
- Truck loading modeling to make the most of the available space.

- Installation of a new vehicle geolocation system (in 2019) – which makes it possible to anticipate problems, add an unplanned additional pickup, save time by notifying the next stop of the arrival of the truck, etc.
- Installation of photovoltaic panels on buildings.
- Transition to "paperless" in terms of files → 50,000 A3/year saved.

The Lean&Green label is accompanied by an annual check (external audit) where the company must demonstrate that it maintains its results (no improvement required).

### AND NEXT?

Obtain a 3rd star through an energy change and fleet conversion. To HVO (vegetable fuel) as a potential alternative, but today it remains significantly more expensive than diesel-B10 and not tax-exempt. Currently, its use is only possible if Garsou's customers request it and contribute to the cost. Moreover, the number of stations in the region is very low. Garsou uses his position as a member of numerous associations, think tanks, competitiveness clusters, etc. to lobby for the HVO.



# 1.4.8. Our Value Chain



## PARTNERS



### VIGNERONS ENGAGÉS

Created in 2010, the Vignerons en Développement Durable ("Winegrowers in sustainable Development") Association brings together winegrowers committed to a CSR approach from the vine to the glass. Its Sustainable Winegrowing approval is the first CSR and sustainability certification dedicated to the world of wine in France.

Vinventions has always placed sustainability at the center of its concerns: it is one of its guiding principles that impacts our key decisions as a company. CSR is part of our daily life and sustainability is at the heart of our values. Our commitments being close to those of the Vignerons Engagés (Sustainable Winegrowing), it was therefore very important for us to join the movement and be part of their Supplier Committee.



### VIGNOVIN

Vignovin is a French community of Partners at the service of Winegrowers. Viticulture - Vinification - Packaging - Marketing and Wine Services. Vinventions joined Vignovin in 2020.



### VINSEO

Made up of more than 100 members, Vinseo is the network of suppliers of goods and services, research and education in the service of vines and wine in Occitania, France. From the vine to the glass of wine, our network advises, supplies and supports cellars and winegrowers on a daily basis with a concern for quality. The goal of Vinseo is to promote and develop know-how and expertise in the service of the wine industry. In short:

- Promote their members
- Create synergies between them
- Act to transfer innovation from research to vineyard

## END-OF-LIFE



### CONAI

CONAI is a private, non-profit consortium in Italy that ensures packaging producers and users achieve their recycling and package recover targets that are mandated by law.

For 20 years, CONAI has served as an effective system for the recovery, recycling and valorisation changed to value creation of steel, aluminium, paper, wood, plastic, bioplastic and glass packaging materials.

This model bases its strength on the principle of "shared responsibility", relying on the involvement of all the players in waste management: from the companies who produce and use packaging, to public administrations which establish the rules of waste management in the territory, to citizens whose daily actions when separating waste initiate a virtuous process for the environment, all the way to the recycling companies.



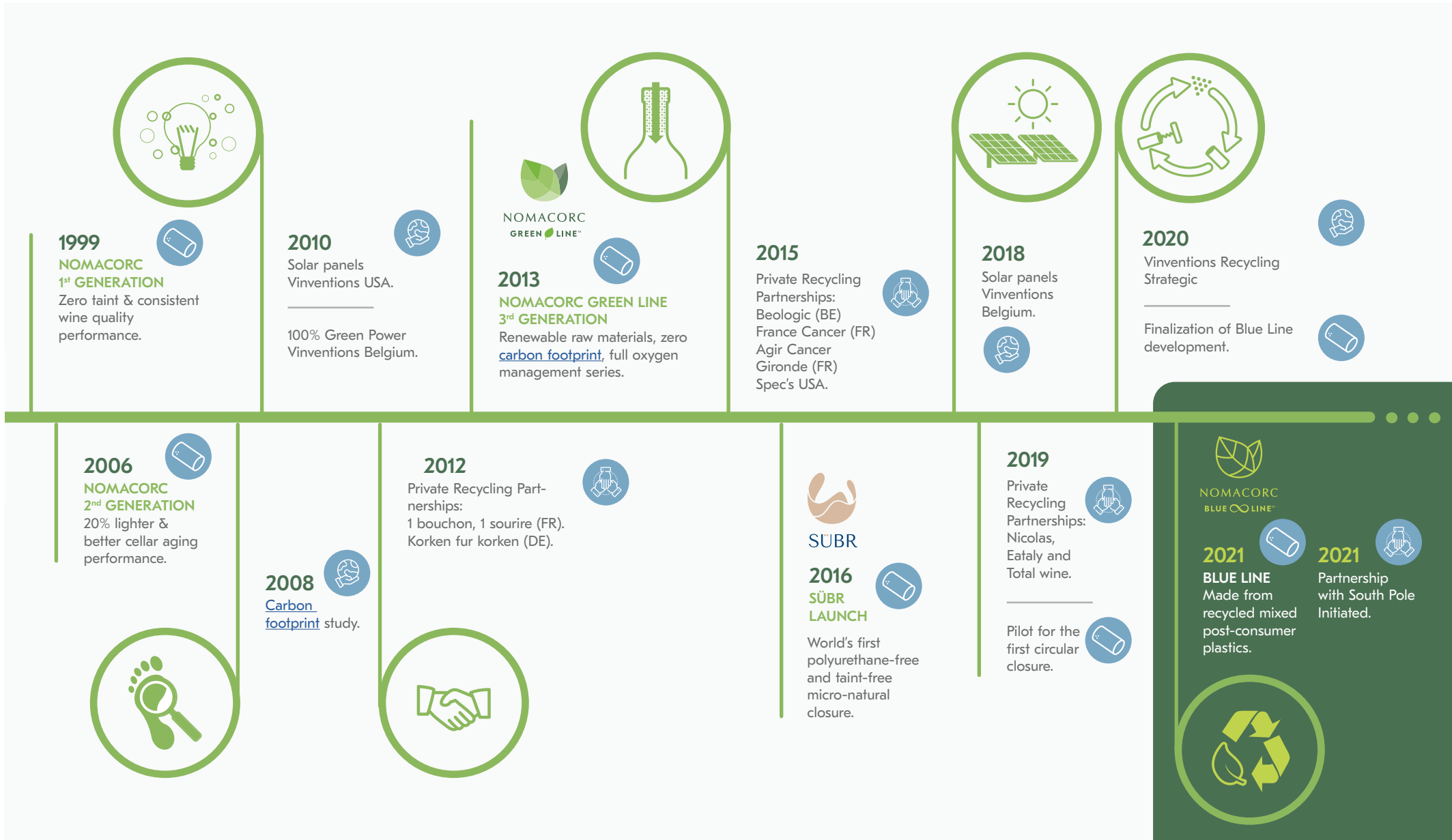
### CITEO

Pioneer of sustainable development since the early 1990s in France, Citeo has developed its expertise by creating a new future for household packaging and graphic papers.

Citeo has developed eco-design, collection, sorting and recycling services within the framework of Extended Producer Responsibility (EPR), thanks to the joint action of its corporate customers who are at the heart of its development, as well as in partnership with local authorities along with sorting and recycling professionals.

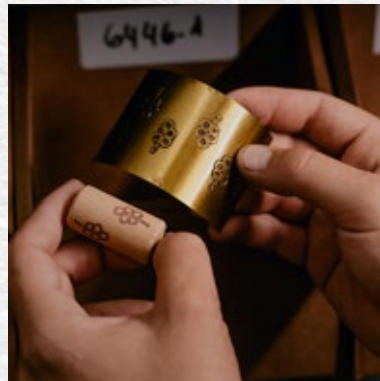
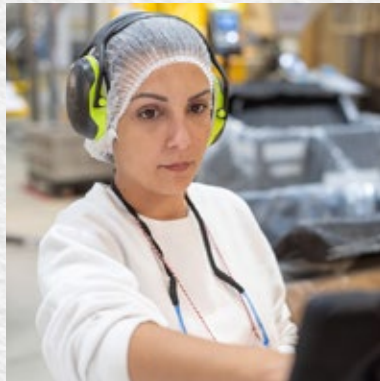
Its purpose to respond to ecological emergencies and accelerate required changes, Citeo wants to engage and support economic stakeholders to produce, distribute and consume while protecting our planet, its resources, biodiversity and the climate. In order to clarify collective choices and commit everyone into taking action, Citeo mobilizes and brings together different stakeholders with whom it confronts and shares its analyses, vision and strategies for action.

# 1.4.9. Sustainability Journey





# 2. Our Goals



## 2.1.1. Key Evolutions

Vinventions took into consideration megatrends when defining its CSR strategy. Megatrends are a transformative force that permanently change the global economy, business and society over a long period of time.



### Climate change



In November 2021, the Cop26 took place. One of the significant achievements includes the finalization of guidelines for the full implementation of the Paris Agreement; the compromise reached on Article Six relating to carbon markets, which will ensure a level playing field for everyone; and the finalization of negotiations on the Enhanced Transparency Framework, which allows countries to continue building trust.

Global climate change already has observable effect on the environment. The consequences of climate change include direct signs such as shrinking glaciers and destroyed habitats and indirect long-term effects on nature and society such as crop failure, flooding and energy shortage.

The direct signs of climate change will affect our operations at every step of our value chain. The taste and quality of the grapes will be influenced by changing weather patterns and will result in a more vulnerable wine production. Furthermore wildfires caused by high temperatures may destroy grape vines and entire farms, affecting wine producers' livelihood.



### Resource scarcity



Resource scarcity occurs as a result of unsustainable development and irresponsible resource consumption. Resource scarcity can also be one of the effect of the Covid. The industry has been severely affected by Covid. And if today, all the production sites are almost back to normality, we will still see for a long time the impact of the shutdown. Today, we experience a lack of resources and raw materials in different sectors: wood, aluminum, semi-conductors, bicycles....

A lack of resources creates competing demands, which ultimately affects prices for the final product. It affect us for example in our screw-cap business. where we are doing our utmost to secure our raw material supplies. Our main objective remains to guarantee to our customers an optimal level of service despite the turbulence related to the Covid pandemic and the economic recovery.

Indeed, aluminum availability is significantly reduced since some months. No screw cap provider is excluded from the risk of supply disruption.

Also, petrol based polyethylene is a finite resource. It is the reason why Vinventions focuses on a closed-loop supply chain and is investing in more sustainable raw material alternatives like recycled plastic.

## 2.1.1. Key Evolutions



### Plastic Perception



In order to prevent cork taint, synthetic closures are the best solution for this specific application. However, for plastic production to be sustainable, it is important to prevent plastic from ending up in landfills or in our natural environment.

It's the reason why in 2021, we launched Blue Line. With this new closure range, Vinventions is reiterating its stance regarding sustainable development by using recycled plastic. By giving a second life to materials which usually finish in incinerators, a source of CO<sub>2</sub> emissions, the Blue Line range not only limits these emissions but reduces the usage of fossil-based plastic.

This new solution encompasses a more general approach of the company towards sustainable development, as the Blue Line range follows after the Green Line, the first zero-carbon footprint closures in 2013. These product innovations concretely illustrate the environmental commitment of Vinventions as endorser of both the European and American Plastics Pact.



### Go away from fossil fuels



Today an energy transition is mandatory.

Despite significant progress over the past decade on improving access to electricity, increasing renewable energy use in the electricity sector and improving energy efficiency, the world is still falling short in providing affordable, reliable, sustainable and modern energy for all. Clean and sustainable energy should be at the heart of the COVID-19 response and of efforts to combat climate change. The share of renewable energy in total final energy consumption increased gradually from 16.4 per cent in 2010 to 17.1 per cent in 2018. However, the share of modern renewable sources in total final energy consumption rose by only 2.5 percentage points in a decade, remaining below 11 per cent in 2018. The pandemic is having a mixed impact on renewable energy development across end-use sectors: global electricity demand declined by 2 per cent in 2020 compared to 2019, but the use of renewables for power generation increased by almost 7 per cent year on year.\*

At Vinventions, we take the need for this transition really seriously and we commit to have all our plants and offices will use 100% renewable energy by 2025.

\*<https://sdgs.un.org/goals/goal7>

## 2.1.1. Key Evolutions



### Ensure healthy lives and promote well-being



Before the COVID-19 pandemic, progress had been made in many health areas, including improving the health of mothers and children, increasing immunization coverage and reducing the incidence of communicable diseases, albeit not fast enough to meet the Goal 3 targets by 2030. The disruption caused by the pandemic has now halted progress and even reversed some gains made. According to a recent survey, substantial disruptions persist more than a year into the pandemic, with about 90 per cent of countries and territories still reporting one or more disruptions to essential health services. Among the health services most extensively affected are those for mental, neurological and substance use disorders; neglected tropical diseases; tuberculosis; HIV and hepatitis B and C; cancer screening; services for other non-communicable diseases, including hypertension and diabetes; family planning and contraception; urgent dental care; malnutrition; immunization; and malaria.\*

At Vinventions, we commit to identify and implement at least 2 initiatives every year, in each location, to improve the health and/or the well-being of our associates - workers and employees.

\*<https://sdgs.un.org/goals/goal3>



### Gender Equality



**Equality between women and men (gender equality):** refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.

Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.\*

**The Goals 5 of the SDG's refer to gender equality:  
Achieve gender equality and empower all women and girls.**

This is crucial for Vinventions to achieve gender equality in our company. This is one of the KPI's that we follow in our annual CSR report.

# 2.1.2. European & US Plastics Pacts

## In 2020, Vinventions signed the European and US Plastics Pacts

### First results and achievements



### US

Vinventions USA has taken an active role in the Plastic Pact. Participating in the workstream to determine a list of problematic plastic to remove from the US market.

We are also tracking our own plastic consumption and are working hard to increase the bio-based content of our products as well as expanding the network of our take-back program.



### Europe

- Project to reduce the weight of our Nomacorc closures by 10% has been launched with very promising results. Trials will be continued in 2022 to validate the final version of this lighter closure.
- In May 2021, we launched the Blue Line which uses 50% recycled plastics. In 2022, 100 Million Blue Line closures will be sold on the European market.
- To close the loop Vinventions invested in 2021 a start-up in recycling, called Retorno. Our Nomacorc closures can now be turned into recyclable ice coolers. The first units will be produced in May 2022.



- Define a list of packaging to be designated as problematic or unnecessary by 2021 and take measures to eliminate them by 2025.
- By 2025, ensure all plastic packaging is 100% reusable, recyclable, or compostable.
- By 2025, undertake actions to effectively recycle or compost 50% of plastic packaging.
- By 2025, ensure that the average recycled content or responsibly sourced bio-based content in plastic packaging will be 30%.

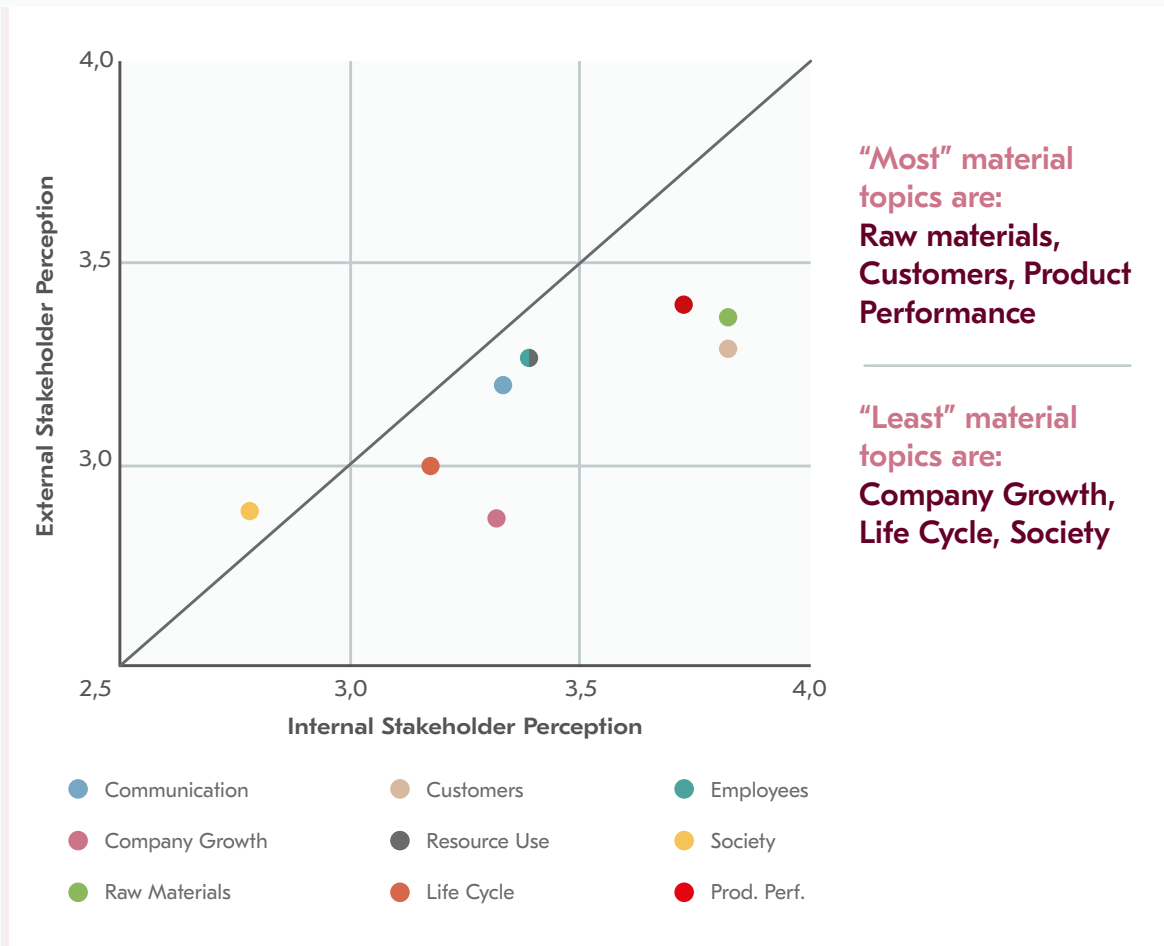


- **Virgin Plastic Supply:** Use 20% less [virgin plastics](#) with 10% absolute reduction.
- **Recycled Plastics:** Use at least 30% of recycled plastics in new plastics in average.
- **Design:** Design 100% recyclable and reusable products where possible.
- **Recycling:** Increase recycling rate by 25%.



# 2.1.3. Materiality Assessment

## Criticality: Internal vs. External Stakeholders



Vinventions internal and external stakeholders were asked to rate how critical nine topics are to Vinventions's success on a scale of 1 (least) to 4 (most critical).

These results can be seen in the form of a matrix comparing the perception of internal (X axis) versus external (Y axis) stakeholders.

Our first materiality assessment confirms that Vinventions' OGSM strategy correctly reflects material topics (according to both our internal and external stakeholders).

The 3 most important topics for our stakeholders are:

- Raw materials
- Product performance
- Customers

We also segregated the results by region and the results show no major differences in the perception of material topics (most represented in the assessment).

Note: These nine topics are a small subset of Vinventions' existing [OGSM strategy](#) and focus on Sustainability only.

## 2.2.1. 6 Strategic Pillars



### Sustainability

We act responsibly towards our people, our customers, our communities and our planet.

#### Efficient and environmentally friendly products

- Life Cycle Assessment
- Raw Materials
- Carbon neutrality

#### Reduced environmental footprint

- Renewable energy
- Minimized waste generation
- Post-Consumer Recycling and Circularity

#### Caring workplace and employee development

- Employee's health and well being
- Voice of our employees

#### Social responsibility to our communities

- Charity actions

#### Public Affairs strategy



### Growth

#### Strategic acquisitions and consolidation



### Global

We are a global company with a strong local presence.

#### Increased marketshare

#### New geographies

#### Global Strategic Marketing



### Innovation

We make a difference by developing new products and technologies of superior performance.

- New products & technologies
- Innovative performance, design & sustainability
- Investments in wine making and oenological expertise



### Excellence

We owe our customers high quality products and services that are the reference in our markets. We will continuously improve our standards and achieve optimal use of all our resources in order to maximize our operational efficiency.

#### Improved product performance

- New materials and technologies

#### Industrial benchmark in operational efficiency

- WCM (World Corc Manufacturing)

#### Customer experience

- System Platform and Ecosystem
- Improved operational and cost efficiency

#### Talent development

- Culture of excellence

#### Excellence in safety



### Founder's Values

We are a family company. We value it as an unmatched strength, and we will achieve our objectives while promoting our founder's values, among other, based on : love, trust and Respect; honesty, integrity & fairness; team work; clear communication; optimistic realism; curiosity; financial discipline; fun.

#### Respect for Founder's value

#### Promotion of Founder's value

- Communication on regional actions

#### Vinventions Day

- Celebrate company values

#### Workforce diversity

- Recruitment and people development

# 2.2.2. KPI's

In accordance with our OGSM structure, we have also defined KPI's to measure our progress on key topics. These KPI's represent measurable economic, environmental and social impacts of our company.

## Highlights on 2021 Goals and KPI's

	PEOPLE			PLANET			PROSPERITY
 <p><b>Our measure</b></p>	<p>Safety is our priority in each of our production plant. Formula: (Number of lost time injuries in the reporting period] x 1,000,000) / (Total hours worked in the reporting period).</p>	<p>Gender equality: We promote the diversity in the company through our recruitment and people development process.</p>	<p>Employees or Associates are our number 1 resource and is why length of service is so important.</p>	 <p>% of renewable and sustainable energy.</p>	 <p>Diversion rate and KG waste/100 K closure sold.</p>	 <p>Water consumption.</p>	 <p>Percentage of Biobased material used in all closures sold Year to date.</p> <p>The Nomacorc Green Line is derived from sustainable, renewable sugarcane-based raw materials.</p> <p>SÜBR is the world's first polyurethane-free and taint-free micro-natural closure.</p>
<p><b>Our target</b></p>	<p>Zero lost time injuries.</p>	<p>Tend to gender equality.</p>	<p>Have a really low turnover</p>	<p>Our goal is all plants and offices will use 100% sustainable energy in 2025.</p>	<p>Our goal is to decrease by 10%, on an annual basis, the waste generation.</p>		<p>We aim to have all Vinventions products be carbon neutral in 2025.</p>
<p><b>SDG</b></p>							

These KPI's were inspired by international reporting standards (GRI, ISO 26000, etc.), LCA parameters, the EU & US Plastics Pacts, the UN-SDGs as well as our World Class ("Cork") Manufacturing program and have been validated through extensive workshops with internal stakeholders.



# 3. Our Results & Next Steps



# Our Results & Next Steps



# 3.1. People



People





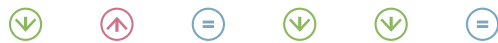
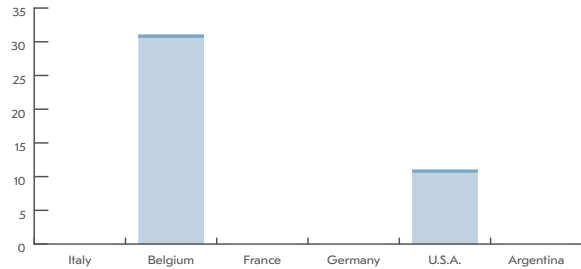
# 3.1.1. KPI's



## SAFETY / HR

### SAFETY - Frequency Rate

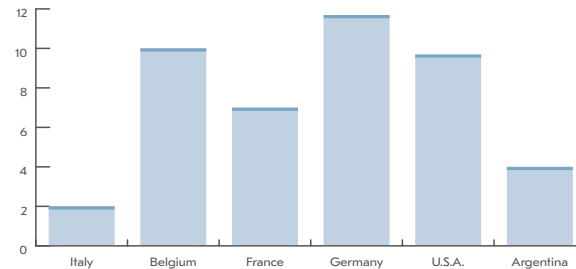
Formula: (Number of lost time injuries in the reporting period] x 1,000,000) / (Total hours worked in the reporting period).



2020 → 5.9%  
2021 → 7%



### Average length of service (years)

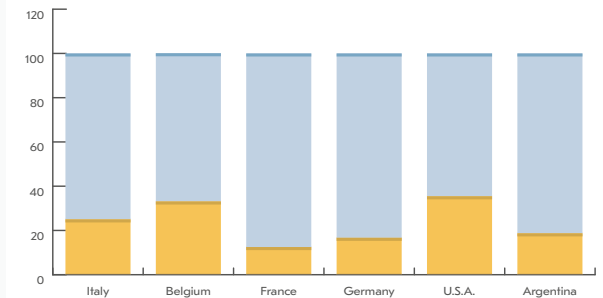


2020 → 6.7  
2021 → 7.4



### Gender equality

● Workforce Men %    ● Workforce Women %



2020 → ● 78%    ● 21.8%  
2021 → ● 74.2%    ● 25.7%



## 3.1.2. Projects

### Leadership @Vinventions (L@VV)

As a company we highly value our customers, our people and our business partners. Together with you, we want to write a story of success. A story that connects all of us across the globe, a story that inspires, a story that exceeds our customers' expectations. The basis of our story is the Vinventions Foundations.

By implementing the Vinventions Foundations, our key aim is to reinforce our company culture and successfully execute our strategy as one global Vinventions team. To bring the Vinventions Foundations alive across the entire company and to write a story of success, we aim to develop a shared leadership culture and a stimulating work environment where every Vinventions associate performs at his/her best. To facilitate this, we launched in 2021 L@VV (Leadership@Vinventions).

**L@VV is a project, which is strongly supported by our Global Leadership Team and consists of 3 phases:**

- assessment of our company culture and employee engagement
- developing a strongly skilled, engaged and aligned leadership team
- cascading the Vinventions Foundations throughout our organization

**This program will continue in 2022 and beyond.**



# 3.1.3. Yearbook



VINVENTIONS



## E-mail for all

In 2021, the HR and IT departments worked together to develop email addresses for all of our staff. Access to Teams is also planned and training is in place. The aim of this action is to facilitate access to information and internal communication.



## Vinventions Day

On June 4, 2021 was the first Vinventions Day. Despite the circumstances related to the Covid pandemic, Vinventions invited all of its staff to the first edition of Vinventions Day. A conference was organized to share the latest information about our company. Different activities took place in different countries: food trucks, meals,... See you next year for a second VV Day!



## Training in recycling

- Training in recycling and responsible consumption, for the entire Mendoza office, to raise awareness of recycling anywhere at any time.
- The members of the computer community project will train adult students on the production processes of a factory and why we are innovative and sustainable.



# 3.1.3. Yearbook



VINVENTIONS



## During the Covid pandemic

In Belgium, we did several webinars during the Covid pandemic to help our colleagues who are working from home. We had webinar about "Chair yoga" but also some about ergonomics.



## Toys for families

The Belgian associates collected toys for families who could not give their children gifts for St. Nicholas' Day. The collected donations made the happiness of a large number of children!



## Sustainability & Recycle Education Campaign

A on-site sustainability campaign was organized in our plant in Zebulon to educate and reinforce our commitments to sustainability. The teams also received training from the North Carolina Solid Waste Management Division on Demystifying Recycling.



### Julie, Manufacturing Leader @Vinventions USA

**HOW MANY YEARS HAVE YOU BEEN WORKING FOR VINVENTIONS?**

20 years, I started as a print operator then was promoted to a Team coordinator position and worked finally have been working as a Manufacturing leader in the last few years.

**CAN YOU EXPLAIN YOUR DAILY JOBS? WHAT ARE YOUR RESPONSIBILITIES?**

I lead the 1st shift of our production team, making sure that we are running safely, producing good quality closures, and delivering what the customer wants according to our schedule. I also assist when operators are facing issues, or I coordinate the help needed.

**WHAT MAKES YOU PROUD TO WORK FOR VV ? WHY DO YOU LIKE WORKING FOR VV ?**

There is a lot of good people. It still feels like family. People are friendly, the job is not too hard, the pay is fair. It is really a good place to work. I like seeing our customer wine in the grocery store. And I also had now idea people were drinking that much wine before working here (laugh).

**HOW WOULD YOU DESCRIBE THE CULTURE AT VINVENTIONS?**

We live by who we are and what we do. There is a sense of belonging. We've come a long way since the beginning and a lot has changed but we're still here and ready for what comes next.

**IN YOUR OPINION, WHAT ARE 'VINVENTIONS' GREATEST SUCCESSES IN TERMS OF SUSTAINABILITY?**

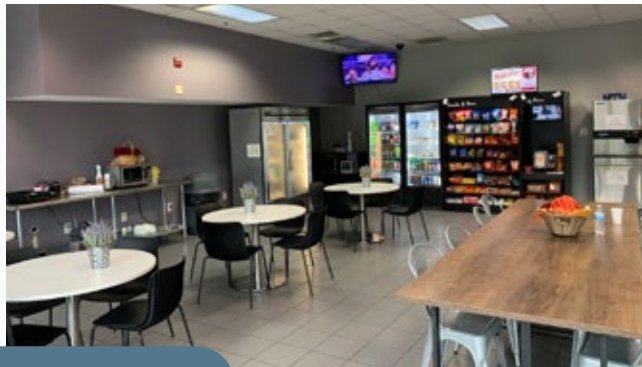
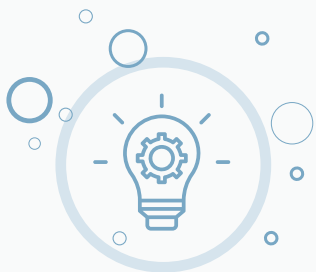
The recycling effort. Removing trash bins, increasing our waste collection points works great and the team was wondering why we didn't do it sooner.



# 3.1.3. Yearbook

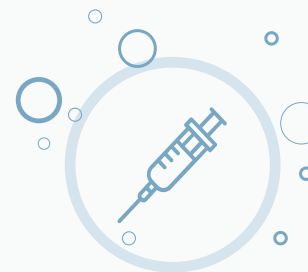


VINVENTIONS



## New Food Corner

A new food corner has been installed in our plant in Zebulon.



## Vinventions Flu Clinic

The Flu Clinic took place in September: Vinventions USA provides an annual flu shot clinic to help keep our employees safe and healthy.



## Bringing back some fun

Some Games were organized during lunch time to release the pressure and take a mental break during the day.



### Jeff, Warehouse coordinator @Vinventions USA

#### HOW MANY YEARS HAVE YOU BEEN WORKING FOR VINVENTIONS?

27 years! Started working as a forklift driver at Nomaco but transferred to Nomacorc quickly after that. I have been working in the warehouse since then.

#### CAN YOU EXPLAIN YOUR DAILY JOBS? WHAT ARE YOUR RESPONSIBILITIES?

I prep customer orders, load trucks, checking paper works. I receive raw materials and supplies. I make sure some production items are available for them. I do daily cycle count and occasionally serve as back up in production if they need a material handler.

#### WHAT MAKES YOU PROUD TO WORK FOR VV ? WHY DO YOU LIKE WORKING FOR VV ?

It's close to home. I like the people I'm working with. It has been harder in the last few years compared to the beginning, but I like working for the Noel family.

#### HOW WOULD YOU DESCRIBE THE CULTURE AT VINVENTIONS?

People get along well; we treat people with respect. I like helping others if they need me.

#### IN YOUR OPINION, WHAT ARE VINVENTIONS' GREATEST SUCCESSES IN TERMS OF SUSTAINABILITY?

Our recycling effort. It is something that I'm still getting used to. And I have to reprogram my brain, but I've started to make some effort at home and in my family.

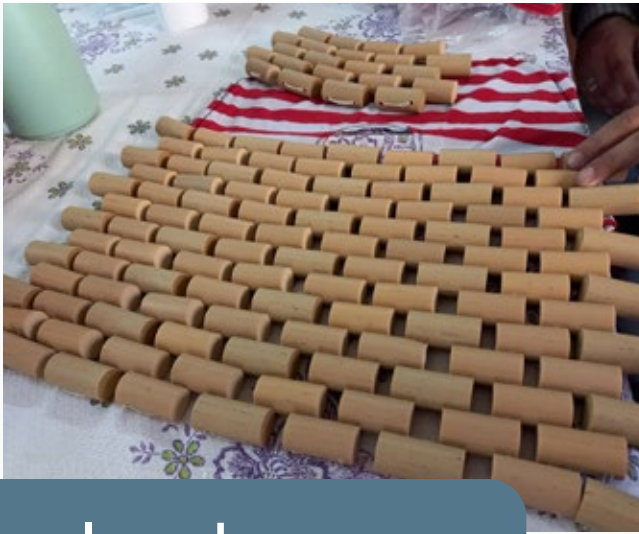




## 3.1.3. Yearbook

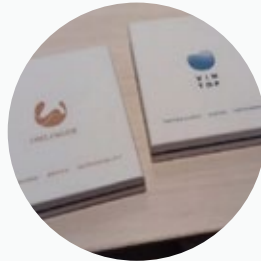


VINVENTIONS



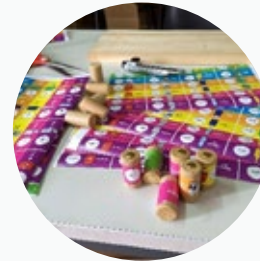
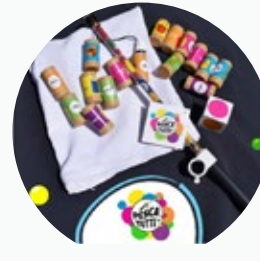
### We have developed a self-sustaining business plan

We are going to assemble 20 computers and in exchange the students are producing 3 products for barter, all made with recovered material, the main raw material is our corks: they are manufacturing bathmats, individual cup markers and travel pillows.



### Accompaniment to a recovery cooperative

Accompaniment to a recovery cooperative, working together with University National de Cuyo, Mendoza, we have created a games & toys laboratory. We have developed a self-sustaining business plan. Where the women produce toys, mainly with corks and then they sell them. A percentage of that money goes to them and another to continue investing in the laboratory.



# 3.1.3. Yearbook



VINVENTIONS



## Flood in Belgium

In July 2021, the region where our plant is located in Belgium was the theater of huge floods .

More than 20 staff members were victims of this disaster.

Some have no more home, others have lost everything.

A team was dedicated to help those people and a fundraiser was created. The money raised helped our colleagues to recover from this calamity. Several other actions were done in order to help the population touched by the flooding: clothes donation, organization of activities for the children of the victims, help to various local associations.



### Meet Sabrina Geurts

#### WHAT IS YOUR ROLE WITHIN VINVENTIONS?

I have been working for Vinventions since April 22, 2002. I started as a worker when the offices were still in Eupen. A year later, I became a laboratory operator.

#### YOU HAVE BEEN AT VINVENTIONS FOR ALMOST 20 YEARS, WHAT IS THE SECRET OF THIS LONGEVITY?

I have the chance to work in a really very pleasant environment: the laboratory is extremely bright, the team gets along well, the management is attentive. What do you do every day as small gestures for the environment?

I am very close to nature, I really like to walk there. I also garden and I participate in waste collection organized by our Green Team.



## Tomorrow Wine



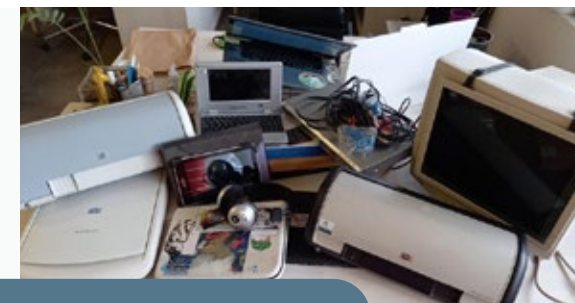
GAGNANTS 2021



Ekhi: For the third time, Vinventions organized his Innovation Competition for students. The winners created Ekhi, a new wine brand to promote wines made by woman.



## "Primeros Pobladores"



### Triple Impact project the school "Primeros Pobladores". A computer lab and recycled closures.

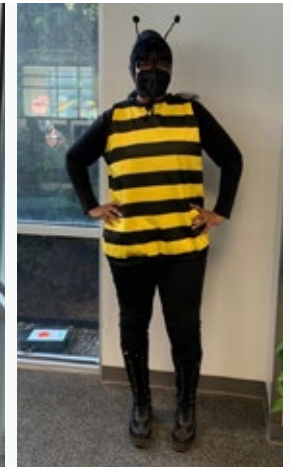
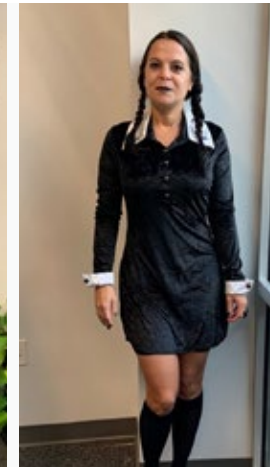
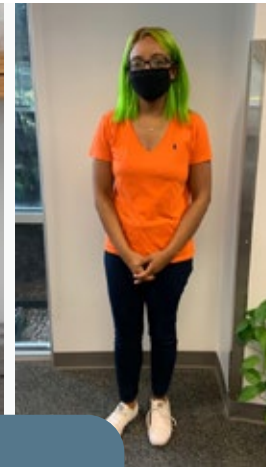
Jazmin Massut, our local leader for CSR , worked alongside our IT Manager, Juan Pablo, leading this project. In addition, many members of the Vinventions team actively participated. The project consisted in the recollection of computers that were no longer being used to help a School in Las Heras, a vulnerable area located in Mendoza, Argentina. The goal was to reduce the technological gap by providing the right tools. In exchange of the technological material, the students of the school made products of recycled Nomacorc closures. This school is now fully equipped with a computer lab that consists of 15 functioning, computers lab, one printer, Internet connection and all computers synched in the same network.



# 3.1.3. Yearbook



VINVENTIONS



## The US team had a Spook-tacular Halloween!

Pumpkin decorating contest, Goodies and candies, costume contest, Halloween is the perfect opportunity to slow down and bring some fun in the office!



### Meet Sébastien Charlier

#### WHAT IS YOUR ROLE WITHIN VINVENTIONS?

I am IT Manager Europe. I already had the same job title when I arrived at Vinventions in 2002. However, the function has evolved enormously. I was alone at the start, today we have a full IT department.

However, we are still working on the development of tools: in 2003, I worked on our first ERP: Navision. In 2021, we launched a new ERP: Netsuite.

#### IN YOUR DAILY WORK, WHAT ARE THE PROJECTS ON WHICH YOU WORK IN CONNECTION WITH SUSTAINABILITY?

The automation of processes contributes to an optimization of flows and therefore to less waste of time and a reduction in the use of energy (electricity).

The use of Cloud 365 makes it possible to centralize the tools and not to disperse the data, therefore better consumption.

The IT department is also working on waste management: ink cartridges are taken back by the supplier... In addition, the implementation of the new ERP has contributed to reducing the number of prints. Confinement and teleworking are also causing changes in the way of working: our colleagues have learned not to print anymore.

#### YOU HAVE BEEN AT VINVENTIONS FOR ALMOST 20 YEARS, WHAT IS THE SECRET OF THIS LONGEVITY?

Working in the wine industry is truly a pleasure. In addition, I have had several lives within the same company: from Nomacorc to Vinventions, the work has evolved considerably with many new responsibilities. And there are always so many exciting projects underway.

#### WHAT DO YOU DO EVERY DAY AS SMALL GESTURES FOR THE ENVIRONMENT?

In my private life, I fight against all waste: energy, resources... Reducing food waste is really something that is close to my heart.



## 3.2. Planet



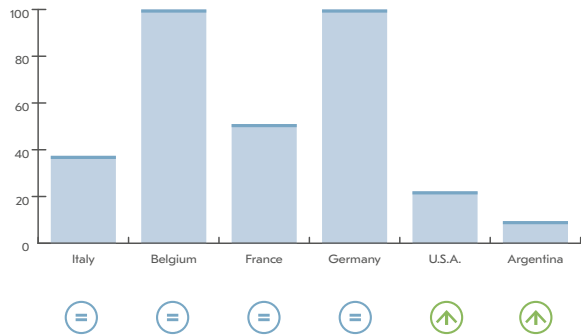
# Planet



# 3.2.1. KPI's

## % Renewable energy

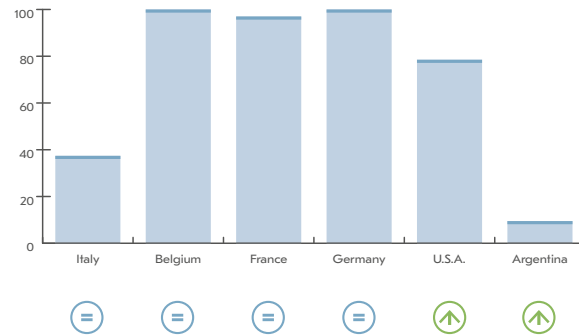
Percentage of energy used coming from a renewable source like solar, wind, hydro electricity...



**2020** → **49%**  
**2021** → **53.35%**

## % Sustainable energy

Percentage of energy used coming from a zero-emission energy source like nuclear, solar, wind, hydro electricity...



**2020** → **66%**  
**2021** → **70.40%**



## ENERGY



**Our goal is** all plants and offices will use 100% renewable energy in 2025.



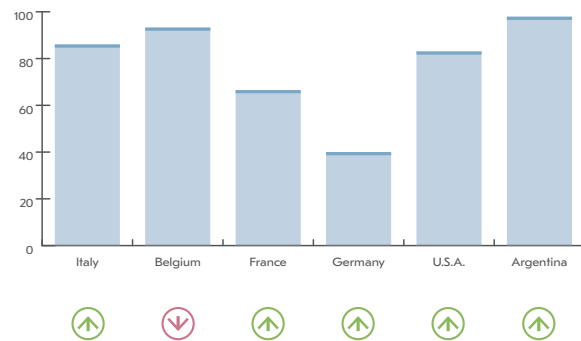
# 3.2.1. KPI's



VINVENTIONS

## % Diversion Rate

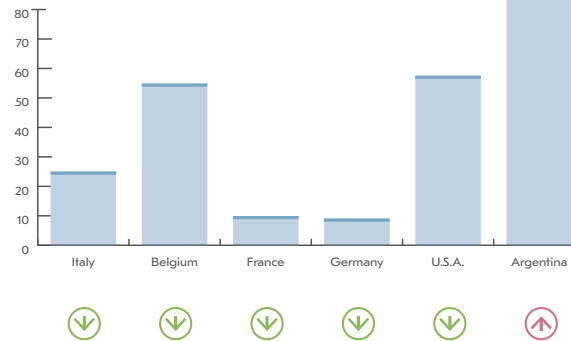
Diversion rates measure (usually by weight) the portion of waste not sent to the landfill.



Calendar icon	2020	→	69.34%	↑
	2021	→	77.79%	

## Kg waste/ 100k closure sold

Kilogram of waste generated per 100K closures sold.



Calendar icon	2020	→	46.78kg	↓
	2021	→	45.05kg	



## WASTE



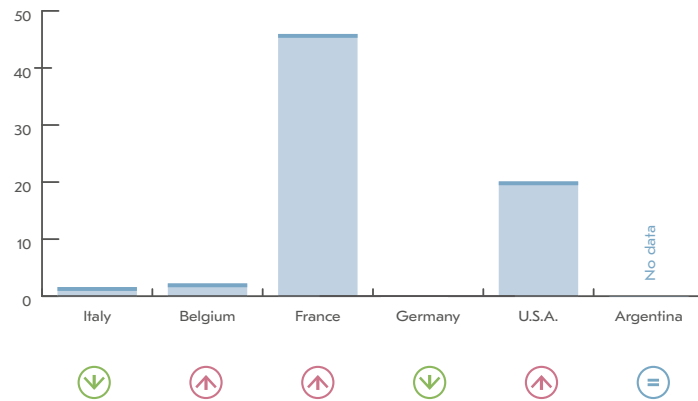
**Our goal is** to decrease by 10%, on an annual basis, the generation of waste, in each of our offices and plants.



# 3.2.1. KPI's

## Water consumption [m<sup>3</sup>]/1M Closures sold

Water consumption in cubic meter per 1 million closure sold.



2020 → 7.80m<sup>3</sup>  
2021 → 6.07m<sup>3</sup>



WATER



## 3.2.2. Communication on Sustainability

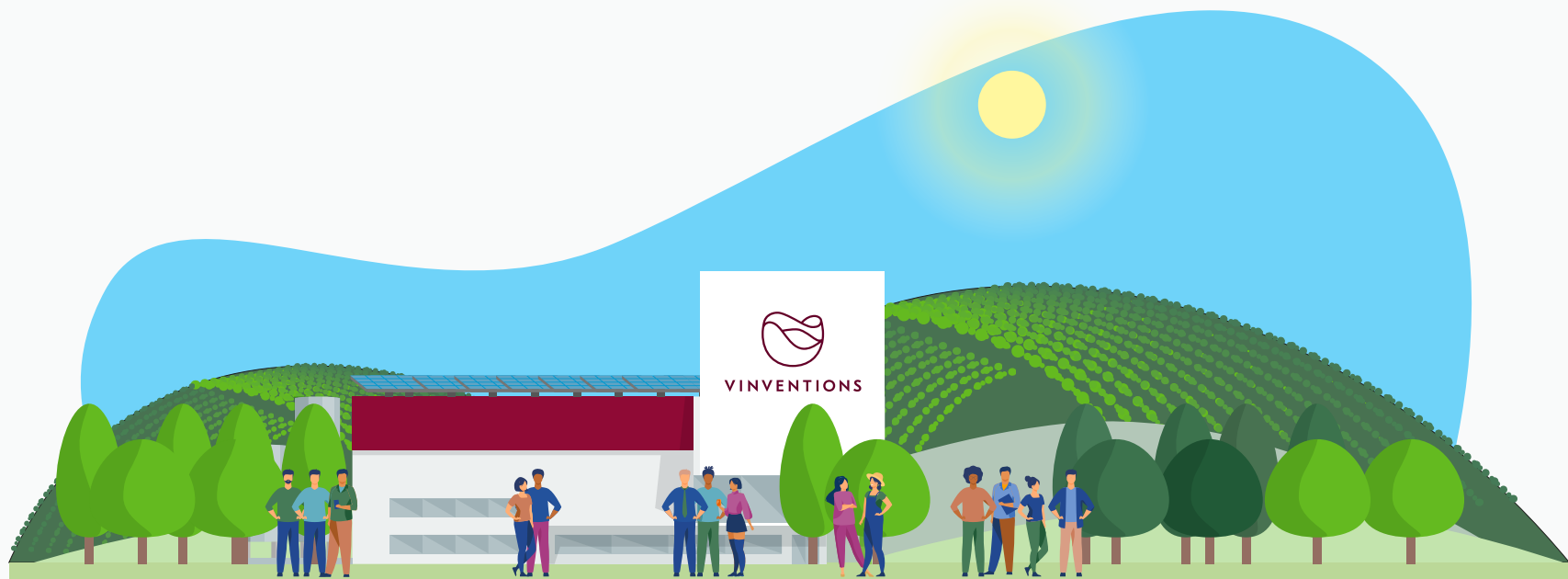
### Global Sustainability Campaign

In May, the Global Communication Team launched a Global Sustainability Campaign called “Our Sustainability Journey”.

The campaign is a multi-chapter series of stories, videos, and infographics to be rolled out across our digital platforms. The sustainability campaign will also be accompanied by communication around specific offerings ex. SÜBR, Blue Line, WQS. The first chapter in this campaign, “Vinventions’ Sustainability Journey,” describes how sustainability has driven us since our founding. There is so much each of you do each day not only to grow our business but also to make the world a greener and better place. Vinventions has a great story to tell and much to be proud of.



If you want to know more about the campaign and the videos, click [here](#).





# 3.2.2. Communication on Sustainability

2021 and the follow-up of the Covid crisis did not allow large meetings for our staff but also for our partners.

We continued to develop our **digital tools** in order to be able to continue to have transparent communication on different topics and in particular on our sustainable development projects, internally but also externally.

In 2021, for the first time, all members of our staff, including workers, had access to a corporate email address but also to a "**Vinventions Community**" Teams relaying important information (new hirings, ongoing projects, information about the company...).



## Annual CSR Report

- CSR report distributed digitally to our associates and customers. Available to download on our website.
- Quarterly CSR report: Internal document distributed to all our associate with a focus on our KPI.
- Videos related to sustainability: a campaign of 3 different videos, distributed in 5 languages on all our digital platform.
- Internal Communication: Sensibilization to all our sustainable project, sent to all our associates.



For the first time, we have decided to publish internally a **quarterly CSR report** showing the evolution of our results. The goal is to materialize even more effectively the fact that sustainability at Vinventions is not limited to a release date of an annual report but is experienced daily by all of our staff.

Similarly, in external communication, Vinventions regularly informs its external stakeholders (customers, suppliers, shareholders, etc.) of its commitment, its projects and results, in particular through the **annual CSR report** but also through regular communications in the form of news on our website and via press releases sent to the specialized media. The company's first CSR report dates from 2012.

Since then, we have undertaken to publish the progress of our CSR projects once a year.

A summary of the report is also available in 5 languages: English, French, Italian, Spanish and German, to facilitate wider dissemination among our stakeholders.

In 2021, we also reviewed the Sustainability section of our **website**. Central point of our communication, our site is available in 5 languages. It brings together information on our company, our ambitions in terms of sustainable development and testimonials from our customers.

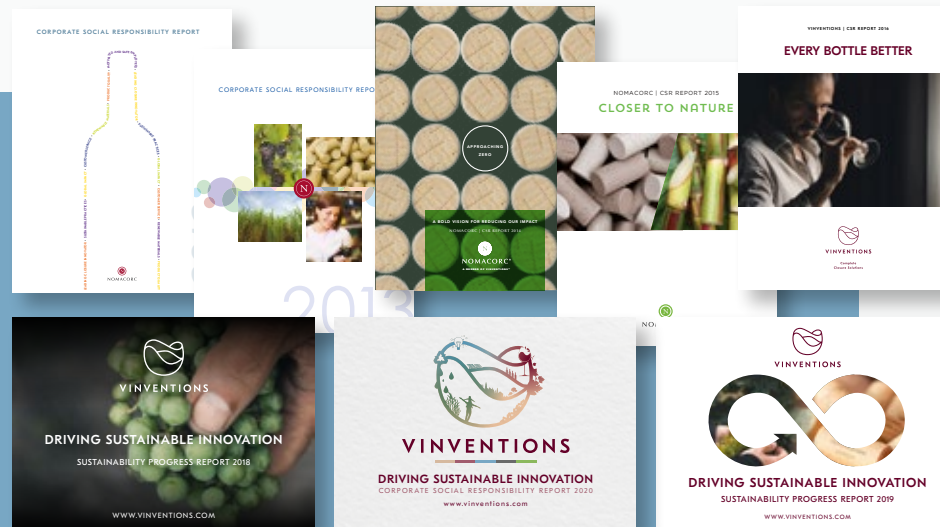
We also continued to update our **Sustainability Talking Points**. This document, written in 2020, is intended for Vinventions partners to start a conversation on key sustainability topics with our customers.

Vinventions is fully invested in sustainability. We care about nature, climate change, food safety, avoiding waste, and are committed to circular solutions. Most importantly, we believe our actions speak louder than words.

We are also present on **social media**:



Social media allows us to share information about our company and its products with our communities: corporate videos, product information, testimonials, etc.



## 3.2.3. Project

### Our Recycling Program

To achieve our goal of building a more sustainable environment, industry and company, we developed different recycling programs in our main markets.



Update

#### National Retail Cork Recycling Program

The National Retail Cork Recycling Program provide wine lovers a responsible cork take back program in cooperation with every Total Wine in the US.

In 2021, we collected 2.9 tons in 210 stores.



Update

#### Private Collection

Nomacorc closures are 100% recyclable.

However, in France, there is no official channel to collect closures. Vinventions organizes its own private collection flow and works with several caritative associations such as France Cancer and also with the French wine shops Nicolas (500 shops).

In 2021, we collected more than 84 Tons of post-consumers closures.



New

#### USA: Braven™ Partnership

Braven is a company based in the US that has a plastic recycling plant in our industrial complex.

Braven advanced recycling process allows us to recycle all type of plastic waste generated inside our US plant.



## 3.2.4. Life Cycle Analysis

### In 2021, Vinventions began a Life Cycle Analysis of its products with RDC Environment

The closure that are studied are:

- New Smart Green
- New Smart Blue and New Eco Blue

During a Life Cycle Assessment (LCA), you evaluate the potential **environmental impacts** throughout the entire **life cycle of a product** (production, distribution, use and end-of-life phases) or service.

This includes the **entire value chain**:

- upstream (suppliers)
- downstream (waste management)
- processes associated with the production (production of raw, auxiliary and operating materials)
- use phase
- and disposal (waste incineration)

An LCA covers all relevant **inputs from the environment** (e.g., ores and crude oil, water, land use) as well as **emissions into air, water and soil** (e.g., carbon dioxide and nitrogen oxides).

The International Organization for Standardization provides guidelines and requirements for conducting a Life Cycle Assessment according to **ISO 14040 and 14044**.

#### IMMEDIATE BENEFITS

- Understand the economic, social and environmental impacts (focus on hot spots).
- External communications based on externally validated hard data (carbon footprint, water footprint, etc.): providing data to stakeholders.

#### FUTURE USES

- Investigate recommendations to enhance our products' current environmental, social and economic performance (improve the life cycle of our products): eco-design, comparison of several products, process improvements, roadmap towards carbon neutrality, etc.
- To support decision making (internally): all future product developments will undergo a Life Cycle Assessment as part of a Stage-Gate Process before receiving their license-to-operate.



Based in Brussels,  
presence in Lyon, Rouen  
and Londo



Team of  
25 engineers and  
economists



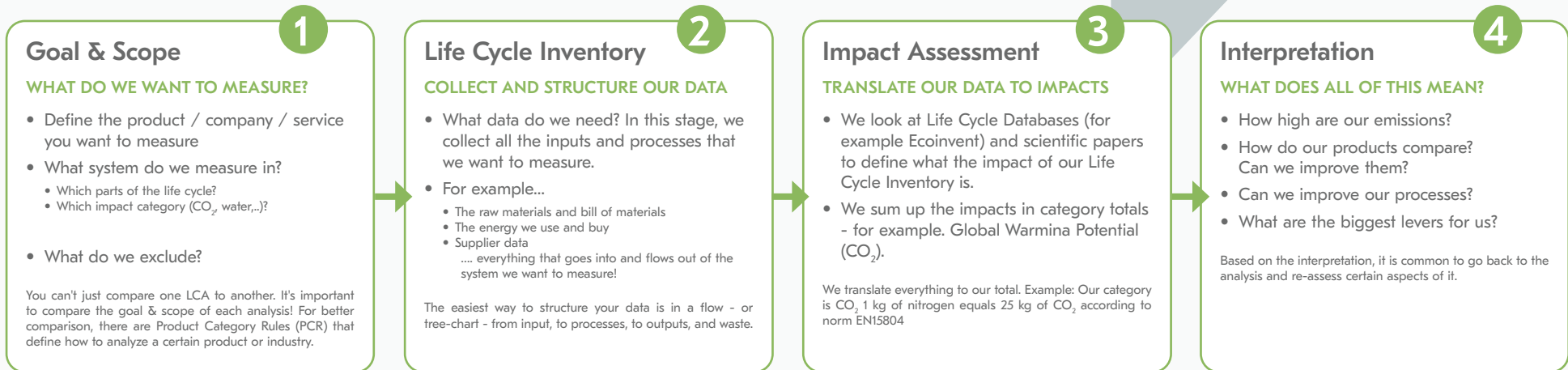
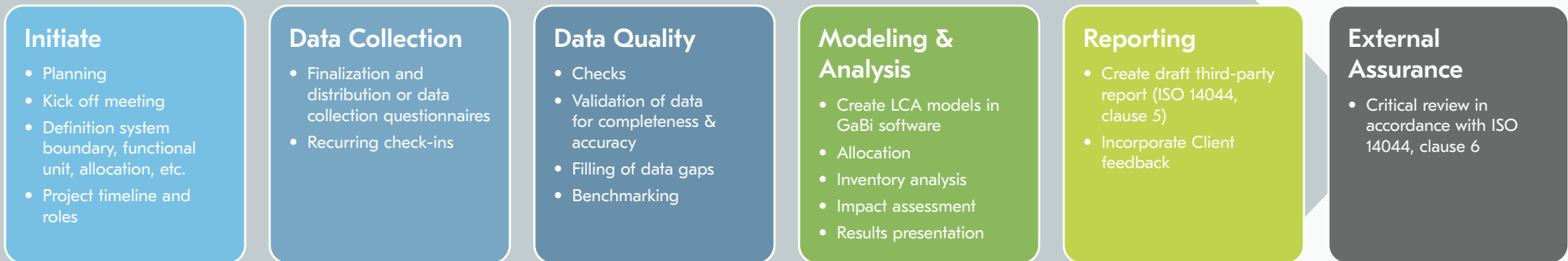
300 LCA  
studies carried out  
in different sectors



# 3.2.4. Life Cycle Analysis

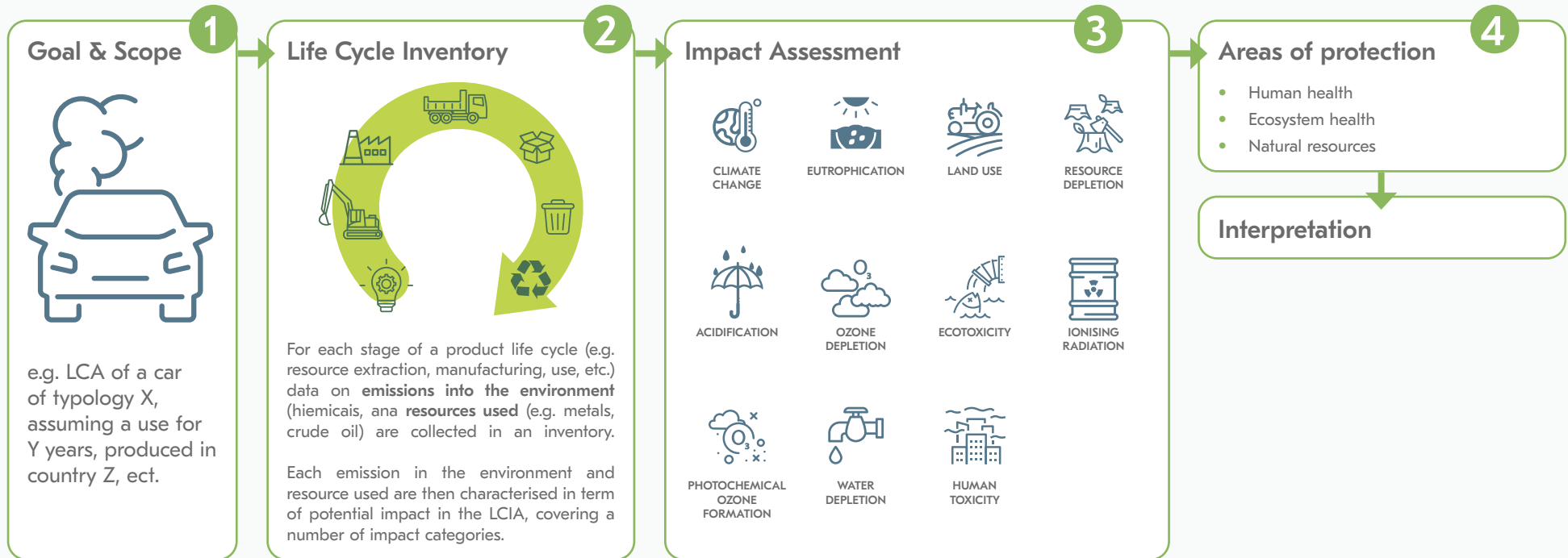
## 3.2.4.1. How?

Tools for environmental labelling and eco-design (InstantLCA).  
Integration of environmental, social and economic impacts throughout the life cycle.



# 3.2.4. Life Cycle Analysis

## 3.2.4.1. How?



### Meet Michèle Schaqueue

#### WHAT IS YOUR ROLE WITHIN VINVENTIONS?

I have been with the company since 2002. I started as a Quality Control Manager. I was alone in this post at the time. Today, we have a large laboratory in our Belgium plant with a whole team.

I was responsible for the laboratory from 2013 to 2014.

Since then, I have been dealing with food security. My role is to guarantee the safety of our closure, to ensure that everything is done to protect the end consumer.

#### YOU HAVE BEEN AT VINVENTIONS FOR ALMOST 20 YEARS, WHAT IS THE SECRET OF THIS LONGEVITY?

There is a strong relation between the colleagues that arrived when Nomacorc was still a very small company.

In addition, I have always had Managers who have listened and allowed me to work with confidence. Team spirit is really very important! The complicity between colleagues is really a plus on a daily basis.

#### WHAT DO YOU DO EVERY DAY AS SMALL GESTURES FOR THE ENVIRONMENT?

I sort my waste as much as possible. I also donate a lot of things. I particularly appreciate the donation cabinet that has been installed in the offices by our Green Team.



# 3.2.5. Eco Design



**Eco Design** is the integration of environmental aspects into the product development process, by balancing ecological and economic requirements. Eco-design considers environmental aspects at all stages of the product development process, striving for products which make the lowest possible environmental impact throughout the product life cycle.\*

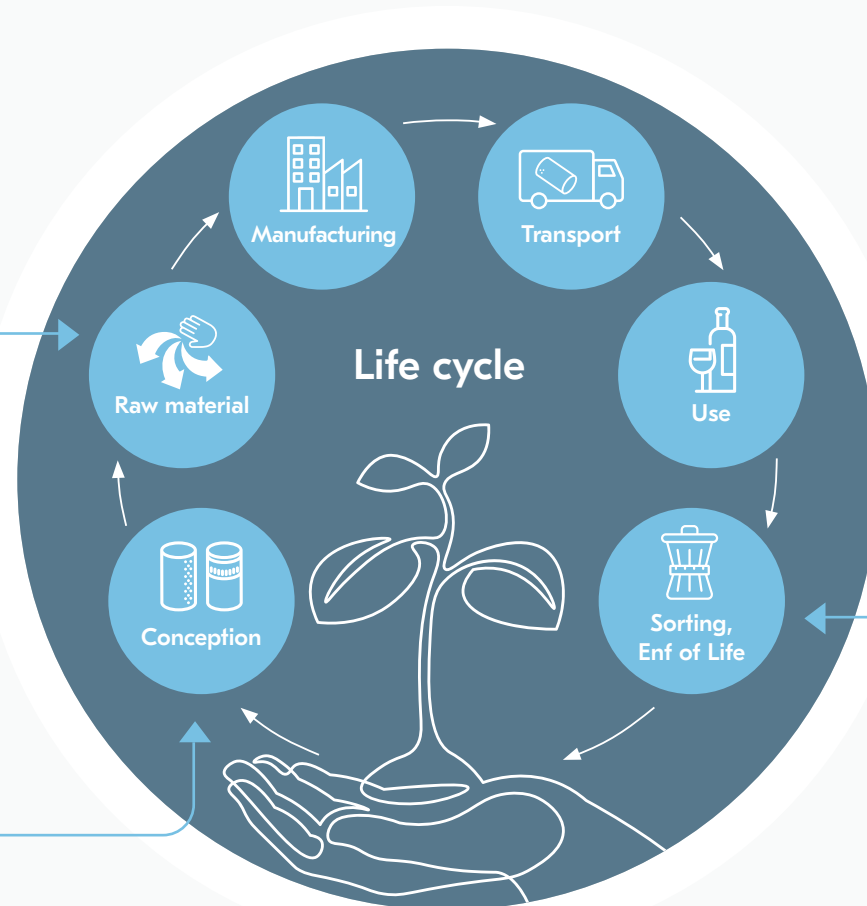
## Eco Design at Vinventions

The Nomacorc Blue Line range is a new category of recyclable closures for which 50% of the raw material comes from plastic recycling. In this way, a significant proportion of plastic entering the composition of these closures is ISCC+ certified.

This certification guarantees the introduction of recycled plastic into the manufacturing process through a system called Mass Balance.

### Reduced closure weight.

We are currently working on reducing the weight of our closures while maintaining equivalent performance. The 10% reduction objective is in line with the objectives of the plastic pacts that we have signed and will have a double impact: less raw material used and reduction of waste.



### Retorno / Vinny.

Vinventions designed an ice cooler called Vinny, available in several colors and can be personalised with the customer's logo. It will be made from recycled Nomacorc and SÜBR post-consumer closures.

The final goal is to reduce the ecological footprint by giving a second life to the closure currently collected by Vinventions own private collection and several charity organizations such as France Cancer and also with the French wine shops Nicolas (500 shops).

The combination of Retorno's industrial expertise and the Vinventions network makes it a project with great chances of success at a time when sustainability and circularity are at the heart of business strategy and consumer expectations.



\* <https://www.eea.europa.eu/help/glossary/eea-glossary/eco-design>.

\*\* <http://www.retorno.eu>



## 3.2.6. Clean Sweep Initiative



(OCS) is a voluntary free program aimed at improving awareness, promoting best practices and providing guidance and tools to support companies from the plastics value chain in the implementation of the necessary pellet loss prevention measures.\*

### Plastic pellets: a raw material not to be wasted

There is a growing concern about the presence of plastics in the environment. Plastic litter could end up in soils, waterways and eventually the ocean, contributing to global pollution. The majority of plastics pollution is caused by mismanaged waste. Part of this litter, however, consists of pellets meant to be manufactured into plastic products. While consumers are responsible for the proper disposal of used products, the plastics industry must, for its part, ensure containment of the products it handles, namely the plastic pellets, flakes and powders. Operation Clean Sweep® (OCS) is specifically aimed to prevent discharge into water flows and to the marine environment.

### OCS at Vinventions

Since beginning of 2021, a core team dedicated to OCS has been created at Vinventions. It regroup people from different department: quality, maintenance, logistic, extrusion and finishing. The goal of the team is to arrive at zero pellet loss. The first step was to assess our company's situation by doing a mapping of the needs. They begin to do some upgrades on the plants, mainly in Belgium and in France.

#### By example:

- An alarm has been installed on our silos to avoid overfilling
- Specific bins have been installed for the pellets
- Collecting baskets have been set up at various key points in the plant
- Some new procedures have been written

Some KPIs have been settled to follow the pellet losses and the new processes. It's also key to raise employee awareness on those topics. A sensibilization campaign took place with some posters and trainings, not only for our employees but also for our suppliers concerned by the OCS.

#### Since beginning of

\*[www.opcleansweep.eu](http://www.opcleansweep.eu)



## 3.2.7. Yearbook



VINVENTIONS



### Global Green Team

The Global Green Team worked on the drafting of a waste map for our three largest sites: **United States, Belgium and Argentina.**

The work on this process has made it possible to identify new recycling opportunities and thus reduce the volume of residual waste.



### The Vino Team worked on a Zero-Waste project

They have removed all individual bins and replaced them with selective sorting bins located in key locations within our building. Organic waste is collected and put in the compost which was also created by the Vino team.



### New project of recycling the cigarette butts

The Vino team has entered into a partnership with Me-Go, a sorting and recycling service for cigarette butts (used filters). The aim is to collect cigarette butts from our Belgian premises in order to recycle them, in particular as street furniture.



### Mendoza office

**Mendoza office: education, waste management and community recycling.**

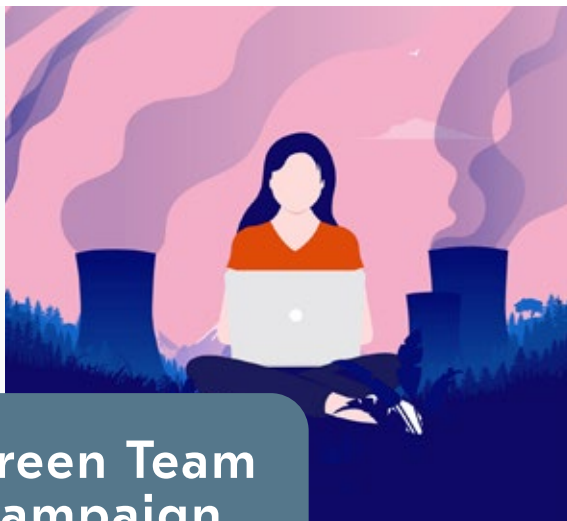
We started a Communication plan to educate on the importance of waste management in order to learn how to separate our waste. We reduced our use of single use plastics by changing to tupperware for our daily meals that used to arrive in plastic recipients. We placed 4 boxes to recycle inside the office and especially one to donate clothes or other objects we aren't using anymore. We managed to create a recycling community in the commercial complex where our offices are located with approximately 20 different business. This way, we can collect our waste together and send a higher volume to the Mendoza department we are in, Guaymallén. We are now weighing the waste we generate in order to be able to reduce it.







# 3.2.7. Yearbook



## The Global Green Team organized a campaign to sensibelize about the Invisible Waste

Did you know that Invisible Waste: Did you know that on average, for a Belgian citizen, 1/8 of the carbon footprint is linked to the use of digital services. Out of 12 tons of CO<sub>2</sub> emissions per person each year, 1.5 tons are linked to internet browsing, video streaming, mailing and even the cloud.



## For the Second Year, V inventions was partner of Bordeaux Vignobles Engagés



15 medals were awarded in 5 categories, as well as 2 special prizes, to recognize the best environmental initiatives in the Gironde vineyard.

A ceremony which rewarded 15 players from the Bordeaux wine world, committed to issues of sustainable development. Two special prizes were also awarded, that of "Vigneron Engagé 2021" and the jury's favorite.



## Adopt a Highway

Always willing to help our local community, V inventions USA has adopted a 2 mile stretch of road in Zebulon and has committed to removing litter from the area 4 times/year.



## 3.2.7. Yearbook



VINVENTIONS



### Recycling and reduction of consumption of single-use plastics in Mendoza office

- We put containers and "love bottles" in the office to separate waste.
- We started using Tupperware instead of the food company sending us daily meals in plastic trays.
- Recycling of clothes and various objects to give them a second life.



### Meet Olav Aagaard, Vice President, Exploratory R&D Vinventions

**HOW MANY YEARS HAVE YOU BEEN WORKING FOR VINVENTIONS?**  
I started to work for Nomacorc in January 2005, so already more than 17 years with Nomacorc/Vinventions.

**CAN YOU EXPLAIN YOUR DAILY JOBS? WHAT ARE YOUR RESPONSIBILITIES?**

I am responsible for finding, validating and kickstarting future technologies for the company.

### WHAT MAKES YOU PROUD TO WORK FOR VV ? WHY DO YOU LIKE WORKING FOR VV ?

Nomacorc & Vinventions have always been on the forefront of new technology and have been recognized and awarded for the numerous innovations that we brought to our customers. I am proud of being trusted to explore and initiate so many ventures and being able to contribute to the many innovations like oxygen management at bottling and post bottling, low-OTR Nomacorc closures, Nomasense and Polyscan analyzers, sugarcane-based closures (Green line), recycled-plastic based closures (Blue line) and micro-natural closures (SÜBR).

### HOW WOULD YOU DESCRIBE THE CULTURE AT VINVENTIONS?

Vinventions was built and has grown on entrepreneurship and trust in people. We can have heated internal debates but respect each opinion and always manage to find good compromises to move forward. We value input of all of our associates and are proud for the value that we all together bring to our customers. We build strong value chain alliances and are loyal to our long-term partners and customers and treat them as part of our family. We are pioneers, proud of being recognized as leader in the industry, and restless because continuous improvement is in our DNA.

### IN YOUR OPINION, WHAT ARE VINVENTIONS' GREATEST SUCCESSES IN TERMS OF SUSTAINABILITY?

We pioneered cork-taint free & oxygen management wine closures and provided our customers a sustainable solution for their wine spoilage problems. We were the world's first to offer a zero-carbon footprint closure helping our customers mitigate climate change. We were pioneers to decarbonize our energy consumption by switching to 100% green electricity in Belgium. We were the first to introduce ECO design in cork-based micro-natural closures eliminating the use of polyurethane glue providing a better environmental end-of-life performance. More recently, we introduced the world's first wine closure based on recycled materials to contribute to the circular economy and to defossilize our raw material intake. So many more sustainable innovations that we brought to the market, but also internally we are continuously improving. I am optimistic that, assisted by the enthusiasm and passion of the Vinventions Green teams, we will continuously improve our daily lives and will build a sustainable future for ourselves, our loved ones and our company.



### Meet Catherine Champsaur

#### WHAT IS YOUR ROLE WITHIN VINVENTIONS?

I joined at Vinventions/Nomacorc in 2007 and held the position of Regional Sales Manager South of France. Since then, I became Country Manager in 2019.

#### IN YOUR DAILY WORK, WHAT ARE THE PROJECTS ON WHICH YOU WORK IN CONNECTION WITH SUSTAINABILITY?

In my day-to-day work, I'm selling all the sustainable closure from our range. On top of that, I'm working on the SÜBR Core Team. SÜBR is the world's first polyurethane-free and taint-free micro-natural closure. It offers a consistent, low oxygen ingress which is ideally suited for maintaining freshness and ensuring optimal cellar aging performance. State of the art technology makes it possible to produce the first polyurethane-free closure to ensure utmost respect for the environment.

Also, from a more practical point of view, and especially since the Covid-19 crisis, we travel differently, if possible, we take the train instead of a plain. We try to manage our agenda to regroup all the appointment from the same region at the same date and of course

we think twice before to travel because we can also organize video conferences.

When we are at an event, we don't give any goodies or printed document anymore. This is a big change.

What do you do every day as small gestures for the environment?

Living in the South of France, I'm really concern but the water scarcity. I don't water my garden in summer and I have chosen plants that require little water, such as cacti. I was inspired by Moroccan gardens.



## 3.3. Prosperity



# Prosperity

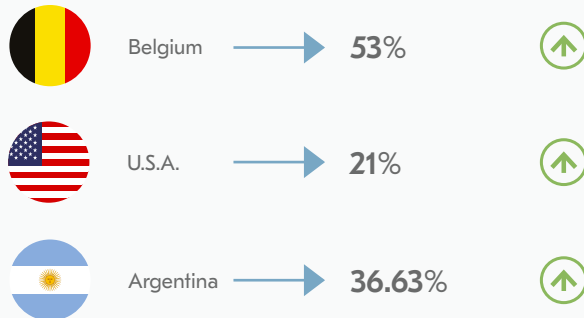
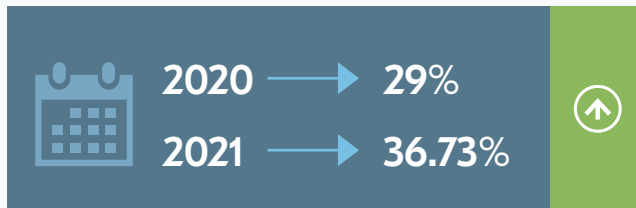




# 3.3.1. KPI's



## Biobased content (%) in products sold (volume)



These numbers incorporate both the Nomaticorc Green Line and Sübr.





# 3.3.2. Projects & Programs

## 3.3.2.1. Our Processes

### World Cork Manufacturing (WCM) based on the World Class Manufacturing method.

World Class Manufacturing is a mindset geared towards consistently delivering exceptional and expectations-beating manufacturing performance through a continuous improvement step by step program:

- Dedicated to tracking all non-value-adding items,
- By optimizing resources used,
- And involving the entire organization.

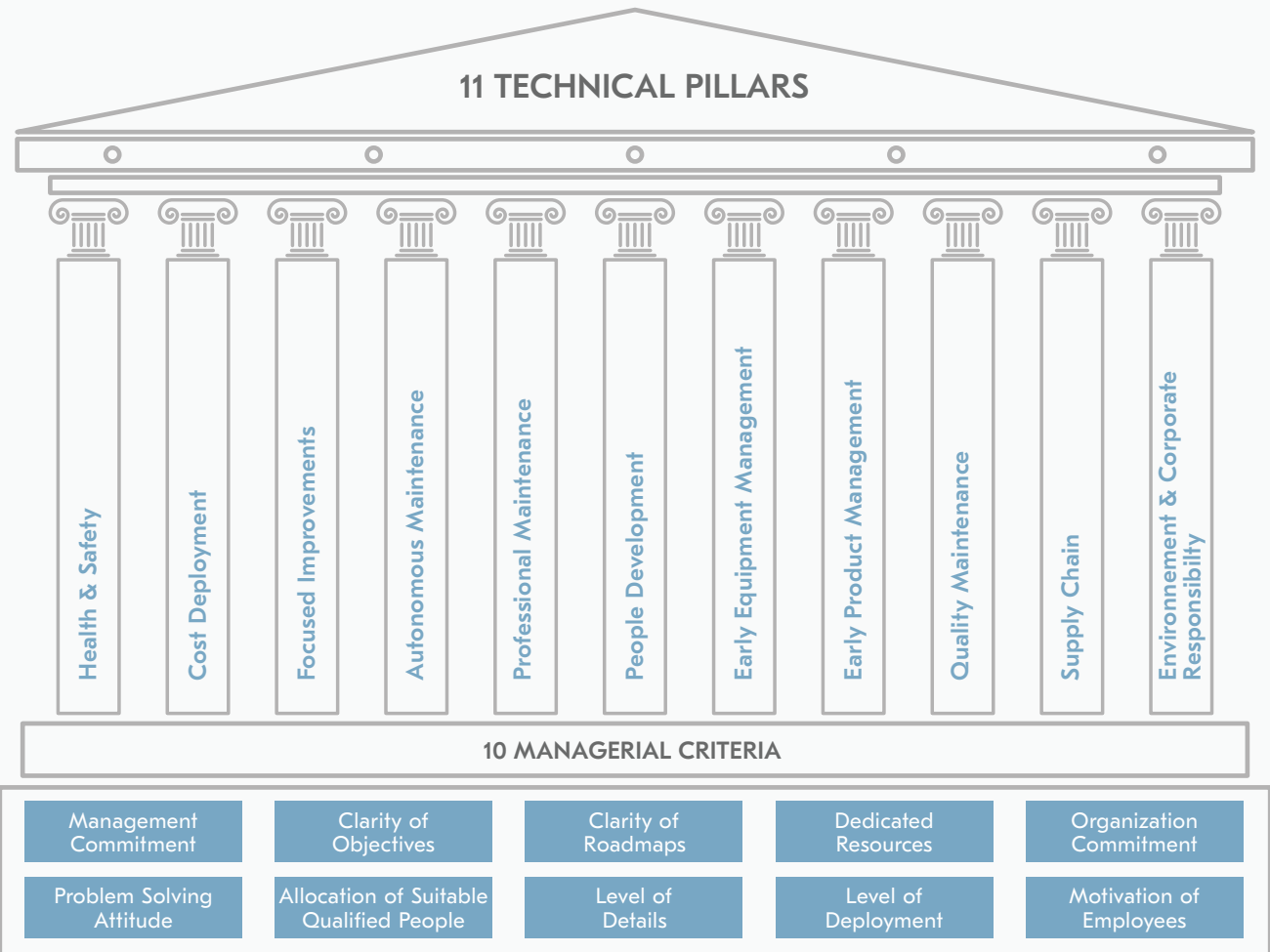
#### WCM OBJECTIVES

Zero Breakdown

Zero Defect

Zero Stock

Zero Accident



## 3.3.2. Projects & Programs

### 3.3.2.2. Our WCM Achievements



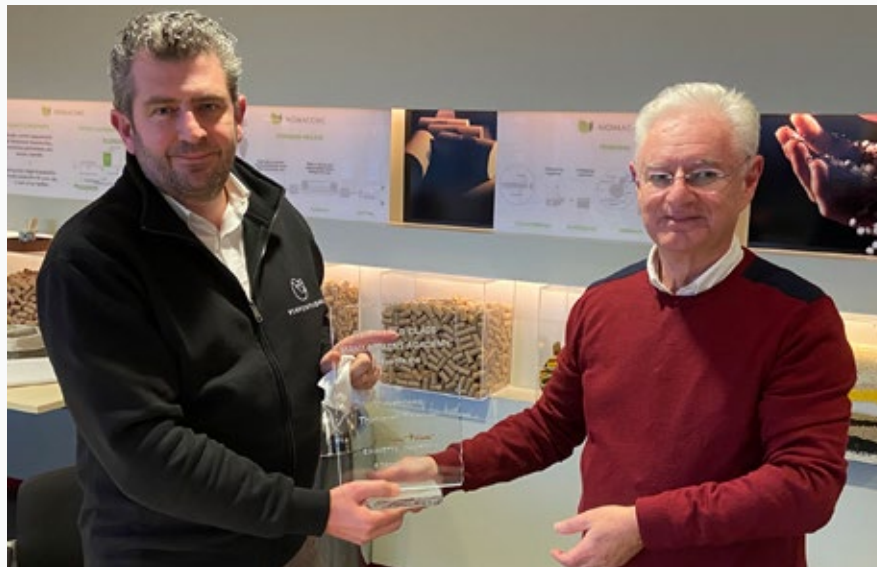
## Belgium



### Bronze Awards Challenge achieved in 2021

In 2019, Vinventions launched its World Class Manufacturing (WCM) program in Belgium. Our ambition for this program is to include all our production sites with at least one manufacturing site that should receive a World Class award by 2028.

On December 8th, our Belgium plant reaches the prestigious Bronze Award after 2 audit days by external expert.



## U.S.A.



### QUALITY

Customer claims divided by 2.

### SCRAP

Scrap decreased by \$170,000.



"This achievement is the result of a team effort", said Frédéric Grégoire, "Now, we will continue our WCM journey and the methodology deployment with our next milestone in mind: the Silver Award for 2023".

- Number of breakdown in the chamboss machine divided by 2.
- New ERP installed in 2021 and training done to the totality of the workers.
- Dust in chamboss embossing divided by 2.
- Coating on the die at extrusion so less waste.



" World-Class Manufacturing, renamed World Corc Manufacturing for Vinventions, is a continuous improvement management program. In Thimister, the WCM started in 2018 and it is one of the main reasons for my commitment to Vinventions in 2020. In particular, because it is one of the pillars of the perennity of Vinventions Thimister.

In my opinion, 3 important points are to be remembered:

- WCM is management system that is driven by continuous improvement
- WCM hunt waste that are not profitable nor to customers-shareholders- stakeholders
- WCM success is always due to people's motivation, team working and management leadership. Achieving the bronze medal in 2021 is a team accomplishment, one of my proudest work achievement. I look forward to see the continuation of our WCM journey, in Thimister but also to support the other's Vinventions sites. "

Thomas Ogloza, WCM & Operation Manager



## 3.3.2. Projects & Programs

### 3.3.2.2. Our WCM Achievements

#### WCM Evaluation and Awards Challenge

Evaluation is divided on:

- 11 technical pillars of maximum 5 points each
- 10 managerial criteria of maximum 5 points each

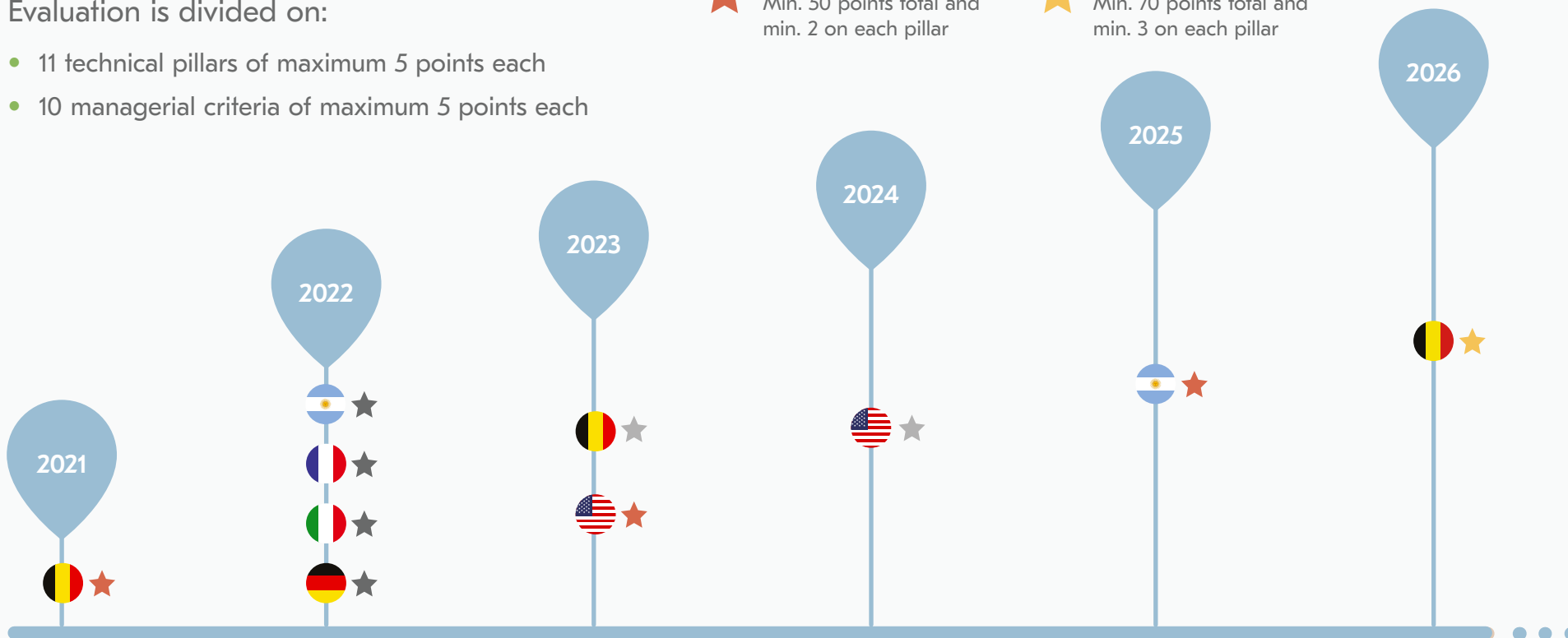
★ **STARTER**  
WCM Initial Package

★ **SILVER**  
Min. 60 points total and  
min. 2,5 on each pillar

★ **WORLD CLASS**  
Min. 85 points

★ **BRONZE**  
Min. 50 points total and  
min. 2 on each pillar

★ **GOLD**  
Min. 70 points total and  
min. 3 on each pillar



WCM GROUP ROADMAP 2021-2025



# 3.3.3. Next Steps



**2022**  
**NOMACORC**  
**10% LIGHTER**  
Reduce skin thickness & foam density.

**BLUE LINE**  
Net Zero Plastic to Nature.



**VINNY**  
an ice cooler made from  
Vinventions closure.



**2024**  
**100% GREEN OR BLUE**  
Use only Green or Blue  
grades in closure.

**SÜBR - 20% LIGHTER**  
Reduce 20% the density of the whole range.



**2030**  
**ALL OUR CLOSURE WILL  
BE BIODEGRADABLE,  
BIOBASED OR CIRCULAR**



**NOMACORC**  
**BLUE ∞ LINE™**



**2023**  
**PRIVATE CLOSURE COLLECTION**  
Maximize Nomacorc closures collection.



**RENEWABLE ENERGY**  
All our production sites will use renewable energy.



**100% SCRAP REUSE**  
Re-introduction of all production scrap in our products



**GREENER SÜBR**  
TUV certification minimum 3 stars.  
OK Biobased and OK compost (industrial).

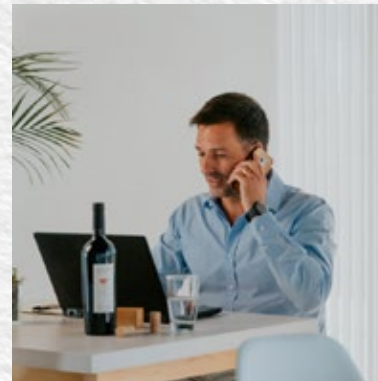


**2025**  
**100% NATURAL  
CLOSURE**  
Use alternative  
100% compostable  
raw materials.





# 4. Let's keep in touch



# Thank you all for your efforts in 2021!

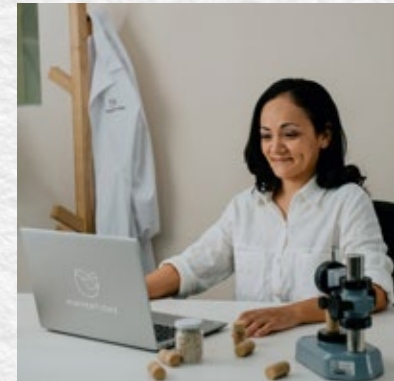
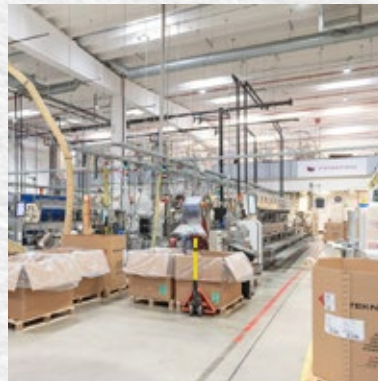
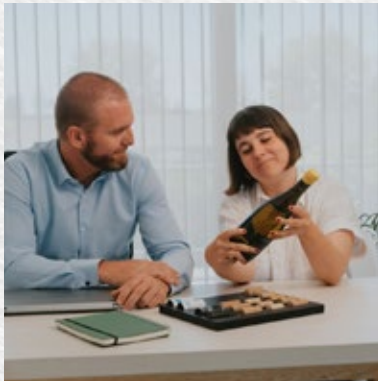


VINVENTIONS

See you in 2022 for a recap of our teams' great moments and progress made towards preserving wine "one closure at a time".

# THANK YOU

# 5. Appendices



# 5.1. Definitions



### BIO-BASED PLASTICS

Bio-based plastics are made wholly or partially from renewable biological resources. Bio-based plastics are a wide range of plastics (bio-PE, bio-PET, PLA, PHA, TPS, etc.) today mainly produced from resources such as sugar cane, sugar beets, wheat and corn. The properties, possible recycling and other end of life options of bio-based plastics can vary considerably from material to material. Bio-based plastics can be distinguished from fossil-based plastics by carbon-14 dating 14C analysis.



### BIODEGRADABLE PLASTICS

Biodegradable plastics are a family of plastics that can biodegrade (conversion of materials by microorganisms to water, carbon dioxide and biomass) in a specific environmental compartment (soil, marine, freshwater...) or a man made environment (industrial and home composting).



### COMPOSTABLE PLASTICS

« Composting » is enhanced biodegradation under managed conditions, predominantly characterized by forced aeration and natural heat production resulting from the biological activity taking place inside the material. The resulting output material, compost, contains valuable nutrients and may act as a soil improver.

Industrial composting conditions require elevated temperature (55-60°C) combined with a high relative humidity and the presence of oxygen and they are in fact the most optimal compared to other everyday biodegradation conditions: i.e. in soil, surface water and marine water. Compliance with EN 13432

is considered a good measure for industrial compostability of packaging materials, e.g. biodegradable plastics. According to the EN 13432 standard, plastic packaging can only be called compostable if it is demonstrated that:

the packaging material and its relevant organic components (>1wt.%) are naturally biodegradable; disintegration of the packaging material takes place in a composting process for organic waste within a certain time; the packaging material has no negative effect on the composting process; and the quality of the compost is not negatively influenced by the packaging material.



### MECHANICAL RECYCLING

Recycling process where plastics are remolten and reprocessed again into 2<sup>nd</sup> life applications.

### ADVANCED RECYCLING

Recycling process where plastics are chemically broken down to smaller molecules which can be used to make new virgin plastics (e.g. via a process like pyrolysis).

### VIRGIN PLASTICS

A virgin plastic is a plastic material obtained after polymer synthesis. The polymer building blocks can be made from non-renewable (fossil) or renewable (bio-sourced or recycled plastic) feedstock. A virgin polymer has not been used for further processing such as compounding, extrusion or injection moulding. The term "primary" is often used interchangeably with "virgin".

### RECYCLED PLASTICS

A recycled plastic is a plastic made from recovered and recycled material. A recycled plastic has been used for further processing such as compounding, extrusion or injection moulding. The term "secondary" is often used interchangeably with "recycled".

### CIRCULAR PLASTICS

Virgin plastics which are made from chemically recycled mixed plastic waste.

### SINGLE-USE PLASTICS

Single-use plastics products include a diverse range of commonly used fast-moving consumer products that are discarded after having been used once for the purpose for which they were provided.



# 5.1. Definitions



## LIFE CYCLE ASSESSMENT (LCA)

LCA is an environmental assessment method based on an inventory of all potential pollutants entering different compartments of the environment (e. g. air, water, soil) and the assessment of associated environmental impacts of a product system throughout its life cycle.



It goes beyond carbon footprint.

## ENVIRONMENTAL IMPACT

Changes in environmental conditions lead to impacts on the social and economic functions on the environment, such as the provision of adequate conditions for health, resources availability and biodiversity. Impacts often occur in a sequence: for example, GHG emissions cause global warming (primary effect), which causes an increase in temperature (secondary effect), leading to a rise of sea level (tertiary effect), finally leading to loss of biodiversity.



## CIRCULAR ECONOMY

Looking beyond the current take-make-dispose extractive industrial model, a circular economy aims to redefine growth, focusing on positive society-wide benefits. It entails gradually decoupling economic activity from the consumption of finite resources and designing waste out of the system. Underpinned by a transition to renewable energy sources, the circular model builds economic, natural and social capital.

It is based on three principles:

- 1 Design out waste and pollution
- 2 Keep products and materials in use
- 3 Regenerate natural systems

## CARBON FOOTPRINT (CF)

CF is the quantity of GHGs expressed in terms of CO<sub>2</sub>-equivalent, emitted into the atmosphere by an individual, organization, process, product, or event from within a specified boundary.

The definition does not allow for subtractions as a result of offsetting. In practice, however, companies tend to claim that carbon offsetting reduces their CF. Furthermore, in practice it is not always clear whether CFs communicated refer only to direct GHG emissions or indirect ones as well — scientists generally define the CF of a product as including both direct and indirect emissions. Both in science and in practice, the term is applied to different entities: single processes, whole supply chains (or all life-cycle stages) of products, individual consumers, populations, companies, industry sectors and all sorts of activities and organizations.



## CARBON SEQUESTRATION

Carbon sequestration is a biochemical process by which atmospheric carbon is absorbed by living organisms, including trees, soil microorganisms and crops and involving the storage of carbon in soils, with the potential to reduce atmospheric carbon dioxide levels.



## CARBON SINK

A carbon pool that is increasing in size is known as carbon sink. A carbon pool can be a sink for atmospheric carbon if during a given time interval more carbon is flowing into it than out of it. Carbon sequestration is a process, while carbon sink is a pool.



## CARBON STOCK

The quantity of carbon held within a pool is known as carbon stock. It is measured in metric tons of CO<sub>2</sub>.



# 5.2. OGSM Tool

In 2021, Vinventions rolled out a new strategic tool called « OGSM ».

## How will we monitor our progress and activities?

An **OGSM framework** is a business planning tool that helps our company, teams and individuals define and link long-term vision with short and medium-term goals and activities.



### **O**bjectives

to create, **in words**, a very clear and concise statement of our objectives and briefly state how we are going to do what we want to do.

### **G**oals

to set **quantitative results (3 to 4)** - numbers and dates - of what success looks like. Goals need to be SMART (Specific-Measurable-Affainable-Relevant-Time-bound).

### **S**trategies

to outline, **in words**, how (actions) the company will achieve the objectives and goals (3 to 5).

### **M**easures

to set **numeric** (numbers and dates) representations of the strategies that are traceable and have one owner.

# 5.2.1. Vinventions OGSM

Sustainability is an essential part of our **vision** and as such becomes an essential/non-negotiable component in our decision-making process. Our company **strategy** is also built around Sustainability - with one of our six strategic pillars dedicated to Sustainability. The **execution** of our strategy relies on the definition of Objectives that are translated into Goals, Strategies and Measures (OGSM) within the company. The Sustainability pillar is first and foremost within our OGSMs.

Below is a subset of the OGSM reorganized into categories that reflect our Sustainability approach:

## OGSM CATEGORIES

PLANET

**Raw Materials**

- We invest only in products that are efficient and environmentally-friendly, are made of renewable, circular or biodegradable materials, can be easily recycled and are superior in wine quality preservation.

**Resource use**

- We aim to have all Vinventions products be carbon neutral in 2025.
- We actively impact our value chain to reduce our environmental footprint.
- All plants and offices will use 100% of sustainable energy in 2025.
- We develop programs to decrease by 10%, on an annual basis, the generation of waste, in each of our offices and plants.
- We partner with South Pole in 2021-2025 to improve the Vinventions corporate sustainability strategy & the customer perception on "Sustainability by Vinventions".

**Life Cycle**

- To perform a 3d party LCA analysis of selected Nomacor products.
- To prepare LCA roll-out to other production sites and other products (SÜBR...)

PEOPLE

**Employees**

- We create a caring and healthy workplace for our associates; we empower, develop and build strong teams, without compromise on ethics and integrity.
- We identify and implement at least 2 initiatives every year, in each location, to improve the health and/or well-being of our associates - workers and employees.
- We create a safe environment where we can speak up for people who don't feel being listened to or respected.
- We recruit, identify and develop talent; we create a culture of excellence where every employee performs to his/her/their best.
- We take the actions in order to have the founder's value available, well known, respected and encouraged throughout the company.

**Society**

- We have a social responsibility to contribute to the harmonious development of our society. We actively contribute/support local initiatives as well as philanthropic activities from our associates to positively impact our communities.
- We identify and implement each year a minimum of 5 initiatives and charity actions worldwide to benefit our local communities and to contribute to the internal promotion of our company values.

# 5.2.1. Vinventions OGSM

## OGSM CATEGORIES

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**PEOPLE**

**Strategic Marketing**

- We create a Global Strategic Marketing Organization within Vinventions to sustain the future profitable growth of each VV business line.
  - To develop a renewed Corporate identity, brand architecture and corporate message, consistent with the recent company developments, current aspirations and priority projects.
  - To prepare and propose a new website architecture and design, aligned with the new Corporate ID.
- 

**PROSPERITY**

**Product Performance**

- We will launch at least 3 innovative products in the next 5 years.
  - To innovate in new materials and new technologies to improve the performance of our products (cost, quality, technical performance).
  - Vinventions to become an industry benchmark in operational efficiency.
- 

**Customers**

- To develop and implement best-in-class marketing tools and processes to support all stages of the end-to-end customer experience to raise awareness, to gain top-of-mind consideration, and to help our customers through the decision process and ultimately generate sales growth in all regions where Vinventions operates.
- 

**Company Growth**

- We accelerate our growth through selected strategic acquisitions or consolidation.
- 

**Global Presence**

- We will further develop our global presence in the Wine industry: we will be a leading actor in all regions where we operate, and increase our market share through innovative products and growth.
- Vinventions will identify and develop opportunities for its products in new geographies.



# 5.3. Vinventions is contributing to the UN-SDGs



PRODUCTION

## Vinventions Sustainability Commitments

## Associated Sustainable Development Goals

## Targets






<p>All plants and offices will use 100% of sustainable energy in 2025.</p>	<p>Ensure access to affordable, reliable, sustainable and modern <b>energy</b> for all.</p> 	<p><b>7.2</b> By 2030, increase substantially the share of <b>renewable energy</b> in the global energy mix.  <b>7.3</b> By 2030, double the global rate of improvement in <b>energy efficiency</b>.</p>
<p><b>Life Cycle Analysis</b> for all products by 2025.</p>	<p>Ensure availability and sustainable management of <b>water</b> and sanitation for all.</p> 	<p><b>6.4</b> By 2030, substantially <b>increase water-use efficiency</b> across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.</p>
	<p>Protect, restore and promote sustainable use of <b>terrestrial ecosystems</b>, sustainably manage forests, combat desertification and halt and reverse land degradation and halt biodiversity loss.</p> 	<p><b>15.3</b> By 2030, combat desertification, <b>restore degraded land and soil</b>, including land affected by desertification, drought and floods and strive to achieve a land degradation neutral world.</p>
<p>We develop programs to decrease by 10%, on an annual basis, the generation of waste, in each of our offices and plants.</p>	<p>Ensure <b>sustainable consumption</b> and production patterns.</p> 	<p><b>12.4</b> By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.  <b>12.5</b> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.  <b>12.8</b> By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.</p>
<p>We develop a culture and environment of excellence in safety. → Achieve best in class safety performances and awareness.</p>	<p>Ensure <b>healthy</b> lives and promote well-being for all at all ages.</p> 	<p><b>3.9</b> By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.</p>

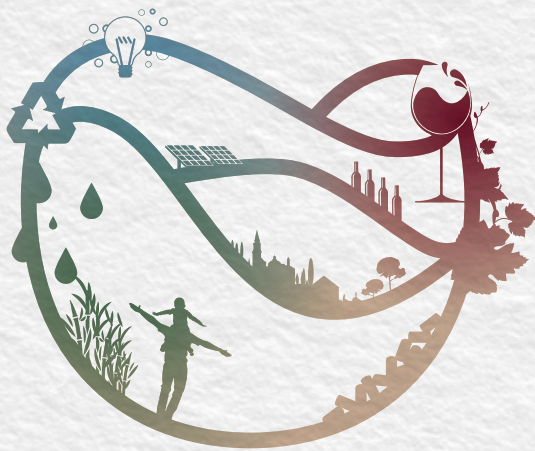
# 5.3. Vinventions is contributing to the UN-SDGs



	Vinventions Sustainability Commitments	Associated Sustainable Development Goals	Targets
END-OF-LIFE	We partner with South Pole to improve the Vinventions corporate sustainability strategy & the customer perception on "Sustainability by Vinventions".	Ensure sustainable <b>consumption and production</b> patterns. 	<p>12.2 By 2030, achieve the sustainable management and <b>efficient use of natural resources</b>.</p> <p>12.3 By 2030, halve per capita global <b>food waste</b> at the retail and consumer levels and reduce food losses along production and supply chains, including postharvest losses.</p> <p>12.5 By 2030, substantially reduce <b>waste generation</b> through <b>prevention, reduction, recycling and reuse</b>.</p> <p>12.8 By 2030, ensure that people everywhere have the relevant <b>information and awareness</b> for sustainable development and lifestyles in harmony with nature.</p>
	<p>We identify and implement at least 2 initiatives every year, in each location, to improve the health and/or the well-being of our associates - workers and employees.</p> <p>We ensure a place to speak up for people who doesn't feel listened, respected. Actual processes communicated in 2020 in each location where it already exists. Ensure process is organized and communicated in each location by end 2021.</p> <p>We promote the diversity in the company through our recruitment and people development process.</p>	<p>Ensure <b>healthy</b> lives and promote <b>well-being</b> for all at all ages. </p> <p>Ensure inclusive and equitable quality <b>education</b> and promote lifelong <b>learning</b> opportunities for all. </p> <p>Achieve <b>gender equality</b> and empower all women and girls. </p>	<p>3.8 Achieve universal <b>health coverage</b>, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.</p> <p>4.4 By 2030, substantially increase the number of youth and adults who have relevant <b>skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</b>.</p> <p>5.5 Ensure women's full and effective participation and <b>equal opportunities for leadership at all levels of decision-making in political, economic and public life</b>.</p>
COMMUNITY	<p>We have a social responsibility to contribute to the harmonious development of our society.</p> <p>We identify and implement each year minium 5 initiatives / charity actions WW which benefit to our local communities and contributes to the internal promotion of our company values.</p>	Promote peaceful and <b>inclusive societies</b> for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. 	<p>16.7 Ensure <b>responsive, inclusive, participatory and representative decision-making</b> at all levels.</p>

# 5.4. Vinventions is a signatory of both the EU & US Plastics Pacts

	<p><b>Vinventions Sustainability Commitments</b></p>		
	<p>We invest only in <b>products</b> that are efficient and environment-friendly, are made of <b>renewable, circular</b> or <b>biodegradable</b> materials, can be easily recycled and are superior in wine quality preservation.</p> <ul style="list-style-type: none"> <li>• Renewable raw material: <a href="#">Nomacorc Green Line</a>.</li> <li>• Circular raw material: <a href="#">Nomacorc Blue Line</a>.</li> <li>• Biodegradable raw material: <a href="#">SÚBR</a>.</li> </ul>	<p><b>Design 100% recyclable and reusable products where possible.</b></p>	<p><b>By 2025, ensure all plastic packaging is 100% reusable, recyclable, or compostable.</b></p>
	<p><b>We actively impact our value chain to reduce our environmental footprint.</b></p> <p>We work on the creation of a sustainable business model for the collection, sorting, treatment and recycling/upcycling to achieve full circularity for minimum 50% of our production of synthetic closures by the end of 2025.</p>	<p><b>Increase recycling rate by 25%.</b></p>	<p><b>By 2025, undertake actions to effectively recycle or compost 50% of plastic packaging.</b></p>
	<p>With the launch of the <a href="#">Blue Line</a> in May 2021, we introduced closures where 50% of the raw material comes from a <b>ISCC+ certified recycled plastic</b> using a "Mass Balance" approach.</p>	<p><b>Use at least 30% of <u>recycled plastics</u> in new plastics.</b></p>	<p><b>By 2025, ensure that the average recycled content or responsibly sourced bio-based content in plastic packaging will be 30%.</b></p>



# VINVENTIONS

If you want to continue the conversation around sustainability at Vinventions, please contact us at [sustainability@vinventions.com](mailto:sustainability@vinventions.com)