

The background of the advertisement is a photograph of a young man and a young woman standing in a city street. The man, on the left, has curly brown hair and is wearing a dark blue denim jacket. The woman, on the right, has her hair in a bun and is wearing a blue short-sleeved shirt with a white collar and a white apron. They are both blowing a long, thin strand of spaghetti between their mouths. The street is paved and has buildings in the background under a blue sky with some clouds. Other people are visible in the background, including a person on a bicycle and a person with a briefcase.

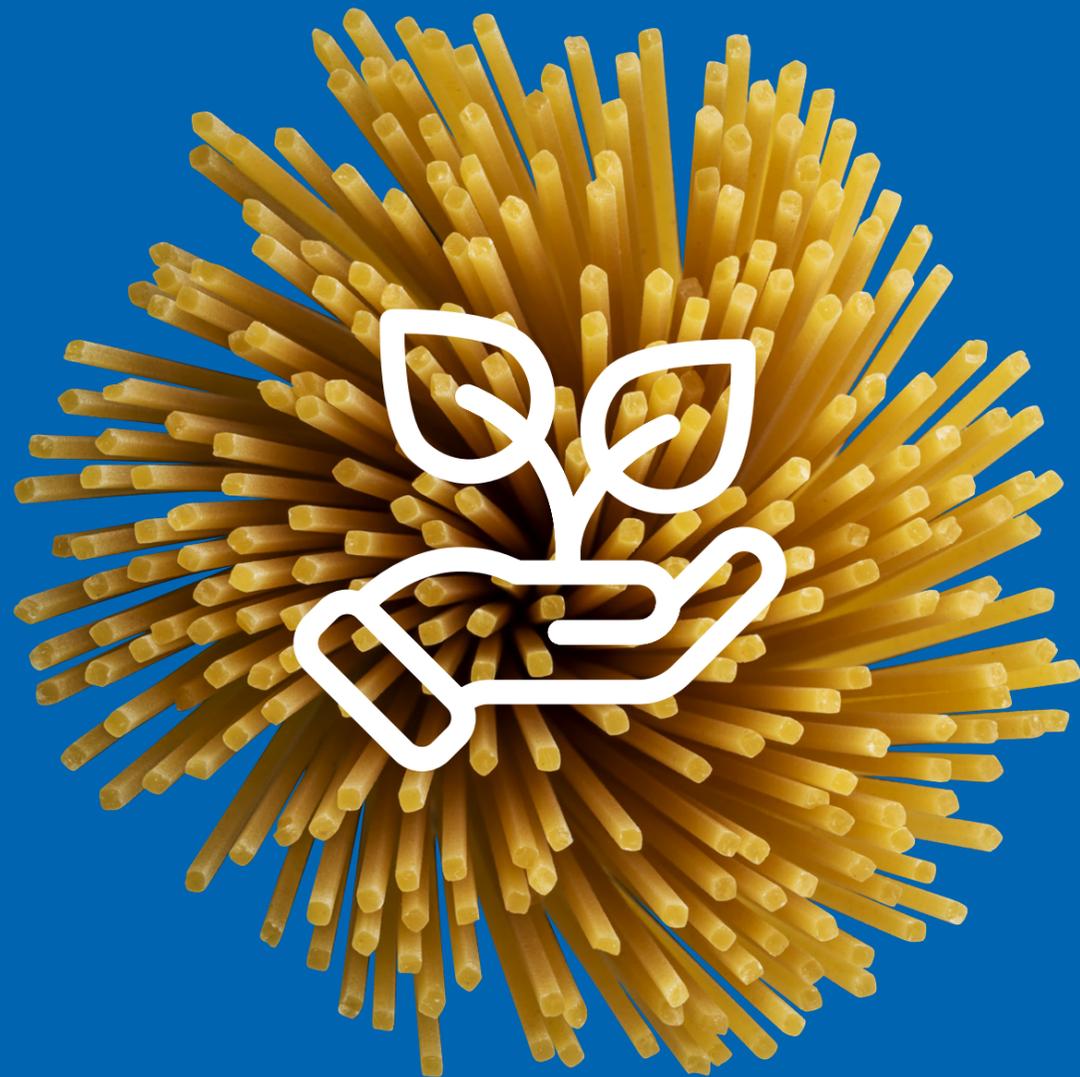
**Soubry the
sustainable
taste of being
together**



Table of contents

Foreword	5
A passion for pasta since 1921	6
Pasta	9
A healthy product that's easy to use	11
Soubry tastes good - for everyone	13
Certified guarantee of quality	15
Sustainable raw materials	16
Wheat as a sustainable food product	19
Partnerships with cooperatives	19
Sustainable farming practices	20
Respect for our planet	21
Multimodal transport	23
Energy efficiency and sustainable energy	23
Wastewater	26
Traditionally sustainable packaging	26
Optimised logistics	26
Digitalisation and automation	26
Passionate people	27
The Soubry workforce	29
Together for a safe, healthy working environment	30





Soubry goes for sustainable.

Soubry, Belgian pasta. We are the only producer of pasta in Belgium, but what we have to offer goes beyond that. And we're not just talking about our products. We also offer our customers and consumers a whole range of tips and recipes so that they can serve a delicious meal every time. That is our mission: to give everyone who cooks with Soubry pasta always something of value.

And we accomplish our mission sustainably. How? We tell you how in this first Soubry sustainability report, which is based on four main themes.

As a food company, our main priority is to dish up delicious healthy pasta of the highest quality to our customers and consumers. Pasta that, above all, is produced with sustainably grown ingredients.

One of the most important raw materials that we use for Soubry pasta is wheat – a 100% natural product. As a result, we feel that the planet itself is our main supplier. So, respect for the planet and the environment comes first in everything we do, from production through logistics. And we expect our farmers and suppliers to do exactly the same as us.

As a family company, we also firmly believe that we can only achieve our objectives by working harmoniously together. In first instance with our people, but also with our partners, customers and consumers. Knowledge, motivation and passion are of vital importance for the long-term future of our company.

In short, Soubry tastes good – for everyone!

Enjoy!
Michel en Matthieu Soubry

Belgian family company

- 3rd generation
- 100 years of passion
- Only Belgian pasta manufacturer
- 4 sites in Roeselare
- > 400 employees



Per year:



174,000 tons
of milled wheat

Vertically integrated
from purchasing the wheat
to the end product.



100,000 tons
of pasta products

In-depth quality guarantee

- Strict quality policy
- Ongoing investments in the latest state-of-the-art technologies



1.2 billion
portions

Own R&D and process development

Our customers

- Foodservice in the Benelux
- Retail in Europe
- B2B worldwide as supplier to most food multinationals



Soubry is **centrally located** at the heart of its wheat cooperatives and customers.

Brands

- **Soubry:** pasta products, flour and kitchen aids
- **Anco:** baking flour and kitchen aids
- **Anco Professional:** pasta products for foodservice
- **Tosca:** semolina and pasta products for the ethnic market



Products



Pasta

- N° 1 in the Benelux
- Top 10 in Europe
- N° 2 in Northwest Europe



Instant

- N° 1 worldwide
- Chinese Mie n° 1 in Europe



Semolina and flour

- N° 1 in Belgium for flour for consumers

Soubry, is all about tradition. We have been producing pasta products since 1921. Starting with just vermicelli and macaroni, our range gradually grew to include other products, because Soubry is also about innovation. We pioneered instant pasta, Chinese mie and pasta made from traditional grains, such as spelt and oats. Today, our product range includes over 250 items – and it's our customers and consumers whom we have to thank for this. Because their feedback helps us to keep expanding our range. It's baked into the Soubry DNA.

OUR MISSION:

to create long-term value,
sustainably

pasta

A healthy product
that's easy to use

Everyone loves pasta

Certified quality guarantee



From sustainable raw materials

Wheat as a sustainable
food product

Partnerships with
cooperatives

Sustainable farming
practices



Produced with respect for our planet

Multimodal transport

Energy efficiency and
sustainable energy

Water management

Traditional sustainable
packaging

Optimised logistics

Digitalisation and automation



By passionate people

The Soubry workforce

Together for a safe,
healthy working
environment



pasta

Soubry. The taste of being together. This is the slogan we use to emphasise the social role we aim to play with our products. Food connects people in every culture. Our aim is to reinforce this with our pasta by making quality, food safety and healthy ingredients our absolute priority.

AMBITIONS: we promise...

... to aim for **the best possible Nutriscore** on the market for each product group

in 2019-2020:
95%
Nutriscore A

... to continue increasing **the proportion of healthy products** in our range

... **to continue bringing people together** and letting them enjoy our delicious food with excellent quality

in 2019-2020:
*Soubry tastes good –
for everyone*

... to ensure that all our production sites meet **BRC A or IFS Higher Level certification** standards

in 2019-2020:
BRC A/IFS Higher Level
not announced



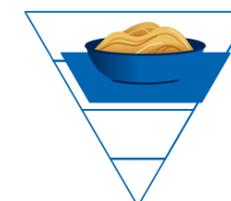
A healthy product that's easy to use:



HEALTHY AND HIGH QUALITY Nutriscore A or B

Naturally tasty food

- No additives
- Low calorie content
- Minimum salt content
- Good energy source, with slow-release sugars
- Easy to digest
- Wholemeal pasta as a source of healthy dietary fibre
- Range extended to include pasta made from alternative grains and protein sources



Pasta is a naturally healthy food that fits perfectly into a **healthy lifestyle**. Soubry develops and broadens its range in the interest of the consumer.



EASY TO USE

- Quick and easy to make
- Longer shelf life
- Easy to divide into portions, with minimal food wastage
- A tasty and budget-friendly meal

DID YOU KNOW?

- ... Soubry is the trendsetter in Belgium for pasta made from **wholemeal, spelt and oats**. We also have a 60% market share in Belgium for our range of wholemeal, spelt and oats pasta. These products are full of flavour, nutritious and extra-healthy. Wholemeal products also protect against heart and vascular disease, type-2 diabetes and bowel cancer.
- ... one 80 g portion of 50% oats pasta contains the 3 grams of beta glucan fibre needed daily to lower **cholesterol levels**.
- ... one portion of pasta delivers **4 times** the energy of a portion of bread and **2 times** as much as a portion of breakfast cereal. Your body also releases the energy created by pasta more gradually.
- ... the blue Soubry **Al Dente gamma**, whose name refers to the delicious taste and texture and ‘al dente’ sensation, is made by using an improved process on hi-tech production lines. The milling, flow of dough and kneading process have all been optimised to preserve maximum quality of the protein. The drying process also plays an essential role in cross-linking the protein as much as possible.



Belgian bloggers join the frontline against poverty.

To show their support for World Day Against Poverty, a number of Belgian bloggers published a pasta recipe based on the leftovers on their cupboards and fridges. Soubry shares their recipes on soubry.be. You can also find them by looking on #RestosSoubry.

More on www.soubry.be.

... our **Eazy Pasta** can be prepared directly in the pan in a jiffy! As with *Soubry Instant Pasta*, no excess water is needed to precook your pasta.

... the **cooking-resistant range** has been enhanced with protein from free-range chickens, which stops the pasta from going soggy, resulting in a high yield while retaining ‘bite’, even if the saucepan is left on the heat for too long. It’s an ideal solution for foodservice applications.

Soubry. The taste of being together

There’s nothing more enjoyable than getting together with family and friends around a dish of pasta. Pasta brings everyone together.

Soubry aims to bring people together for the community as well, whether it’s at the youth camp or supporting one another via Les Restos du Cœur.



Free pasta at camp

Every year, we offer Belgian youth associations **free pasta at camp**, in exchange for the barcodes from the packaging of Soubry pasta. We also provide an extra Mikado XL game for the fastest savers, and the Soubry pasta bar visits the two best savers at their camp! 6,500 portions of pasta were given away in this way in 2020.

More information on www.soubryopkamp.be

Soubry donates 70,000 portions of pasta to Restos du Cœur

1.8 million Belgians have an income that is below the poverty line. In addition to missing out on all the “extras”, these families also have to save on food. But anyone who is hungry, can eat at *Restos Du Cœur*. Their 670,000 free meals and 250,000 food parcels each year are the first step for many Belgians in finding a structural solution to their situation. Soubry has truly come to the table with Restos du Cœur. Each year, Soubry donates 7 tons of pasta – enough for 70,000 healthy portions to form the basis of a delicious and nutritious meal. During the coronavirus crisis in 2020, Soubry doubled its donation, or the equivalent of 140,000 portions.



“For Soubry, ‘Being together’ is part of our DNA. That may not be like an empty slogan, so through our partnership with Restos du Cœur, we hope to bring people together and fill hungry stomachs with tasty, wholesome food. As part of World Pasta Day, we donate 7 tons of pasta – enough to make 70,000 portions. And we also come to the table by listening to people who are struggling as we try to work out how we can make our own small contribution. That is our way of standing shoulder to shoulder with those who really need it.”

Michel Soubry, CEO Soubry



RESTO DU COEUR®

“Partners such as Soubry, who support us consciously and structurally are of inestimable value. They make it possible to keep supporting people in need.”

Patrick Dejace,
Director, Restos Du Cœur



Soubry, the taste of being together: including during lockdown

In these coronavirus times, the Soubry commercial has been re-interpreted into a 'rewind version' of the original ad. It tells the story of a girl eating spaghetti alone at home and who goes looking for company via the thread of her spaghetti. The rewind

principle is a disruptive way of raising awareness of the importance of staying at home during lockdown: having fun eating spaghetti together at the moment is only possible now if you live under the same roof.



Want to join the Soubry family?

In 2020, 100 Belgians were selected to become part of the Soubry Family, a 6-month experiment during which consumers got to know each other and Soubry better – and the other way round. This shows that Soubry wants to connect with its consumers and give tangible meaning to 'Soubry, the taste of being together.'

'Someone special'

For a whole year, Soubry will be putting a special someone 'from here' in the spotlight. Why? Because she or he is a positive trendsetter in our community and this is our way of thanking them!

More on www.soubry.be.

Certified quality guarantee



Each year, Soubry provides 1.2 billion meals – every one of which meets our high standards for quality and food safety.

This means that each link in the chain has to guarantee the quality and prevent potential risks. This includes eliminating any foreign substances and ensuring the visual appearance of the pasta, as well as quality of the raw materials used, doing preventative maintenance and cleaning assuring the machines used and the factory premises. Soubry has its own, large in-house laboratory that supports the company's quality policy and carries out countless internal and external checks.



Did you know?

- ... that Soubry receives audit bodies or customer auditors on-site 2 days each month to validate the company's many certifications.
- ... that Soubry internal auditors conduct more than 30 audits at the company's various sites each year.
- ... that Soubry constantly faces the challenge of unannounced audits in which the auditor begins inspecting the factory within 15 minutes of arrival. This enables us to keep improving and to do better than our competitors every day.
- ... that for these kinds of audits, the input and effort of every employee, from the QA manager to the operator on the factory floor, is required to achieve a good result.





sustainable raw materials

The quality of our pasta depends very much on the quality of the raw materials we use. At Soubry that means primarily wheat. Wheat is a natural product that is subject to the effects of climate change: lengthy droughts, higher temperatures, heavy rainfall, etc. So to enable us always to produce the best quality given these circumstances, we work closely with our farmers to achieve the very best for people, nature and the product.





AMBITIONS: we are committed to...

... supporting partnerships with cooperatives for **sustainably grown wheat**

... developing partnerships with local farmers to encourage the cultivation of **locally grown durum wheat**

... **sourcing 100% of our wheat sustainably** by 2030, for example by signing up to the SAI (*Sustainable Agriculture Initiative*) Platform

... **further encouraging** organic crops, which already make up a large proportion of our supply by considering them as a strategic factor

... telling all strategic non-wheat suppliers by 2021 about our **Code of Ethics** and preferably having them affiliated with **Sedex**

... using nothing but **free-range** eggs by 2030

in 2019-2020:
100%
barn-reared

Member of the SEDEX platform

SEDEX helps to identify, manage and correct ethical risks in worldwide logistical chains. Members are able to share information along four main lines: Labour, Safety and Welfare, the Environment and Business Ethics. As a member of SEDEX, Soubry has also asked its suppliers to join as well. In that way, we can guarantee that any ethical risks along the entire logistical chain can be highlighted and tackled.

France, Canada
& Southern Europe
**127,000 tons
of durum
wheat**

Belgium, northern France
& Germany
**47,000 tons
of common
wheat**

Wheat as a sustainable food product

Wheat in itself is a sustainable food product. Growing wheat requires only half as much water as rice.

Detailed lifecycle analyses show that:

- over **80% of the ecological footprint** (measure for the required biological productive soil and water area)
- almost **60% of the carbon footprint** (measure for total greenhouse gas emissions)
- **99% of the water footprint** (measure for the required quantity of fresh water)

occurs during the cultivation of wheat. Hence the need to take our responsibility further upstream in the chain and enter into partnerships with cooperatives.



Partnerships with cooperatives



We work mainly with European cooperatives. The cooperative advises and guides the farmers throughout the entire cropping cycle, from the time of sowing to receiving and storing the harvested grain in their own bins. The selection of wheat suppliers is re-assessed each year, based on the harvest. As a vertically integrated company, we have this process totally under our own control and management. For Canadian wheat, we purchase according to established quality classes that are audited by the government. In our specifications, protein is an essential component, needed to form a strong network that retains starch so the bite of pasta is perfectly firm and the flour keeps its elasticity.



Sustainable farming practices



THE EUROPEAN GREEN DEAL AND THE 'FROM FARM TO FORK' STRATEGY

Climate change and its effects on the environment also pose a threat to the cultivation of wheat. So Soubry also fully supports the movement to create a more sustainable food system, as dealt with by the European Green Deal.

A healthier and more sustainable European food system constitutes one of the cornerstones of this European Green Deal. By 2030, the 'Farm to Fork' strategy is aiming for:

- 50% less use of pesticides in farming
- at least 50% less loss of nutrients, while maintaining the fertility of the soil
- at least 20% less use of fertilisers by 2030
- the further development of organic farming, up to 25% of all agricultural land

Soubry adheres to the Sustainable Agriculture Initiative (SAI), a consortium that actively promotes sustainable farming. Our farmers undertake to adopt these sustainable farming practices when growing and processing wheat. The commitments include:

- restricting the use of pesticides and fertilisers to a minimum (by choosing disease and pest-resistant wheat varieties, pathogen control, eliminating storage pesticides, etc.);
- avoiding treatments and keeping meticulous records (traceability, registration and control, residue analysis);
- maintaining local biodiversity and protecting the environment;
- maximising quality and yield.

For one of our major customers, we have agreements in place with a number of cooperatives for some years now, so that we were able to use 100% sustainable wheat by 2020, as stated in their sustainability charter. The successful way in which we worked together enabled this target to be reached on time.

Soubry is recognised as a leading player in organics and has experienced strong growth in recent years. Our organic range products has a 2.4% market share in Belgium. In France, that proportion is higher. Soubry aims to expand this segment further.



respect for our planet

Respect for the planet is central at Soubry. And not just in the way we grow and harvest our wheat. But also because we opt deliberately for environmentally friendly methods in the way we make, pack and distribute our products.

AMBITIONS: We are committed to...

... moving towards supplying in 2/3 of the wheat we use by barge, while continuing to encourage initiatives for inland shipping

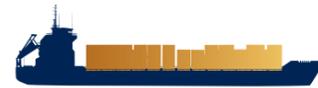
... reducing the % of wet by-products (dough) and the % of dry by-products by 10% and 20% respectively (relative to the input of raw materials) by 2022

... drawing up an inventory of waste water sources by 2022

... recording the main consumers of gas and electricity by 2022

... calculating and reducing our CO₂ emissions (internal company emissions, scopes 1 and 2)

... only using reusable or recyclable packaging on the Belgian market by 2025 (own brand + private label)



average 2013-2019:

53%

Reference
year 2019

in 2019-2020:
Joined EBO



>>> See diagram on next page



Multimodal transport

- 1 We select environmentally aware suppliers who actively help reduce logistic flows and use multimodal transport. Our favourable location on the waterways is a major bonus in this regard. We are making every effort to increase the proportion of the goods we receive by barge and contribute to the proper maintenance of the waterways and the expansion of their capacity.

Energy efficiency and sustainable energy

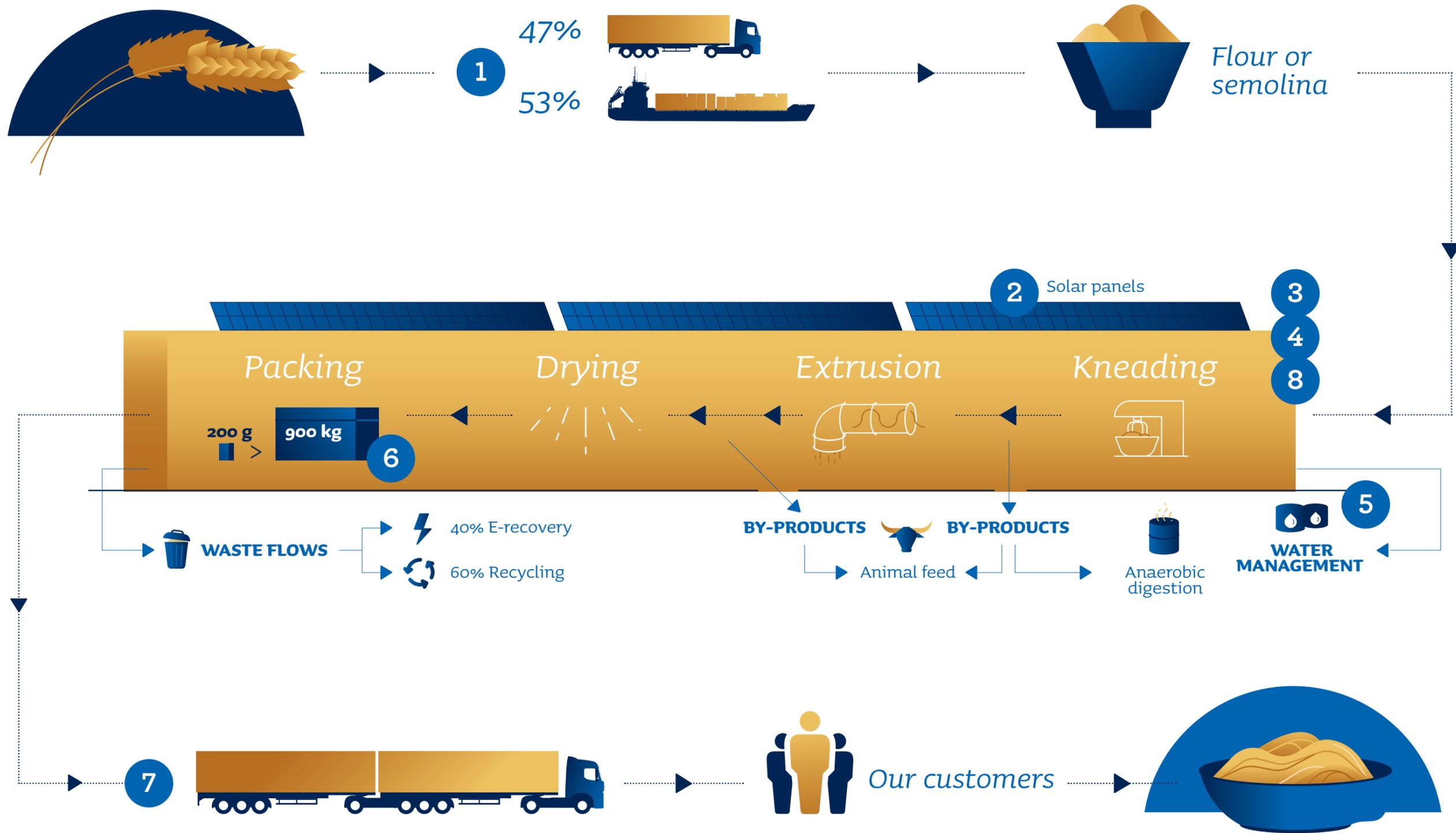
- 2 The roof at Soubry is equipped with 3,000 solar panels (= 10,000 m²), producing 380.000 kWh yearly of sustainably generated electricity, or 1.1% of our total power requirements.
- 3 To be able to manage our energy consumption better (electricity and gas) and produce energy more efficiently, we have signed the Energy Policy Agreement with the Flemish government. The following investments are already contributing to a more energy-efficient company:
 - A new, energy-efficient semolina mill
 - Upgrading our compressors
 - Light sensors in sanitary areas, corridors and the canteen

Energy policy measures have also been introduced with consumption monitored more closely and staff made more aware.

Anticipating forthcoming legislation and CO₂ taxes, we have calculated our carbon footprint and are committed to reducing it further. Of our total internal company emissions (scopes 1 and 2), the CO₂ emissions caused by burning (natural gas) are the most significant.

- 4 When designing a new installation or production line, already in the design phase, the consideration is given that following aspects are taken into account:
 - Quality of the process and the end product
 - Energy efficiency, consumption of gas and electricity
 - Safety and ergonomics
 - Cleaning and maintenance

By working in this way, we are able to arrive at the best solution, tailored to our needs.



Water management

- 5 Wastewater is collected separately and treated in an external water treatment plant. The quality of our wastewater increases the efficiency of this water treatment plant.

Traditionally sustainable packaging

- 6 The main aim of packaging is to provide good protection for the product during transport and at the point of sale, as well as in the consumer's home. In this way, the right choice of packaging becomes an ally in the fight against **food waste**. So our products have a longer shelf life and are easy to divide up into portions. All of which adds up to minimum waste!

99% recyclable packaging for our own-brand products:

Packaging that can be totally recycled has the least impact on the environment. Traditionally, we have always opted for cardboard to pack our pasta, flour and derivative products. Paper and cardboard are made from renewable raw materials that can be recycled properly.

A small part of our packaging consists of plastic film: pure polypropylene or a combination of polypropylene and polyethylene. Again, we aim to use recycled materials or thinner films.

We use recycled materials as much as possible for secondary packaging and limit the environmental impact of packaging in ways such as:

- Replacing inner liners made from kraft paper with testliner (which can be recycled up to 7 times)
- Switching to recycled outer boxes for the Anco brand.



Logistical optimisation

- 7 Soubry was involved in a trial project using 'super-trucks' for transporting goods to and from the Colruyt distribution centre in Ghislenghien. Super-trucks are up to 25 metres in length, can carry a total of 60 tons and are articulated at two points. Soubry products are shipped by super-truck to the distribution centre. The truck is filled with packaging material on the return trip. This enables CO₂ emissions to be reduced for each unit carried by approximately 22%.

Digitalisation and automation

- 8 Soubry is a frontrunner in digitalisation. On the factory floor, quality controls are recorded digitally and production orders are transmitted by computer.

In order to control the impact of the digital transformation on staff, we work with Flanders' Food. Sophisticated sensors try to detect problems more quickly during the production process.



people with passion

We work together to achieve Soubry's sustainability ambitions. With our customers and consumers, our suppliers, our farmers and – especially – with our more than 400 employees. For this reason, we take good care of them, focusing on their expertise, their wellbeing and their safety – as one can expect from a traditional family business.

AMBITIONS:

We are committed to...

- ... developing a corporate culture in which our employees can be motivated in the way they work as part of a stimulating and safe working environment. Further developing their talents is an essential part of this.
- ... continuing to invest in a culture of safety and to reducing accidents at work to 20% below the average for the sector

in 2019-2020:

427
employees

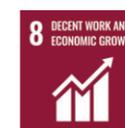
74% M, 26% F

74%
permanent contracts
26%
fixed-term contracts
20
nationalities

Average of
16 hours of
training per year



The Soubry team



Working at Soubry is working at a **family company that focuses on the long term**. Being given responsibility goes hand in hand with taking responsibility. Delegation and trust are the foundations for the further growth of our company. People help each other, looking out for their workmates, give each other a helping hand. From the management point of view and as a medium-sized family-owned SME, we want to be sufficiently close to our staff, to respect everyone and to consult with them whenever there are personal or other problems. We are not a multinational with a remote decision-making centre that only looks at figures. In the first instance, everyone who works with us has to feel comfortable.

In our profession, ongoing **training** is essential. So all of our staff receive training, both inside and outside the company, covering technical skills, product knowledge, quality, hygiene and food safety. Language courses are also part of the training we offer.

Our values

As a **family** company, we stand for **quality, professionalism and innovation**. This is thanks to the **sense of responsibility** of all employees who work **respectfully** with one another. Because Soubry, a taste of working together.

The Soubry Facebook community and the Soubry magazine focus on both the company's employees and its important achievements. Our newcomers are welcomed and give appreciated content in our section 'Did you know?'.



Together for a safe and healthy working environment



Soubry takes health and safety very seriously. Medical checks, annual flu vaccinations, attention to ergonomics (ergoscan), burnout prevention (training for managers), etc. are just some of the initiatives that illustrate our commitment.

KEY FIGURES 2020

Accident severity level

0.54

Accident frequency rate

35

Absenteeism

4%



Safety and Wellbeing Week

Despite the fact that everyone makes efforts to work in a safe and healthy way, unsafe or unhealthy work situations can happen. Safety is everyone's responsibility. And to emphasise the importance of safe working, every two years Soubry organises a **Safety and Wellbeing Week**. In addition to a mix of sessions that employees are required to attend, staff can also volunteer for a number of workshops held outside working hours.



Soubry acts, decides and invests at all times with a view to the sustainable future of the company and its stakeholders: sustainability is part of our DNA, from Farm to Fork.

This sustainability report Translates the sustainability goals into concrete efforts.

We fully intend to continue committing ourselves in the future to being a responsible and sustainable company that strengthens the relationship with its stakeholders, while creating value at every stage of the chain.

About this report

This sustainability report is about Etabl. J. Soubry NV/SA (hereinafter Soubry), whose registered office is situated at 51 Verbrandhofstraat, 8800 Roeselare. This report covers the period 2019-2020 and has been drawn up in accordance with GRI standards, Core level. It is our intention to publish an update every two years. In addition, we are also examining ways in which we can make a contribution to the UN Sustainable Development Goals (SDGs).

We refer to the SDGs throughout our sustainability report where we believe we have a role to play.

www.soubry.be



www.facebook.com/Soubry.be



www.instagram.com/soubrybe

