



CSR Report 2022

« DISTRIBUTOR BY NATURE »

Édito

The year 2022 will remain etched in the history of AMI Ingrédients as one of changing times.

Changing times, firstly, because we moved to our new site. The move represents the completion of a business project that lasted almost 3 years, culminating in emblematic, spacious, functional and welcoming facilities, where the wellbeing of our employees takes its rightful place. We are now perfectly primed to support our ambition to grow over the coming years.

Times are also changing because 2022 ushered in profound and undoubtedly lasting market changes: rising raw material prices and energy costs, significant disorganisation of supply chains and a lack of visibility. In this new era, the AMI Ingrédients teams did everything in their power to keep customers happy while remaining faithful to our values of transparency, fairness, respect for others and our commitments, while developing new practices that helped us to build our resilience at the same time.

Finally, AMI Ingrédients has also embarked upon an organisational transformation, with the creation of a Supply Chain Department and a Scientific and Technical Department on the agenda for this year.

Once these initial projects have been completed, we will be able to accelerate the company's development in 2023 with the launch of several new partnerships (Sharon Personal Care in cosmetics, CSM Ingrédients and Doux Matok in food), the end phase of the managerial transition will be set in motion and the more ambitious CSR policy will be deployed.

A wonderful programme for this first year of Ami Ingrédients 3.0 !

Jean-Marc VENIN, CEO of AMI INGRÉDIENTS



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This report has been compiled in
accordance with GRI Grille G4



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Summary of our performance

About us

Because of our firm believes in partnerships built on human relationships, at AMI Ingrédients, we are so much more than just distributors. We repackage and store raw materials, but above all, we have developed a 360° strategy for the creation of value and excellence

Our offers & services

Distribution

- Storage capacity: 8,000 pallets
- Diversified raw materials in line with market expectations
- Network of long-term

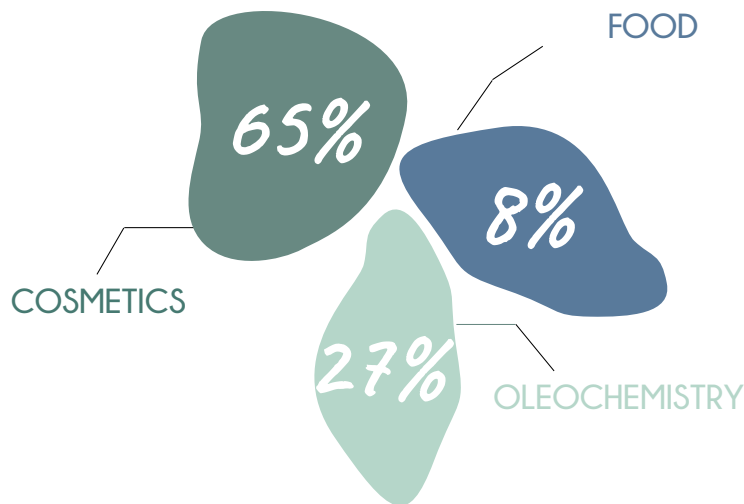
Repackaging

- Two semi-automatic repackaging lines
- GMP repackaging rooms
- Diverse packaging adapted to suit our clients' needs

Technical support and marketing intelligence

- Cosmetics and food application labs
- WEBI'LAB on current hot topics
- Commercial team made up of technical experts

Our markets



Breakdown by turnover

AMI in figures

63 M€

Turnover

1,000

Clients

1,300

Products

13,000

Orders

4 T

Average quantity
per shipment

10,800

Samples sent

Nos certifications



ISO 9001 : Quality management
Process management system with
performance indicators
Certified since 1999



carbon footprint
Renewed commitment to carbon
accounting in 2021 with a plan to
reduce CO₂ emissions



Responsible Care
Commitment to sustainable chemistry
Since 2011



KASCHER
Certified since 2019



RSPO : Sustainable palm oil
Certified since 2016



Biological products
Certified since 2019



Voluntary observation of GMP
and the HACCP method



*A gold medal
for AMI's CSR performance*

AMI has shown unwavering determination in its approach to CSR since 2011. Awarded in 2022, this gold medal highlights how our social and human rights-related efforts are advancing, with the implementation of a code of conduct and a good practice guide for all our employees. Our driving forces for 2023? Strengthening our performance in responsible purchasing in partnership with our suppliers. For more information about our results, do not hesitate to enquire on the [ECOVADIS platform](https://www.ecovadis.com).

Our food partners



High-performance functional ingredients for the bakery, pastry and confectionery industries.



Range of semi-finished goods that are easy-to-use, for the bakery, pastry and confectionery industries.



Pioneering sugar reduction start-up.



ESSENZA
dalla natura al gelato

Functional Clean label ingredients for ice cream applications.



Emulsifying and stabilising texturised citrus fibres from a mechanical process unique on the market.



Functional Clean label ingredients and plant fibres.



Range of soluble coffees.



Our cosmetics partners



A large portfolio of natural and sustainable high-performance ingredients.

Jungbunzlauer

Natural ingredients made from fermentation processes: xanthan gums, buffer solutions, moisturisers and exfoliants.



Fibers for Life.

Founder of innovative biosourced solutions, JRS Rettenmaier provides natural multifunctional ingredients.



A specialist in plant extraction, COSMOS-certified and/or originating from France.



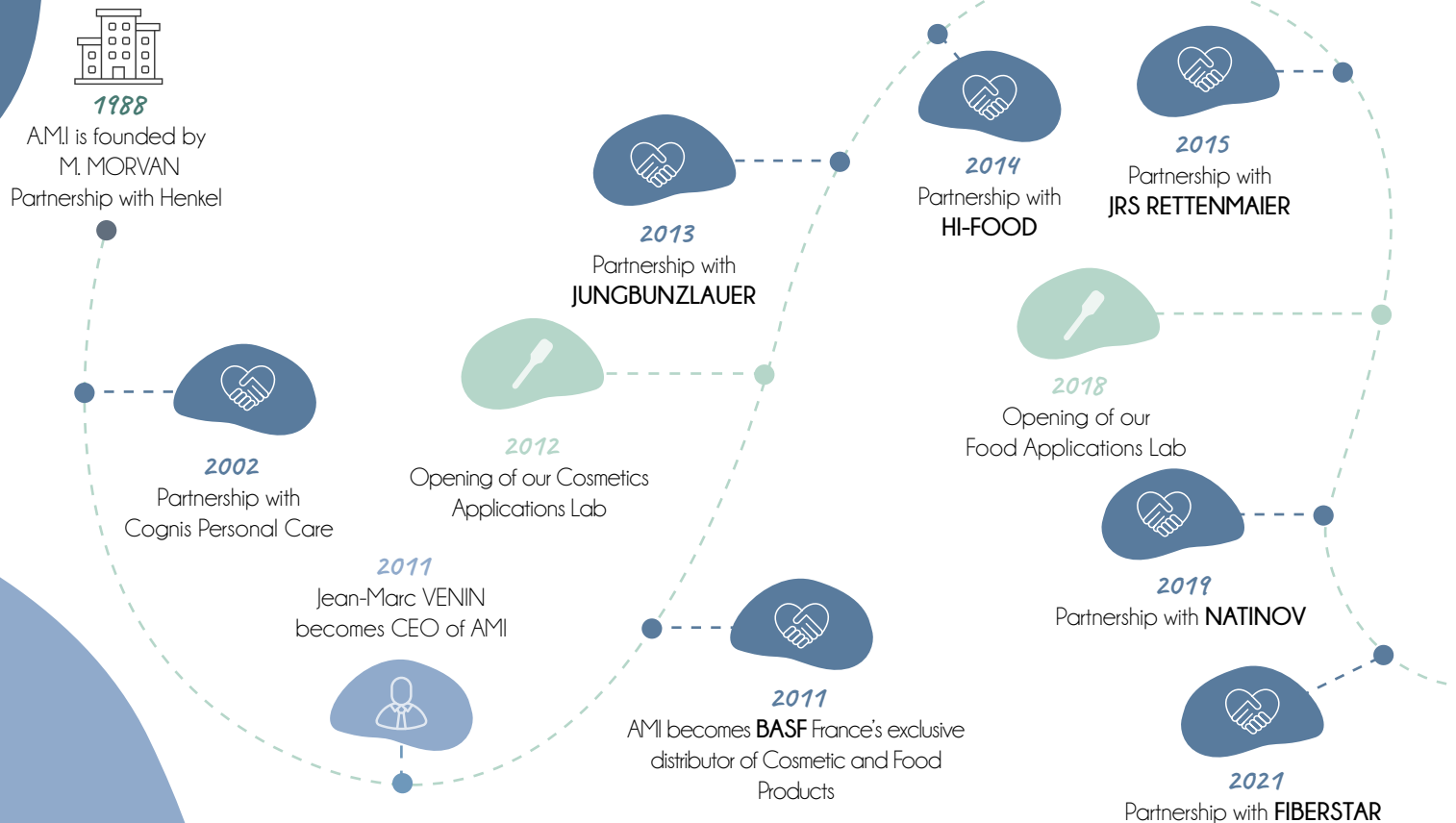
SHARON
PERSONAL CARE

Development of traditional and innovative conservation solutions.



Wide variety of mostly natural, mica-based nacres that are sustainable and ethically sourced for a range of colours to suit all kinds of requirements.

Notre histoire



Close-up on 2022

Move to our new
eco-friendly building



Partnership with
CSM Ingrédients



Partnership with
SHARON
Personal care



Partnership with
INCREDIO

Our values

Respect

*Leading by
example*

Transparency

Éthics

Team spirit

Our ambition for 2025

To gain traction in new markets with an extended portfolio of ingredients around «life sciences».




- *Quest for new partnerships in the area of natural ingredients.*
- *Roll-out of our new commercial system.*

Organisation and corporate governance devised to face the future and keep our clients happy over the long term.



- *Development of new managerial working methods that are collaborative and inclusive.*
- *Skills development.*
- *Managerial transition*



A company offering a positive work environment and enjoyable experience.



- *Move to a new, larger and more functional site, designed around efficiency and wellbeing in the workplace.*
- *Continuous development with working groups.*

Controlled use of resources.



- *Implementation of a carbon accounting roadmap.*

An attentive company



Satisfied clients

- Consideration of client feedback and needs
- Pro-active when it comes to optimising our customer service
 - Technical expertise and a bespoke approach
- Provision of intuitive tools (Extranet, search engines)

Highly involved partners, investors & communities

- Transparent communication of the company's activity and results
- Collegiality and unanimous agreement when it comes to decision making
- Involvement in local economic life





Committed partner-suppliers

- Strategic alignment with our partners
- Ongoing collaboration between the sales, lab and marketing teams
 - Long-term partnerships
- Transparent communication and regular reporting

Happy employees

- Skills training and development
 - Valuing wellbeing at work
 - Organisation of social events
- Transparent social dialogue and management



Providing increasingly natural ingredients

We work hand in hand with our partners to provide solutions that meet the requirements of our clients in terms of natural ingredients, without compromising on efficacy.

VERDESSENCE™ RANGE

With its new range of **Verdessence™** biopolymers, our partner **BASF** is committed to **sustainability**. It provides solutions in line with the latest cosmetic trends and designed to develop the most demanding formulas.

Eco-processed



Biodegradable

Sustainable

Performance

Biosourced



TAYAGEL® HA

Our partner **JUNGBUNZLAUER** offers a range of **biosourced products** including highly functional ingredients for natural and sensorial cosmetic products. Obtained through the **natural fermentation** of sugar under the action of the micro-organism *Sphingomonas elodea*, **TayaGel® HA** is a **rheological agent** that enables high viscosity gels to be formulated in very low concentrations.



VIVASTAR® CS ALGINATE

These **100% natural rheological agents** made from **seaweed** and produced in Brittany by our partner **JRS RETTENMAIER** are now **COSMOS-certified**.



Using renewable resources

Upcycling, also known as **recovery of co-products**, is the **circular economy's** true sidekick. Now inescapable, upcycling continues to grow across our industries, both **cosmetics** and **food**.

VITACEL® CS 5 APPLE

JRS RETTENMAIER offers an **upcycled apple powder** made from organic apple oil cake from the fruit juice industry. It can be used as an **alternative to synthetic compact powders**.

CITRI-FI® 400

At **FIBERSTAR**, the focus is firmly placed on **upcycled citrus fibers**, particularly the latest innovation **CITRI-FI® 400**. This range of organically sourced citrus fruit fibres is produced in an environmentally friendly way from the **co-product of the fruit juice industry**, without using any chemical processes or solvents. It can be used to **replace additives** in different food applications.

And what about active ingredients ?

With its new "Responsibly Active" programme, **BASF Beauty Creations** is focussing on the provision of plant-based raw materials for active cosmetic ingredients with specific measures :



Innovative products that protect natural resources : respect and protect local biodiversity and prevent land degradation and deforestation within supply chains. These initiatives also aim to **trace the origin of each plant** to its source, for example, **CASTALINE®**, an extract of organic chestnut leaves hand-picked in Ardèche.



Empowerment and respect for people : BASF is committed to empowering individuals and ensuring adequate and safe working and living conditions. By encouraging **diverse and fair work**, BASF is actively supporting the **inclusion of women** and small farm holdings such as the Targanine cooperative group, BASF's Moroccan fair-trade partner and supplier of sustainable argan oil used in the production of **LIPOFRUCTYL® ARGAN**.



Reducing the impact on the climate : The key areas of action have been defined in order to **reduce our carbon and environmental footprint** by consuming less water and energy while **minimising waste**, which is the case with the **Rambutan range**. This has resulted in the creation of the first **organic gardens** in Vietnam. By utilising the hairy lychee in all its forms, we have been able to create a **range of 3 upcycled active ingredients**.



To find out more



Waterless Beauty - a new way to save water

Water is an important ingredient in cosmetics and often comes **first in the INCI list**. Given the growing concerns around water scarcity and ecology, cosmetics brand are now looking towards a new, game-changing trend: "Waterless Beauty", also known as beauty products without water.

Some figures to shed light on the situation

Cosmetic products sold in France every minute :

360	650	120	30
shower gels	shampoos and conditioners	make-up products	tubes of sunscreen

On average, each of these products is **70%** water.

The cosmetics industry is one of the major consumers of water.



AMI chose to focus a large part of its laboratory developments and marketing efforts in 2022 on this inescapable trend, including a **WEBI'LAB on powder and compact cosmetics**, led by the trio of AMI and its partners **JUNGBUNZLAUER** and **JRS RETTENMAIER**.

This was the perfect opportunity to show our clients **the key ingredients** adapted to suit this kind of project, as well as **many orientation formulas**. This topic proved to be of real interest to our clients as it smashed previous attendance records.



131

"Powder and compact cosmetics"
WEBI'LAB participants

19

"Waterless" formulas developed in
2022 by the cosmetics lab out of 37
finalised formulas

175

Replay views



Measuring our carbon footprint

Increasing customer enquiries around the notion of **carbon footprint** show that this topic is **at the heart of their concerns**. Our partners are constantly innovating to provide consumers with **digital tools** that meet this need for transparency.

D'Lite®, a new digital tool

D'Lite® is BASF's new digital subscription tool for the cosmetics industry. It helps customers to identify the right **cosmetic ingredients** for their needs. It provides access to **precise carbon footprint values per ingredient**.

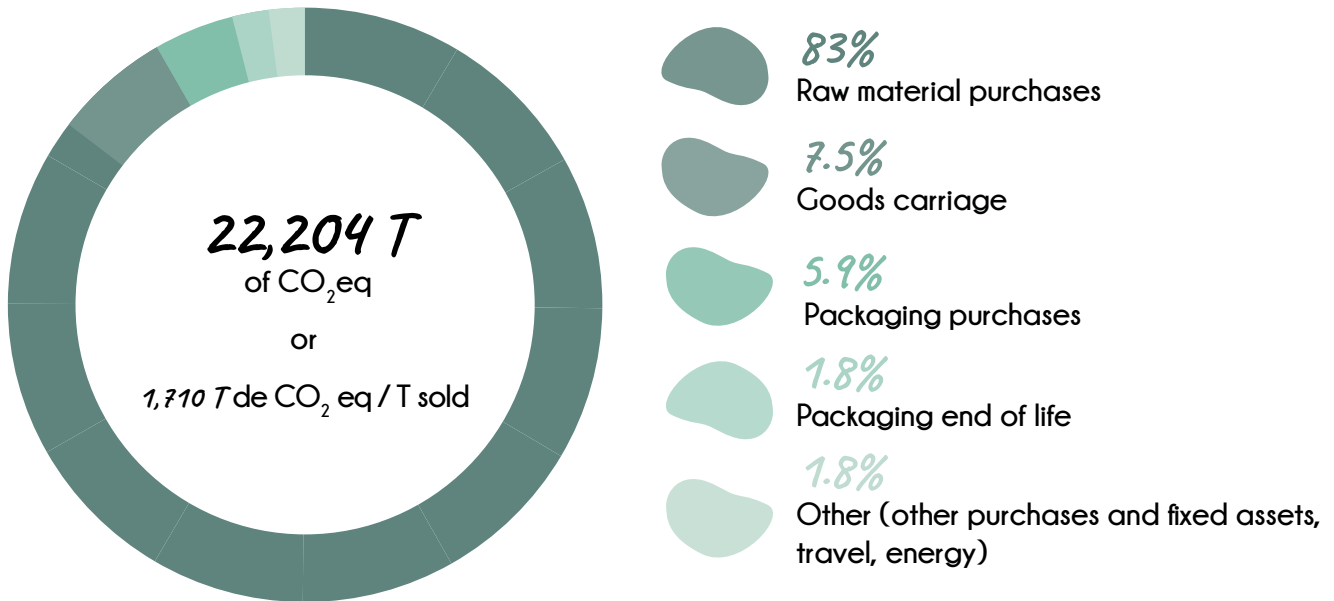


Emollient Maestro

As part of our D'Lite® tool, **Emollient Maestro** makes replacing mineral oils and petrochemical derivatives easier than ever by suggesting plant-based alternatives with a similar sensory profile and positive environmental footprint.

And what about AMI's carbon balance ?

Launched for the first time in 2011, we decided to **renew this voluntary scheme** in 2021. It allows us to **measure our progression as a company responsible** for its impacts. The Carbon Balance is a way for us to **check up on the optimisation efforts that are already in motion**, but also to open **new professional avenues** for our future development/notre développement futur.



Pillar 1 : Developing a responsible service offer

#3 Our performance

Order bundles

17

clients delivered to more than
4 times in a month in 2022

4 T

average volume
per shipment in 2022

Use of eco-friendly packaging

55 %

«green barrels» used in 2022

CSR-committed haulage

100 %

of deliveries are carried out by hauliers
committed to CSR

RSPO/COSMOS* sales

65 %

RSPO-certified sales in 2022
compared to 64% in 2021.

67 %

COSMOS-certified sales
as per 2022

*Expressed in volume

Pillar 2 : Contributing to the personal development and wellbeing of all

Employee overview

In 2022, AMI Ingrédients had a workforce of **59 on average**.



71% women



29% men

Stable contracts are preferred with **98%** of employees on permanent contracts.

Employees and labourers

31 %

Executives

29 %

Supervisors

40 %



4.6%

Rate of absenteeism



5

Work experience students/interns



39 ans

Average age



9 ans

Average years of service



7 %

Workers recognised as Disabled

A new SCE

The Social and Economic Committee (SCE) is an employee representation body. It aims to defend the jobs and working conditions of employees, guarantee their health and safety and ensure compliance with labour law.

What are the 3 main tasks of the SCE at AMI?

- To ensure that collectives and individual employees can communicate with their employer (raise questions and queries, make suggestions for improvement, etc.)
- To contribute to improving working conditions and safeguard the health and safety of employees (occupational risk analysis, participation in field audits, work-related accidents review, etc.)
- To participate in the company's social and cultural activities and manage a budget of 1% of the company's payroll.



Aim for 2023 : To set up and deploy the new SCE functions at AMI !



CSE AMI : Éloïse ALAIS and Marie SIX

Sharing the wealth

Faced with unprecedented inflation, AMI's management took the decision to raise all salaries by 5% in October 2022, as well as to award each employee a one-off bonus of €1,200.

Focus on skills development

Listening to our employees and providing «bespoke» training

Given the impact of the economic climate on our service rate (inflation, supply issues, etc) and the period of Covid-19 forcing us to work from home, working relations faced both internal and external challenges. In order to help our employees, a place on a “**tension and conflict management**” course was offered to all, on a voluntary basis. This training course provided employees with the key tools to tackle difficult situations and behaviours. A highly valued initiative making a positive contribution to the wellbeing of our employees !

Training and supporting «young talent»

Each year, we work with students either in the area of technical presentations, providing guidance or even immersive days at our company.



99%
of planned training courses

3,625 h
hours of training (apprentices included)

59,000 €
of budget spent on training

63
training courses for all
our employees



Focus on health and safety

New volunteers have joined our workplace first aid officer team. In 2022, the number of first aid officers rose to 14. The 2023 **annual prevention programme** was approved and signed off by our SCE team following a complete overhaul of our risk assessment. In addition, an **electric drum lifter** has been acquired: a major tool for preventing repetitive strain injury (RSI) and physical exertion from carrying loads. The whole production team has been trained in how to use this tool.

30

Frequency rate 2022
compared to 11.3 in 2021

100%

of work-related accidents reviewed
in the presence of the head of department

100 %

of corrective actions resulting from work-
related accidents were closed



What are the main lines of work for
2023 ?



To strengthen our safety culture implementing
an annual audit schedule including the
management team and employees from
different departments.

Focus on CSR month 2022

We share our daily life together and explore our new eco-friendly building designed by and for our employees !

But there's something new for 2022 ! Not just a week but **a whole month was dedicated to talking and sharing ideas about CSR**. It was a chance for everyone to discover our new spaces such as the nap room, fitness suite and terraces through various activities relating to **health** (sports courses, muscle awakening, etc), **wellbeing at work** (exploring relaxation methods, massages, etc) and **having a good time**.

At this event, we introduced challenges concerning car sharing and waste sorting.



Overview

- ✓ Getting familiar with our *new wellbeing spaces* *12 workshops*
- ✓ organised over the month and *209 sign-ups*
- ✓ Employees ready to pursue our CSR commitments through new initiatives identified by our *CSR working group*
- ✓ A partnership underway for *organic bread and flour delivery* every Thursday
- ✓ Participation in the Tours 10km Run with our *"Run with AMI" volunteer athlete team*
- ✓ Employees aware of *carpooling* and *waste sorting*



Pillar 3: Committing to environmental sustainability

Optimising our water consumption

New site, new water consumption ! Better management of our water consumption remains one of our priorities.

But what are we doing to help ?

We are reducing the consumption linked to our processes by :

- **Scouring pipes** to recover as much as possible of the raw material residue remaining after packing, thereby reducing cleaning
- **Effective cleaning products** to limit clean-in-place (CIP) water consumption.
- Treating industrial water using an **evapoconcentration system and reusing it in the CIP process..**

In 2022

587 m³

of water consumed in our
new building

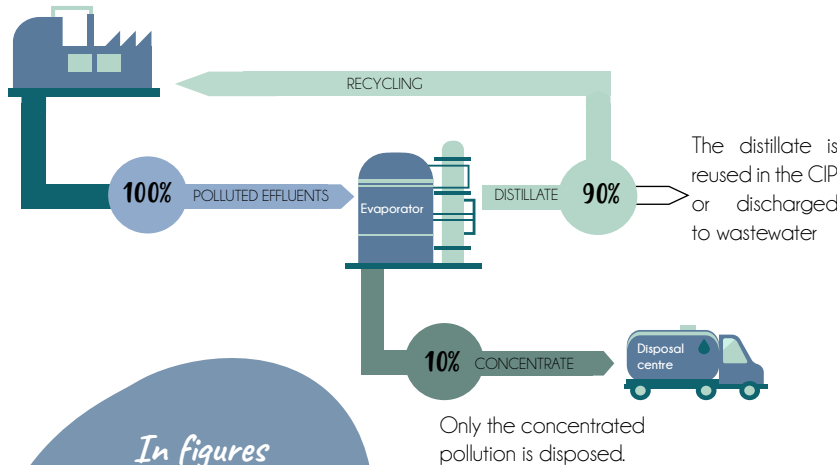


Our objective for 2023 ? To reduce our water consumption by 10% !

How does our water treatment system work ?

The treatment system works through **evapoconcentration**. Temperatures and pressures are adjusted and industrial water is separated into two phases:

- A concentrate containing “**pollutants**” initially found in industrial water.
- A distillate equivalent to “**clean water**” directly reused in our CIP washing system.



In short, this system allows us to:

- **Reduce our water consumption** through the reuse of the distillate.
- **Limit our waste** by concentrating pollutants.

The system operates under vacuum allowing us to evaporate at low temperatures (40°C) and thus consume less energy.

In figures

93 m³

of treated rinse water including
84 m³ of distillate
and 9 m³ of concentrate.



Our objective for 2023 ? To optimise how the evapoconcentration system works and treat 100% of our effluents, or around 300 m³.

Reducing our energy consumption

In our new building, we have obviously taken the opportunity to implement numerous energy saving solutions including the installation of **4,000 m² of solar panels**.

Power

153 MWh

of electric power consumed in 2022 since moving into our new building.

207 MWh

of electric power produced by our solar panels in 2022.

Gas

131 MWh

consumption in our old site before the move.

0 MWh

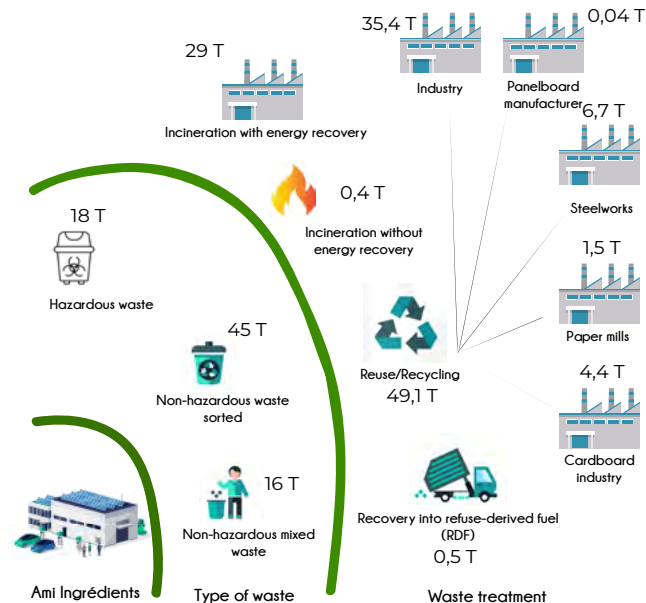


We have completely eliminated our need for gas consumption in our new eco-friendly building !



Promote the recovery and reduction of our waste

Each year in France, millions of tonnes of waste are produced. To reduce this figure significantly and improve our waste management, an **awareness campaign** was launched. It is based on three pillars: reduce, reuse and recycle (the 3 Rs).



Our actions

REDUCE

- Employees aware of the “zero waste” concept as part of our CSR events (reusable cups, meals with minimum packaging, etc)
- Disposable PPE in our packaging boxes replaced with washable PPE
- Discussion with our production partners about reducing packaging, particularly when sending samples

REUSE

- Old drums used as bins in our warehouses
- Pillboxes reused in our cosmetics lab
- Paper, cardboard and plastic reused in the dispatch of our samples/parcels

RECYCLE

- Discussion underway with our Kraft drum supplier about the optimisation of packaging sorting
- Support system set up for recycling the packaging sent to our clients
- Composting our green waste from the canteen and the food application lab

Committing to protecting biodiversity

Companies play a huge part in reducing the impacts on biodiversity.

Since 2021 we have been working with the **Association Biodiversio** to create **biodiversity islands** with a positive and sustainable impact including dry or humid areas, small groves, meadows, vegetable patches, dead wood, etc.



So what are the next steps ?

- Monitoring the biodiversity specialist training scheme
- Creating a biodiversity protection plan
- Calculating the biodiversity index
- Participating in "The Biodiversity Collage" experience



Focus on the local economy

Several initiatives have been taken in partnership with **local suppliers and traders** with the aim of **boosting and developing our local economy** :



Participation in the **grape harvest** at the Rousseau Frères estate located in the heart of the Touraine.



A food truck from Tauxigny was invited to our site for a **leisurely employee meal**.



Delivery of organic breads and flours with the Belêtre farmers' cooperative located in Dolus-le-Sec.



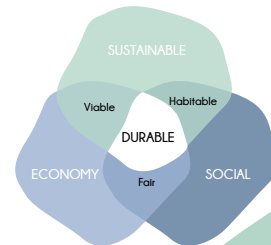
Partnership with La Fabrique Locale, a social enterprise restaurant that delivers meals for **employee lunches**.



Fruit and vegetable delivery with La Charrette, a producer's shop in Truyes.



Summary of our performance



63 M€

Turnover



65%
cosmetics



27%
oleochemistry



8%
food



13 1,000
partners clients



8.5/10

score awarded to AMI'S
services by our clients



8,000 pallets
storage capacity

4 T

average quantity per
shipment or a total of

15,222 T

1,300
items

67 %

COSMOS-certified sales
as per 2021



65 %

RSPO-certified sales :
compared to 64% in
2021

ECONOMY



22,204 T de CO₂eq

AMI's carbon footprint

48%

of employees live within a radius of
less than 20 km



153 MWh

power consumption since
moving to our new building

207 MWh

Power produced by our solar
panels



587 m³

of water consumed in
our new building in 2022

93 m³

of rinse water treated
including 84 m³ of distillate
and 9 m³ of concentrate



100%

paperless analysis reports
and delivery notes

ENVIRONMENT

59

people

98 %

permanent
employees



71% 29%

9 ans

average years
of service



8.3/10

score awarded to AMI by
its employees in 2021
concerning Quality of
Working Life



24

members
in the AMI'Fit sports
association



14

employees in
our CSR working group



5 % increase

+ 1,200 € bonus



8,100 €

Budget allocated to sports
event patronage and
sponsorship

SOCIAL

CSR Report 2022



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