

# CSR REPORT

2020-2021



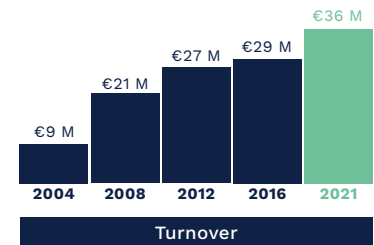
eurowipes  
ANJAC



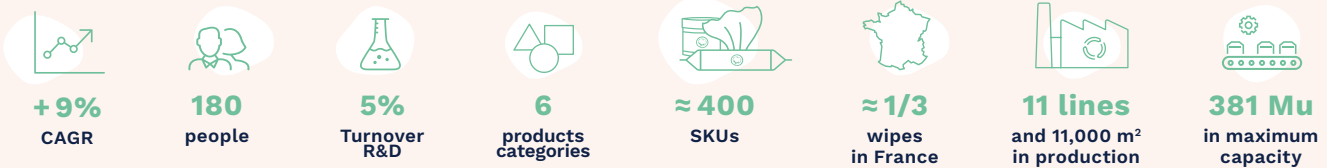
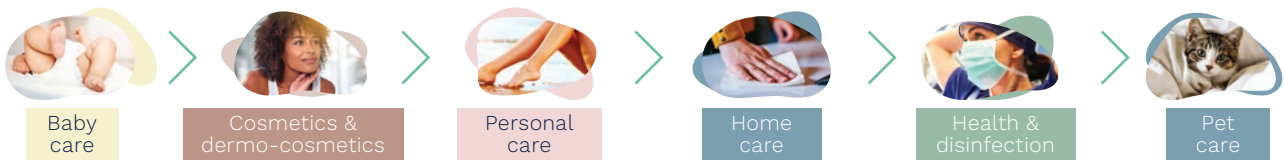
# EUROWIPES, A COMPANY OF ANJAC GROUP

## Who are we?

Created in 2001, Eurowipes, ANJAC Health & Beauty group is an expert in impregnated wipes, pads and face masks for hygiene, cosmetics, skincare and health applications. Equipped with R&D laboratories and adapted industrial tools, **Eurowipes designs, develops and custom manufactures to support its customers in France and abroad.** All this with 'made in France' expertise, and natural, efficient, completely harmless products which are environmentally friendly.

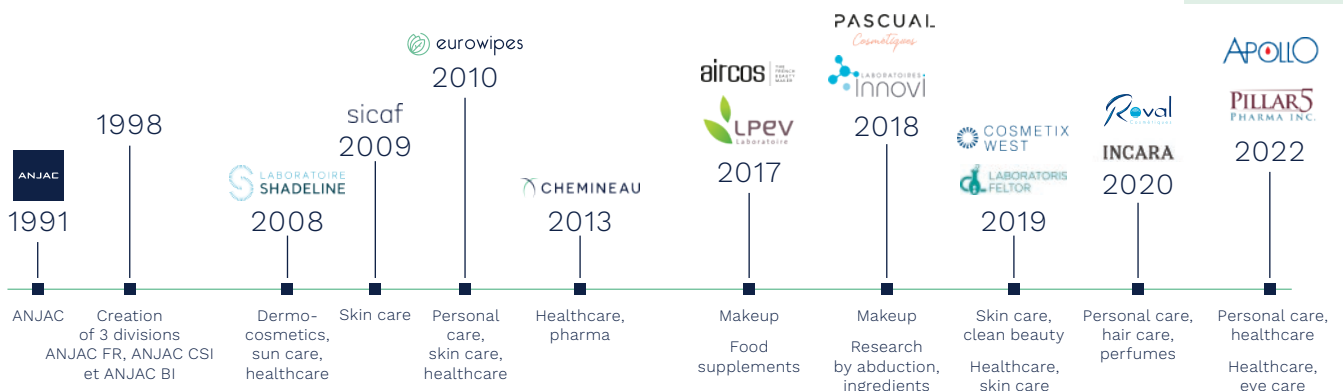
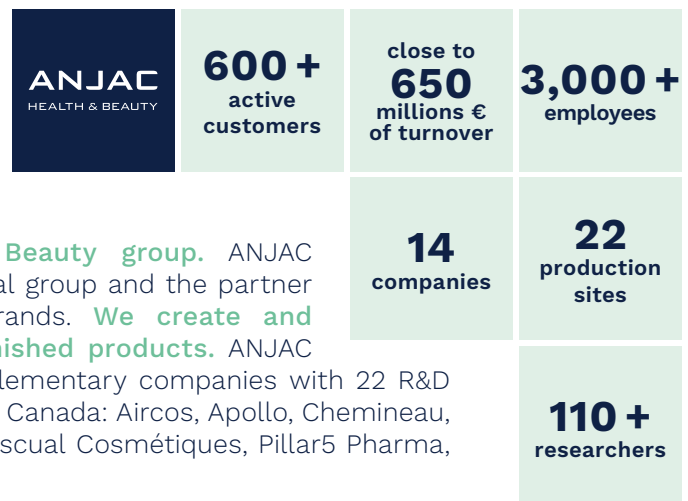


### EUROWIPES, A MULTI-SENSORY EXPERTISE



## Our group

Eurowipes is **part of the ANJAC Health & Beauty group.** ANJAC Health & Beauty is a French family-owned industrial group and the partner of health laboratories, beauty and wellness brands. **We create and manufacture, from the raw materials to the finished products.** ANJAC is made up of 14 experts, autonomous, and complementary companies with 22 R&D and production sites in France, Spain, California and Canada: Aircos, Apollo, Chemineau, Cosmetix West, Euro Wipes, Feltor, Innov, LPEV, Pascual Cosmétiques, Pillar5 Pharma, Roval Cosmétiques, Shadeline, and SicaF.



## Our sustainability promises

The 2020-2021 period was significantly marked by the unprecedented health crisis, which tested the real commitments of the company. Investing in the well-being of employees, developing innovative greener products, choosing more environmentally-friendly production methods... All this requires both human and financial investment, which is more difficult in times of crisis. The CSR\* strategy of Eurowipes, introduced years ago, has demonstrated the sincerity of our commitments.

In 2021, our CSR approach was awarded a gold medal by the independent organisation ECOVADIS. This excellent achievement places Eurowipes in the top 5% of companies in the sector. This shows the involvement of all our employees in the CSR process.

Throughout the crisis, the protection of our employees has been our primary concern. Eurowipes has put all the necessary measures in place to protect its employees, allowing them to continue to work in optimal health conditions. In addition, new CSR initiatives have been introduced, from the recycling of all our employees' face masks, to the widespread use of electric cars in our fleet, as well as the installation of charging stations and the construction of an energy-efficient building.

Eco-design is more than ever at the heart of our innovation strategy. We are committed to offering our customers and consumers natural, biodegradable and compostable products that are increasingly eco-friendly.

\* Corporate Social Responsibility

### Olivier Hourcade

Managing Director  
Eurowipes



# OUR COMMITMENTS

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**INNOVATION**  
to transform and improve the **sustainability** of our offer.



#POSITIVE INNOVATION  
#RESPONSIBLE PURCHASING

#ENVIRONMENTAL FOOTPRINT  
#INDUSTRIAL PERFORMANCE



**SAVE**  
resources and **reduce** our environmental footprint.

**ENSURE**  
the **safety** and **development** of our employees for our **employees**.



#HEALTH&SAFETY AT WORK  
#PROFESSIONAL DEVELOPMENT

#SOCIAL IMPACT ON TERRITORIES



**SUPPORT**  
the group's societal commitment in **our territory**.

# OUR EMPLOYEES HAVE THEIR SAY

“What is CSR for you?

How do you integrate it into your daily work at Eurowipes?”

The environment has been at the heart of our development since the inception of Eurowipes, and all components of the finished product are concerned: the chemical materials, the non-woven and the packaging. It is part of our DNA and our values!

”

**Mélanie**

Innovation and Prospective Research Manager



The company should not and cannot simply offer a job. Today, the company is a stakeholder in the social, societal, economic and ecological environment which it is part of. Safety, well-being, fulfilment: all our employees assume this responsibility on a daily basis. It is demonstrated through our work and our collective values: respect for ourselves and others, from today, for our future.

”

**Emmanuelle**

Head of Human Resources



Concern for the environment and in line with its ecosystem and its stakeholders, Eurowipes' teams are strongly mobilised and participate in the implementation of social, environmental and economic actions. Anticipate, innovate, evolve: the key words for the company's responsible growth!

”

**Frédéric**

Quality Assurance & EHS Manager



Our purchasing strategy naturally includes a CSR dimension.

In 2021, we set up an external and shared solution – ECOVADIS – to evaluate our suppliers on CSR criteria.

We are committed to continuous improvement and are working with our suppliers to reduce our environmental footprint.

”

**Dominique**

Purchasing Director



Promoting our CSR approach to our customers and partners allows us to support them in satisfying the consumer needs in more responsible consumption. CSR is also a unifying factor internally among our employees, who actively participate in the development of new initiatives.

”

**Jingfei**

Head of Marketing and Communication



Balancing productivity with human concerns, economic constraints and environmental needs are among the major challenges facing companies today. Having invested in our CSR programme for several years, we face these challenges with confidence in the choices we make in our day-to-day operations and in the actions undertaken by our teams for our customers.

”

**Laurent**

Lotion Process Manager



# INNOVATION TO TRANSFORM AND IMPROVE THE SUSTAINABILITY OF OUR OFFER

## Innovation elaborated by Eurowipes' laboratory

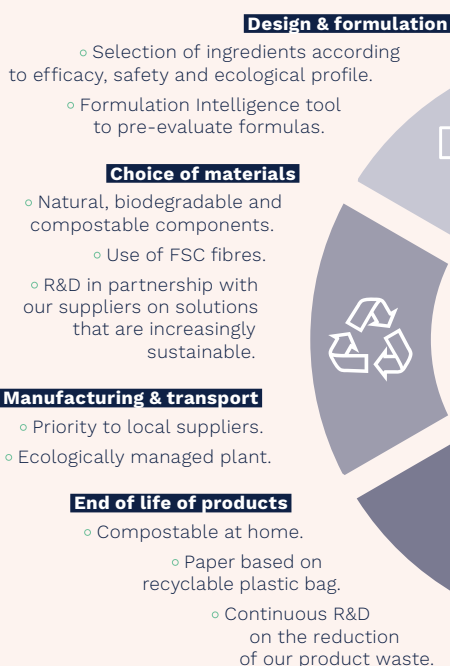
The innovation at Eurowipes is based on the development of solutions that combine effectiveness and safety, ease of use and responsible consumption. Eurowipes develops turnkey products for its customers to keep up with market trends.

	2018	2019	2020	2021
Number of turnkey references or innovations	7	8	9	23
of which hygiene	7	5	8	18
of which detergents	0	3	1	5
% with natural fibres	57%	38%	100%	100%
% natural or organic certifiable in hygiene & cosmetics	57%	60%	100%	78%
% FSC certifiable	43%	38%	100%	61%
% eco-labels certifiable	0%	13%	33%	13%
% of cosmetic references evaluated by Beautylitic (cosmetic formulation intelligence tool)	-	-	100%	100%
% formulas proposed with an eco-packaging solution	14%	0%	33%	35%

### 100% OF OUR INNOVATIONS MEET SUSTAINABILITY CRITERIA

Eurowipes is committed to reducing the environmental footprint of its innovations with an **eco-design approach** throughout the entire life cycle. Eurowipes only initiates innovation projects that have a **positive impact in terms of CSR**.

Our criteria include the safety and naturalness of the products, reducing the use of virgin plastic, reducing water consumption and contributing to the circular economy.



### RECOGNISED AND AWARD-WINING COMPOSTABLE INNOVATION

Eurowipes was a pioneer in 2018 with the launch of **OK compost Home baby wipes** in France. This expertise in compostability has since been extended to other product categories, such as home care, cosmetics and personal care .

In 2021, **Eurowipes received a Cosmetic Award** at Cosmetic 360® for the first OK compost Home certifiable organic sheet mask in paper sachet.

COSMETIC 360®  
AWARDS2021



Certifiable

## Product development in response to customer briefs

Eurowipes communicates to its customers, in a transparent manner, the various notions of eco-responsibility (naturalness, biodegradability, compostability, recyclability...). The aim is to better guide them in the selection of product characteristics that they will launch to consumers.

	2018	2019	2020	2021
<b>Non-woven fabrics in the products</b>				
<i>Non-woven volume in million m<sup>2</sup></i>	66.9	79.5	88.9	88.1
<i>Non-woven mass in tonnes</i>	3,029	4,495	4,164	4,087
<i>Tonne/million m<sup>2</sup> non-woven</i>	45.3	56.5	46.8	46.4
<i>% natural fibres</i>	46%	60.8%	70.7%	83.1%
<i>% FSC certified natural fibres</i>	12.1%	13.5%	45.8%	53%

	2018	2019	2020	2021
<b>Ecological profile of products</b>				
<i>Number of products</i>	283	327	233	235
<i>% natural or organic certified products</i>	8.8%	14.7%	20.2%	20%
<i>% FSC certified products</i>	3.2%	9.2%	26.2%	33.6%
<i>% products with eco-labels (AHA, Bra Miljoval, Swan Label, OK compost Home...)</i>	2.5%	3.7%	5.2%	5.5%
<i>% of products with recyclable / ready to be recycled packaging</i>	-	-	9.2%	10.7%
<i>% products with biosourced packaging</i>	-	-	3.9%	4.8%

### REDUCTION OF 3,672 TCO<sub>2</sub>eq (EQUIVALENT IN TONNES OF CO<sub>2</sub>) THROUGH INNOVATION IN OUR NON-WOVENS

- Through the use of natural fibres, 919 tonnes of plastic were saved in 2020 and 2021;
- We guide our customers towards the choice of FSC fibres from sustainably managed forests;
- Innovation in stronger, lighter-weight non-wovens reduces the use of fibre in our wipes.

### 100% OF OUR CUSTOMER LAUNCHES WITH NATURAL WIPE MATERIALS

We encourage our customers to choose more eco-friendly fibres for their products. In 2020-2021, all customer projects were developed with natural wipe materials.



### ALMOST 50% OF PRODUCTS LABELLED

No solution without education! We continuously support customers and end customers in the choice of eco-responsible products and in the disposal of waste after use. The eco-certifications are an effective indicator for consumers.

### REDUCTION OF PLASTIC IN PACKAGING

We continue to strengthen the offer of eco-packaging solutions: reduction of packaging weight, use of bio-sourced material or recyclable/ready to be recycled material.

Supporting our customers towards these more responsible solutions helps to limit the use of virgin plastics. For example, specific work with a client on the packaging of its leading range of baby wipes in France resulted in saving 14 tonnes of plastic.

# SAVE RESOURCES AND REDUCE OUR ENVIRONMENTAL FOOTPRINT

## Adapting equipment and introducing renewable energy

### 100% LED LIGHTING

All of our production buildings are lit with LED lighting and automatic switches are installed in the transit areas.

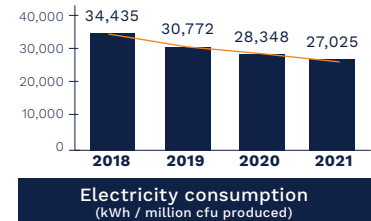
### REUSE LOST ENERGY

Since 2019, we have been redirecting temperature-controlled exhaust air from the clean rooms to air-condition the storage areas. The approach was further developed in 2020-2021 through recycling the heat generated by a new compressor to heat the packaging areas.

### 3,500 M<sup>2</sup> OF SOLAR PANELS AND DOUBLE IN 2022

Since their installation in 2018, the electricity replaced by green energy has resulted in the equivalent of 240 tonnes of CO<sub>2</sub>.

This surface will be doubled in 2022, with the inauguration of our new warehouse, of which part of the roof will be equipped with photovoltaic panels.



**Up to 25%**  
of our monthly electricity consumption is supplied by solar panels depending on the level of sunshine

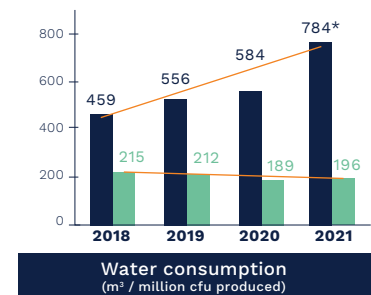
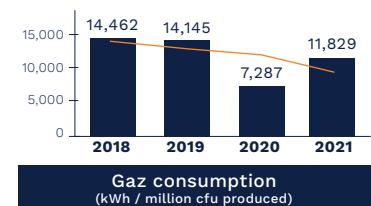
## Controlling our water consumption

### MAXIMISING THE PERFORMANCE OF OUR REVERSE OSMOSIS PLANTS

Water is the first ingredient in our formulas. In all our processes, we use only reverse osmosis water produced by our own facilities. Our reverse osmosis plants are closely monitored to minimise water loss during treatment, while ensuring optimum quality.

### OPTIMISE THE PRODUCTION PLAN

The objective of an optimised production plan is to reduce water consumption related to the cleaning of production lines and tanks. The Covid-19 crisis is putting pressure on the raw materials market, which limits the possibilities of optimising production runs. This has resulted in a slight increase in our cleaning water after several years of continuous decline. The ambition for the coming years is therefore to redouble our efforts in order to regain stability in our production planning, with the aim of reducing water consumption for cleaning production lines and tanks.



Of which cleaning water

- total consumption
- consumption of cleaning water

\*Disturbances detected in water consumption: under investigation with the competent bodies



## Reducing transport-related CO<sub>2</sub> emissions

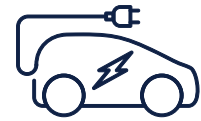
### GREENER TRAVEL

We are committed to reducing the carbon footprint of our employees' travel:

- **The company car fleet is gradually being converted to electric vehicles.** For example, 100% of new company vehicles are either hybrid or electric ("Green") and, to date, 62% of the fleet has already gone "green";
- **Trains are prioritised** for business travel;
- We encourage our contractors and employees to use electric vehicles by providing **charging stations**.

### ECO-RESPONSIBLE LOGISTICS CHOICES

We give preference to **local suppliers of raw materials and packaging materials**: France (70%) or Europe (96%). We choose logistics partners by taking into account their environmental policy.



**62%**

**of our car fleet has already gone "green"**



**Priority to trains**

## Fighting local pollution

### CONTROLLING WATER DISCHARGE FROM THE PLANT

Water discharge is **controlled for quantity and quality by an external COFRAC-approved laboratory**. Emergency procedures and measures are in place to prevent the risk of accidental spills. For the 2020-2021 period, no anomalies or accidental pollution were noted.

### CONTROLLING OUR WASTE

Industrial waste is **sorted** according to each recycling or treatment channel by approved service providers.

Since the beginning of the health crisis, we have been working with a French company to **recover and recycle surgical masks** used by our employees: more than 13,800 masks have been collected and recycled into everyday objects.

### LIMIT THE IMPACT OF OUR CONSTRUCTION SITES

To support sustained growth, **Eurowipes regularly opens expansion sites**. At the end of 2021, we began work on our new warehouse. A local digger was chosen to limit the transport of machinery and to dispose of the excess soil at a local farmer's. In addition, the construction technique used with on-site processing of materials (without the use of external aggregates) has no impact on natural resources through the unnecessary extraction from quarries.

**0**

**number of local and accidental spills detected between 2018 and 2021**



**13,800**

**masks have been collected and recycled since the Covid-19 crisis**

# ENSURE THE SAFETY AND DEVELOPMENT OF OUR EMPLOYEES

	2018	2019	2020	2021
Total number of employees	137	148	175	179
of which % permanent	90%	91%	91%	92%
Number of internal mobilities	N/A	N/A	N/A	3
Average seniority (in number of years)	8.3	8.2	7.6	8.4
Equality index ("Avenir Professionnel" Act of 2018)	N/A	61/100	99/100	96/100

## PROTECTION OF ITS EMPLOYEES, A PRIORITY FOR EUROWIPES

During the Covid-19 crisis, we ensured health and safety in the most responsible and cooperative way possible: hygiene and protective measures were rigorously applied, a Covid-19 crisis unit was set up within Eurowipes and the ANJAC group, and a new internal organisation was set up to limit exposure.

With significant growth for Eurowipes particularly in 2020 and 2021, new production equipment has been installed. Despite the teams' anticipation of these changes, we are still not satisfied with accident frequency rate, we continue our efforts to achieve the target of zero accident.

### Immediate action was taken:

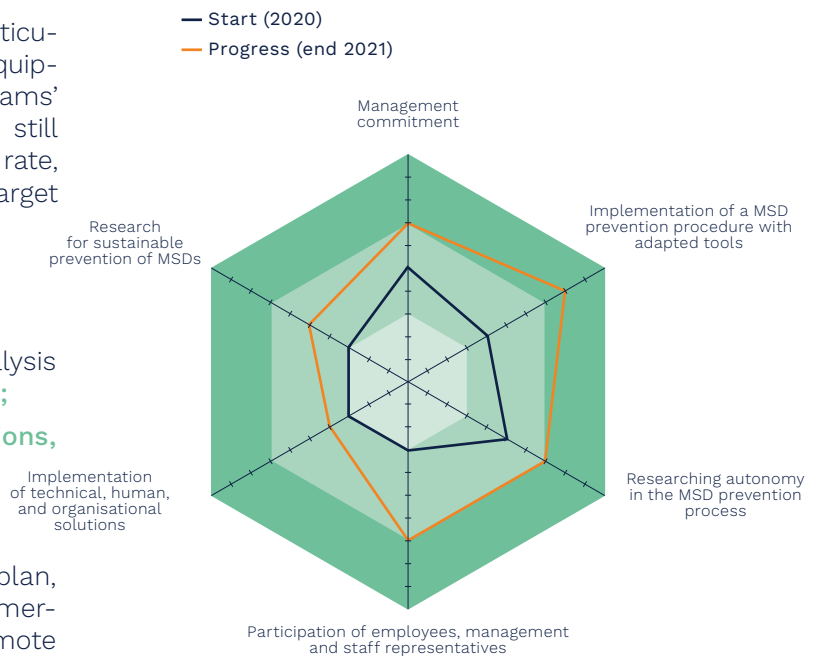
- The implementation of accident analysis tools with **better monitoring of actions**;
- The carrying out of **safety inspections, deployment of a 5S culture**;
- **Additional dedicated internal and external resources** to work on major projects (training, prevention plan, management of external companies, emergency plan, atex zoning), and to promote a safety culture within the company.

## INTERNAL MOBILITY

Since 2021, new measures have been put in place to **encourage internal mobility**. For each open position, advertisements are systematically posted internally, and when the profile is suitable, internal proposals are made before the external recruitment process. "Live my life" events are organised for employees who want to change jobs.

## EUROWIPES IS COMMITTED TO THE PREVENTION OF MUSCULOSKELETAL DISORDERS

This comprehensive approach has been in place since 2020, with the **training of a resource person**, the formation of a working group and the study of a various positions in the company.



	2018	2019	2020***	2021
Number of employees who received external training*	43	53	31	89
Total number of hours of external training*	733	1,185	507	1,209
Number of employees who have received internal training**	N/A	N/A	N/A	87
Total number of hours of internal training**	100	148	130	159
Total number of hours of external and internal training	833	1,333	637	1,368
Average number of external and internal training hours per employee	6.08	9	3.64	7.64

\* External training: formulation, NT, management, English, CSE, Tms Pro, authorisations, CACES, SST, EPI

\*\* Training provided internally: hygiene, GMP, AHA, DM, IT

\*\*\* With Covid-19 impact

## ENCOURAGE THE PROFESSIONAL DEVELOPMENT OF OUR EMPLOYEES

After 2020, a year in which many training courses were cancelled due to the health situation, **2,500 hours of external training were provided to Eurowipes employees in 2021, i.e. almost 2 days per person.** The training courses chosen meet our objectives and ambitions as a responsible company: people skills (management, tutoring...) for almost half the number of hours and health and safety prevention (750 hours). 50% of the training organisations we work with are QUALIOP1 certified, a guarantee of quality.



"l'Euro(wipes) 2021" table football tournament.



Operation "We are great" during the first Covid-19 lockdown.

## LEARNING

Our company aims to be integrative and formative. **The number of work-study contract students has been doubled by 2021** and these now represent nearly 5% of our workforce. In order to facilitate their integration and the acquisition of skills, **100% of tutors have been trained in tutoring.**

**Presentations by Eurowipes professionals** are also held within the departmental high schools to present our professions.

## DEVELOPING A SENS OF BELONGING AND GIVING MEANING TO PROFESSIONAL RESPONSIBILITY

In order to increase cohesion between teams, Eurowipes is committed to facilitating exchange within the company and to applying **clear and transparent communication with its employees.**

Periodic information meetings are organised to facilitate exchanges between management and teams.

Steering committees have been set up since 2020 on operational management around common objectives and projects.

Among these committees **the Corporate Life Committee is responsible for organising engaging and communicative events**, in order to create a friendly and supportive working environment.

## WELL-BEING AT WORK

Successive lockdowns, school closures, our responsibility to protect everyone from illness, the stress of commuting... have caused a change in the way we work. **Remote working was quickly adopted by eligible employees.** When the governmental obligations were lifted, Eurowipes chose to maintain this modern work organisation on a voluntary basis.

# SUPPORT THE GROUP'S SOCIAL COMMITMENT IN OUR TERRITORY

Eurowipes supports the societal commitment of the ANJAC group, that puts people and health at the forefront with 3 main focuses:

- 1 • The fight against childhood and adult **cancer**;
- 2 • Access to **basic hygiene**;
- 3 • **Women's health** and **status**.

In line with our values to support our territories, the ANJAC group supports:

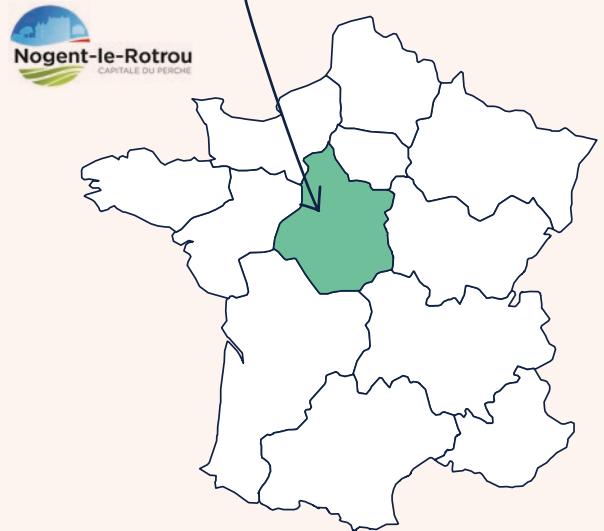
- **Gustave Roussy Hospital**, an European centre for the fight against cancer;
- **The EPIC Foundation** with its associations:
  - **Prerana**, which works to end intergenerational trafficking;
  - **Acting for School**, with an approach based on neuroscience research to help children learn to read;
  - **Sport dans la ville**, which promotes the social and professional integration of young people from disadvantaged neighbourhoods through sport.
- **The "Belle et Bien" association** which supports women with cancer by offering them onco-aesthetic treatments to boost their self-confidence and self-esteem;
- **CEW Beauty Centers** by providing one hour of socio-aesthetic care to 110 cancer patients;
- **La Maison des Femmes**, a unique medical and social structure that supports women victims of violence, with the donation of make-up and personal care products and help in recruiting a midwife;
- **Catholic Relief Services** through donations of personal care products.



## EUROWIPES IS ALSO ENGAGED IN SUPPORTING ITS TERRITORY

Throughout the crisis, Eurowipes has actively supported local authorities in Nogent by providing them with the necessary supplies for disinfecting hands and surfaces, essential steps in the fight against Covid-19.

### CENTRE-VAL DE LOIRE REGION



In addition, given the lack of equipment, Eurowipes decided to support the Centre-Val de Loire region with donations of wipes. In March 2020 alone, more than 500,000 disinfectant wipes were given to cleaning staff in public services, essential shops and to medical staff.



# CSR, A SHARED APPROACH WITHIN THE ANJAC GROUP

## An approach supported by facts and results

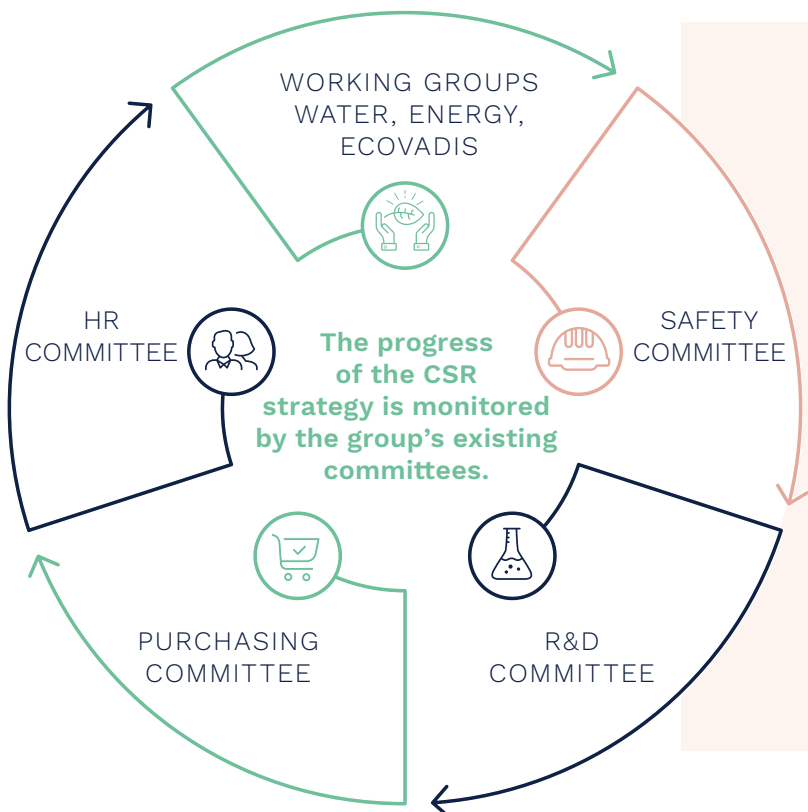
The group and its 14 companies are committed to the ECOVADIS certification process. In 2021, 3 companies were awarded gold medals, 2 silver medals and 1 bronze medal, i.e. 51% of ANJAC's turnover\* is evaluated GOLD.

ANJAC's commitment is to obtain the gold medal ECOVADIS for the group and all its sites within 5 years.

In resonance, the group's responsible purchasing is based on an ECOVADIS rating covering 50% of ANJAC purchases by value from 2021 and a progress plan which will be established for 2022-2026 targeting 100% of purchasing expenditure.



## Gouvernance on the ground and at group level to ensure the success of our commitments



BEING MORE SUSTAINABLE AND CARING IS NOT GIVEN AS A MATTER OF COURSE, IT REQUIRES A DEEP CONVICTION AND DAILY ACTIONS.

**Aurélien Chaufour,**  
President  
of the ANJAC  
Health & Beauty Group.

\* Perimeter 2021.

# WORKING WITH INCREASINGLY RESPONSIBLE PARTNERS

## Our approach of responsible purchasing

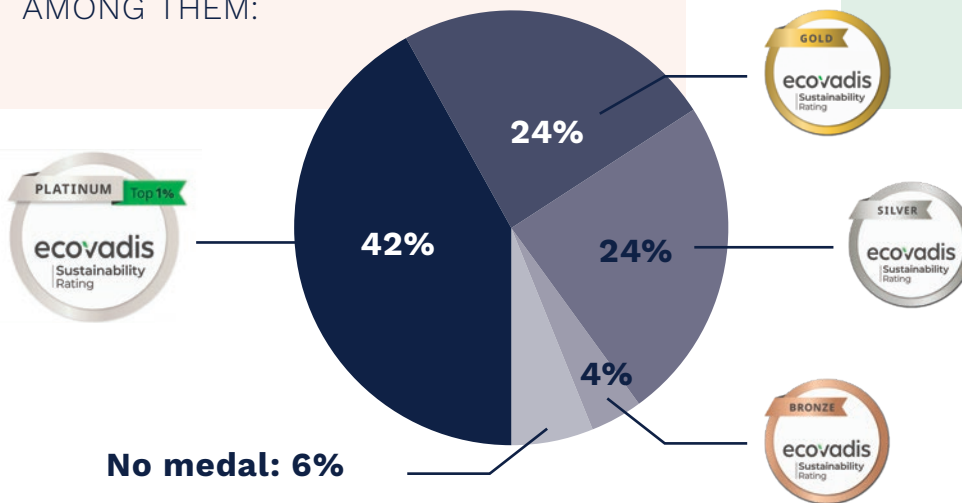
Eurowipes works with local suppliers of raw materials and components to limit the carbon footprint associated with transport. **Sustainable development is at the heart of Eurowipes' concerns.** This is a value equally shared by the ANJAC Health & Beauty Group as well as all of its companies. In this respect, the group is committed to its responsible purchasing policy, and shares its vision and priorities for progress in environmental, social and business ethics with its suppliers and partners.

In 2021, Eurowipes and the group set up an external and shared solution for evaluating its suppliers on CSR criteria. This involves the ECOVADIS tool, which not only assesses the performance of suppliers' CSR approach, but also shares their strengths and areas for improvement so that they can develop corrective action plans.

96% of our suppliers are European

70% of our suppliers are French

BY THE END OF AUGUST 2021, MORE THAN 50% OF OUR SUPPLIERS ARE ALREADY ASSESSED BY ECOVADIS, AMONG THEM:



## Our responsible partners



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Contributing to a sustainable lifestyle requires commitment to make it a reality.

For AlcoS.A.D., being a sustainable pioneer means improving and innovating the production process wherever possible.



**Benoît Riqué**  
Deputy Director  
AlcoS.A.D

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It is part of CHEP's DNA to work with our customers to design regenerative and efficient supply chains to reduce carbon footprints.

Our ambition, based on that of the United Nations, is to build supply chains with a positive impact on the planet, society and our ecosystem.



A Brambles Company

**Isabelle Dresco**  
General Manager,  
CHEP France



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As a signatory to the IFRA-IOFI Sustainable Development Charter, our CSR approach is based on five axes: responsible sourcing, ecological footprint, employee well-being, product safety and transparency.

Through these areas of action, Bell Flavors & Fragrances is committed to improving its sustainability performance every day.



**Tobias Margraf**  
Quality Specialist and Antje Wittich  
Marketing Manager

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Mondi's purpose is to contribute to a better world by making innovative, sustainable packaging and paper solutions. Our sustainability framework, the Mondi Action Plan 2030, sets out our commitments and targets on circular driven solutions, created by empowered people, taking action on climate.



**Gladys Naylor**  
Group Head of Sustainable  
Development



eurowipes  
ANJAC

## CONTACTS

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You can also find us on 

This CSR report is available on our website.