



ANDROS

安德鲁

SUSTAINABLE DEVELOPMENT

Annual Report #1
2021



For the year 2021
ANDROS China

MISSION



With Passion and Professionalism, we provide the most Delicious, Healthy and Convenient Fruit Products to China and Future Generations.



Our Vision is To be the Preferred and the Most Sustainable Fruit Products Maker in China.

VISION



DOUBLE EXCELLENCE

Customer Satisfaction

Creativity

Team Work

Respect



ANDROS China Values



天然健康的水果食品

NATURAL HEALTHY FRUIT FOOD

水果的力量 助力绿色中国

THE POWER OF FRUIT FOR A GREEN CHINA



绿色低碳的水果加工

GREEN SUSTAINABLE FRUIT PROCESSING

水果的力量 助力绿色中国

THE POWER OF FRUIT FOR A GREEN CHINA

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ANDROS Group

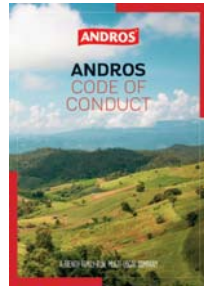
ANDROS' story is set in the verdant Lot fruit region in south-western France, where the iconic Cere and Dordogne rivers converge. ANDROS' story started at the beginning of the 20th century, in 1910 with a small fruit and nut business. It is the story of a family's tenacious passion, not only for fruit, but also for their region. Generation after generation, their passion has grown, flourished, and been tirelessly pursued.

ANDROS Today !

- 1 Fruit Processing Leader in Europe
- 1 No.1 Worldwide Premium Preserve Brand "Bonne Maman"
- 17+ Presence of factories in more than 17 Countries and Regions
- 44+ More than 44 Factories in Total



ANDROS GROUP SUSTAINABLE HISTORY



1959

ANDROS Company is founded and launches its first preserves

2007

Inauguration of ANDROS Environment Department

2013

ANDROS established its first **Supplier Code of Ethics** and its first **ANDROS Code of Conduct**

2020

ANDROS launched its first **recyclable pouch**

Establishment of the regional fruit & walnut trading business

1910

2003

ANDROS commits to the **UN Global Compact**

2010

Inauguration of ANDROS **Sustainable Development Department**

2019

Introduction of the **ANDROS Sustainable Performance Plan**

2020

ANDROS 2020 **Sustainable Development Report** in France



Introduction of the first ANDROS Sustainable Development Report

Sustainable development at the heart of ANDROS STRATEGY



ANDROS is a French, family-run, multi-local business with its roots firmly planted on the banks of the beautiful Dordogne river in the north of the Lot region in southwestern France. An authentic land which values humility, simplicity and work well-done.

It is by staying true to our roots and our values that our business has continued to grow since the beginning of the 20th century. This development, on a national and international scale, has remained conscious of humanity and our planet by following a simple and sustainable principle: produce locally to supply local markets. French products for French consumers.

Sustainable development is an essential part of our future strategy as we aim to set the industry standard for high quality value-added fruit products, become a major player in responsible chilled products, and a pioneer of new increasingly plant-based horizons.

We are wholly committed to this ambition and, to put it in place, we have compiled and formalized our ANDROS Sustainable Performance Plan which draws on more than a century of experience and defines our ambitions for the future. The plan is built around 5 pillars: Fewer resources used; Healthy products and environmentally responsible packaging; Protect biodiversity and promote agroecology; Live better within the company and the region; and Social responsibility, for everyone, everywhere, all the time.

These historical and enduring commitments which resolutely focus on the future, put ANDROS in a position of great responsibility - one that I am eager to build upon. However, future commitments are only worth the achievements and results that they inspire. It is in this spirit that we present this Sustainable Development Report, to outline our achievements and detail the actions taken over the past year.

Florian DELMAS CEO
Biais, France, 2020

WE SUPPORT



Andros is a long-term participant in the UN Global Compact

Andros has been a participant in the United Nations Global Compact since 2003.

Andros publishes an annual progress report demonstrating its commitment and detailing new undertakings based on the Global compact's 10 principles which cover human rights, labour, the environment and anti-corruption.

ANDROS CHINA, SUSTAINABLE HISTORY



1998

Establishment of China's first factory in Beijing

2003

Establishment of the Waste Water Station in Beijing Factory

2013

Switch from coal boiler to natural gas boiler, cleaner energy in ANDROS Beijing factory

2019

ANDROS Beijing participated in the CIIE exhibition for the first time and received a warm response from visitors, officials and customers.

2020

Introduction of ANDROS Fruit Revolution & Sustainable Performance plan in China

2020

Creation of ANDROS China first CSR Internal Audit versus ANDROS China Code of Conduct

Creation of Fruit Sourcing Department in China, to search the best fruits and farms in China

2016

Definition of ANDROS products philosophy with high commitment towards Clean Label innovation.

2019

ANDROS signed a strategic agreement with Shoungong Food Group at the Great Hall of the People in Beijing

2019

ANDROS sponsors the Bakery World Championship: Chinese team won the 2020 championship

2020

During Covid-19 pandemic, ANDROS China organized donation to Hubei Province

2020



2021 ACCELERATION OF SUSTAINABLE PROGRAM



2021.02

ANDROS supports **Shanghai Young Bakers**, a non-profit organization providing training in French bakery to Chinese youth who need help.



2021.12

Creation of the first **ANDROS China CSR Annual Report**

2021.01

Kick-Off **Carbon Footprint** project and **Water Protection** project

2021.10

ANDROS Beijing factory obtained **Certification for Organic Products**.

The **first employee with autism** integrated into ANDROS Beijing factory

2021.05

During flooding period, ANDROS China organized **donation** to Henan Province

2021.07

Shandong 1st factory construction completed

2021.12



General Manager
Alexis CALVET

ANDROS has been established in China since 1998 and, in accordance with our founding principle, "In China we produce for China".

This commitment was further reinforced with the signing of a strategic cooperation agreement with Shoung Food Group, under the sponsorship of French President Emmanuel Macron, and Chinese President Xi Jinping, on November 6, 2019 at the Great Hall of the People in Beijing.

With this agreement, ANDROS further strengthens its long-term presence in China with the extension of Beijing's historical factory and with the creation of two new factories in Shandong province, at the heart of a fruit region.

This commitment to produce for Chinese consumers - now and for future generations - naturally delicious, convenient and healthy products is fully aligned with the 5 pillars of ANDROS Sustainable Development Plan.

Through this first annual report, we are happy and proud to present the actions and the results that the ANDROS teams in China have achieved with the support of our colleagues from all over the world.

Thank you to all of them!

ANDROS  La Force du Fruit!!!

ANDROS China

ANDROS entered China in 1998 and established the first Chinese factory. The Sino-French joint management team is fully dedicated in serving premium fruit products to bakeries, coffees, beverages, hotels, restaurants, industrials and retailers and in offering natural, healthy, tasty and convenient fruit products to Chinese consumers. The ANDROS team adheres to the principle of customer satisfaction. We respect, create and work as a team, to achieve double excellence. *Our Vision is To be the Preferred and the Most Sustainable Fruit Products Maker in China.*

Our Main Channels



FOOD SERVICE

- Bakery chains
- Coffee & Beverage Shops
- Fast Food chains
- Hotels & Restaurants



INDUSTRY

- Dairy manufacturers
- Ice cream manufacturers
- Biscuit manufacturers



RETAIL

- Imported goods outlets
- Modern Trade
- E-commerce
- Mother and Baby Store

Our Organization



41+ Varieties of Fruits Imported into China



19+ Countries of Origin



200+ Distribution in Cities in China



300+ Distributors in China



9+ Export in Countries and regions in Asia Pacific

Our Strengths

SOURCING



INTEGRATION



TRIALS & INNOVATIONS



PRIMARY PROCESSING



QUALITY & SAFETY



Fruit Revolution

Fruit revolution is ANDROS China's global transformation program, it allows us to achieve a sustainable and efficient growth.

-- CHEN Wenjing
Fruit Revolution Program Manager



With Passion and Professionalism, we provide the most Delicious, Healthy and Convenient Fruit Products to China and Future Generations.

Leadership
in Food service

Serve
In B to B

Expand
in Retail

Innovate
In E-commerce

Conquer
In Korea & Export

To be the Preferred and the Most Sustainable
Fruit Products Maker in China

CONSUMER EXCELLENCE
Satisfy all our consumers

CUSTOMER EXCELLENCE
Serve our customers effectively with attractive offers

EMPLOYEE EXCELLENCE
Protect and develop our employees

ENVIRONMENTAL EXCELLENCE
Interact sustainably with environment

FINANCIAL EXCELLENCE
Ensure sustainable development

ANDROS CHINA



Customer satisfaction - Respect - Double excellence – Teamwork - Creative

WE ANDROS
ANDROS China culture
HR standards
Employee loyalty

FRUIT BELTS
SC planning processes
IT tools
Service strategy
Logistics network

ROADS TO MARKET
New business model
New customer
CRM
Sales force training

INVESTMENTS
New factory
Upstream and farming
IT cloud platform
IT tools

INNOVATION
New product
New service
Packaging technologies
Clean label

SUSTAINABLE PERFORMANCE
Sustainable approach
Operation safety
Continuous improvement

The 5 pillars of the ANDROS Sustainable Performance Plan



In our sustainable Performance Program, we manage as a cross-functional team a pool of projects, covering the 5 ANDROS pillars, and prioritized according to their impact.

--Julie WEI NORMAND
Beijing Factory Director and CSR Program Leader



The 5 pillars of the plan in line with the UN Sustainable Development Goals

Fewer resources used

- > Water, a resource to be protected
- > Reduce our carbon footprint to prevent climate change
- > Cleaner transport
- > Less waste, better recycling



Healthy products and environmentally responsible packaging

- > Good, safe, natural and healthy products
- > Environmentally responsible packaging



Live better within the company and the region

- > Protect employee health and prevent accidents at work
- > Improve the quality of life at work
- > Our civic commitments in and around our factories



Protect biodiversity, Promote agroecology

- > Sustainable orchards
- > Reconcile farming, agroecology and biodiversity
- > Biodiversity around our factories as well



Social responsibility for everyone, everywhere, all the time

- > Report on our actions and get our suppliers and employees on board





Fewer resources consumed



WATER, A RESOURCE TO BE PRESERVED



OUR AMBITION

• Reduce our water consumption by 25% in ANDROS China by 2025, for 2nd transformation (consumption of water / ton of Finished Product)



Shandong Water Treatment

The new water treatment station constructed in 2021 in Shandong site, will guarantee the reliability of our discharge under the natural environment reject standards. On line equipment will monitor the reject level to ensure 100% compliance. The treated water will also be re-used for gardening.

Washing Machine for Pails

Beijing factory uses plastic buckets to transfer raw material : we clean 2000 buckets every day. In 2021, we installed a bucket cleaning machine : in addition of labor cost and efficiency improvement, this project will contribute to water savings, about 750 m³/year. The machine will start to operate early 2022.

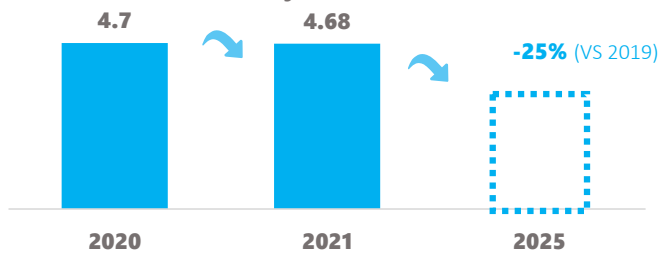
Recovery System for Rain Water

ANDROS China is installing recovery system for rain water in both Beijing factory and Shandong factory. In Beijing factory, it will save more than 400 m³/year starting from summer 2022.

Water Consumption Reduction Project

In 2021, We kicked off of the "Water Consumption Reduction Project". It includes Water mapping & Consumption analysis as first steps to understand better the water situation in each factory and identify the actions that will contribute to our Water saving ambition.

2nd transformation Water m³/ton in Beijing factory



We follow our Water consumption used for 1st transformation (fresh fruit transformation) and 2nd transformation (Finished Products). Over the last 2 years, 2nd transformation water consumption has been stable. Through our water consumption reduction project, we identified and launched actions for reduction from 2022.

Water mapping

Consumption Analysis

Water reduction planning

ANDROS GROUP BEST PRACTICE

Waste Water Treatment Station In France

Protecting water resources also means ensuring proper treatment of our effluents before discharge into the river. This is why ANDROS pays particular attention to the efficiency of its waste water treatment plant.



The new water treatment plant implemented in 2020 on the Biars site will increase the reliability of our discharges into the natural environment.



1

Fewer resources consumed

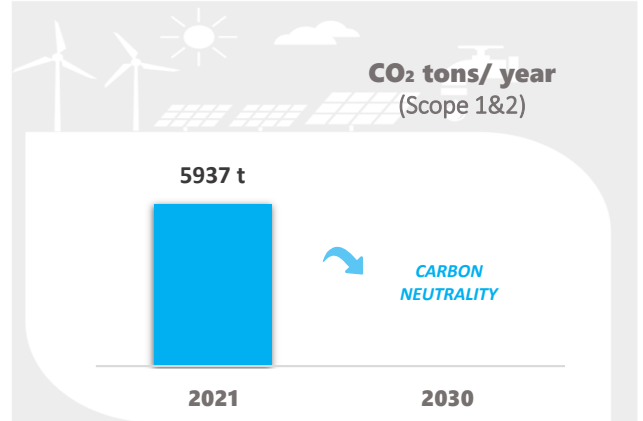


REDUCE OUR CARBON FOOTPRINT TO PREVENT CLIMATE CHANGE



OUR AMBITION

• Achieve carbon neutrality for ANDROS China for scope 1 & 2 by 2030, by measuring our GHG emissions, reducing them as much as possible and create new projects to support CO₂ savings.



As part of our Carbon Neutrality ambition, ANDROS China started to calculate its **Carbon Print** for Scope 1&2. This year, Beijing plant emitted a total of **5937 tons** of CO₂.



7 steps for the project of reducing Carbon Footprint in ANDROS China.



Carbon Reducing Actions

While actions to improve significantly the Beijing Factory carton print have been planned for next two years, several actions with smaller impact have already been executed in 2021 : electrical converter for TRAN chill water system, plans to save around **1 T of CO₂ / year**, building insulation, air curtains on negative cold warehouses and standard operation process for cooling area for both winter and summer.

New Project Guideline

- 01 Energy measurement
- 02 New energy source
- 03 Cooling/hot protection
- 04 Control system
- 05 Energy recovery/recycle
- 06 Energy consumption rate
- 07 Equipment transformation rate



This 7 Rules Guideline to design projects with focus on energy savings and carbon footprint reducing.



Shandong construction

Shandong construction is designed on the principle of energy conservation and emission reduction including : solar panel lights, building insulation, energy recovery system on boiler.

Solar Panel Lights

We built our Beijing new parking and Shandong parking with solar panel lights, which plans to save 26280kwh / year, 15.8T of CO₂ / year.





1

Fewer resources consumed



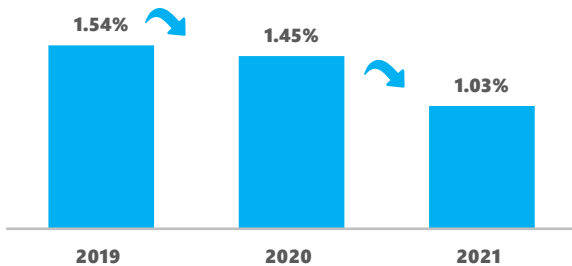
LESS WASTE, BETTER RECYCLING



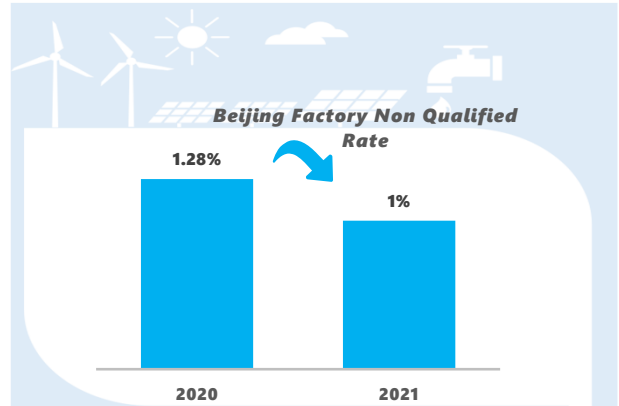
OUR AMBITION

- A 25% reduction in our COD (organic waste) leaving the factory by 2025.
- Decrease by 10% all waste generated in our activity by 2025.
- Find new ways to give second life for organic waste.

COD ton / ton Ratio



COD ton / ton of Finished Product on our Beijing site. From 2019 to 2021, it shows that the waste of production has decreased.



The reduction of Non conformity products thanks to strong **quality plan** focusing on material risks and control online is a way to contribute to decreasing the **waste**.

Waste Sorting Video in Canteen



Waste Sorting Training in workshops

Optimize waste separation

Each ANDROS China employee, from factory to office is involved in waste sorting through 4 categories of waste classification. We support this with a strong communication plan using videos, training and regular activities to strengthen the **waste sorting** in Office and fruit labs.



Plastic



Paper



Ban traditional plastic

In 2021, ANDROS Beijing factory started to reduce plastics : **banning traditional plastic** for individual usage.

ANDROS GROUP BEST PRACTICE

Second life of organic waste

In France, ANDROS group tried to give the second life of organic waste. When it comes to waste that cannot be avoided, we try to give it a second life by making it a resource for other sectors. This recovery concerns organic waste in particular, for the most part used to feed animals. ANDROS Fruits also recycles its sludge from water treatment plants and bio-waste from the anaerobic digestion or composting processes.



To recycle our waste, we must start by sorting it well. All our sites have implemented this selective waste collection.

Waste Sorting in ANDROS Group



2

Healthy products and eco-responsible packaging



GOOD, SAFE, NATURAL AND HEALTHY PRODUCTS



OUR AMBITION

- Always guarantee food safety for all our products
- Offer a range of Clean Label products under ANDROS brand
- Products with a balanced nutritional profile



Food Safety is always the most important part for ANDROS China, we obtained **FSSC22000** of SGS and **HACCP** of CQC, we fully meet the food safety requirements of our customers and the industry regulations.



Authorized economic operator (AEO) is a certification system that demands the safety of cross-border goods movement. We are the first food company in Beijing obtained the AEO Certification. Also, ANDROS China obtained the **China Organic Product Certification** in 2021. Our team believe that nature, green and organic products are healthy, delicious, safe for our customers.

New Labs



We built new QC and R&D laboratory in Beijing factory, we focus on food quality safety and product innovation.

“

Our recipes wouldn't be as tasty were it not for our know-how and constant involvement in the processing of our raw materials, which allows us to preserve all the goodness of our fresh fruit.

”

Taste comes from natural ingredients: A commitment to taste and safety

When creating new recipes, our team of R&D engineers, chefs and barista are constantly working to develop the ANDROS products as natural as possible. This natural approach has been in our company DNA since its creation. **We do not use additives unless they are strictly necessary for food safety, and, where required, we target to use natural additives only.** This is our commitment and a journey for our ANDROS brand portfolio, both for our food service customers and end consumers.

A large range of artificial additive free products is already available: ANDROS Professional IQF, Frozen Puree, drink base – ANDROS GuoLeShi pouches. We extend that knowledge to our valued customers when developing specific ingredients for them.

100% Fruit ! Organic !



安德鲁

A healthy fruit snack for kids ! Arriving Q2022 !
Totally Clean Label here : no additive !



2

Healthy products and eco-responsible packaging



ENVIRONMENTALLY RESPONSIBLE PACKAGING



OUR AMBITION

- Steadily increase of our rate of reusable packaging, recyclable or compostable packaging
- Towards less packaging and recyclable packaging: Test alternative models such as bio-based packaging – investigate bulk.



POSM Switching

In 2021, We switched 70% of POSM related packages to the recyclable materials PPLA

ANDROS Packaging 6 Golden Rules

- Reduce Packaging
- Remove problematic plastic packaging
- From non-recyclable to recyclable
- Use sustainable materials
- Communicate with customers
- Contractual specifications with suppliers



Ratio of Recyclable packaging on final product per weight in 2021 is 51%. We are working on new projects to increase this ratio.



Recyclable markings

With the launch of our new ANDROS GuoLeShi 100% and Organic ranges, we want to help educate consumers and encourage recycling. As a 1st step, **recyclable markings** are added to all of the paper boxes and paper covers.



ANDROS GROUP BEST PRACTICE



Consumers ahead of their time for the sustainable use of our jars

Bonne Maman

ANDROS does not forget that its consumers were the first to contribute to its sustainable ambitions. Indeed, for decades our iconic Bonne Maman jam jar with its characteristic shape has been one of the most reused pieces of packaging in households: storage, decoration, cooking, etc.

Our recyclable pouch: global eco-design work



- Weight: - 9% Vs. non recyclable pouch
- Mono material: polypropylene
- Carbon footprint: - 25% Vs. non recyclable pouch
- Water consumption: - 17% Vs. non recyclable pouch



3

Protect biodiversity, promote agro-ecology



BIODIVERSITY AROUND OUR FACTORY



OUR AMBITION

- *Manage the green spaces in order to protect biodiversity around the factories*
- *Promote Biodiversity actions to our employees*
- *1 employee, 1 tree*



Shandong Project

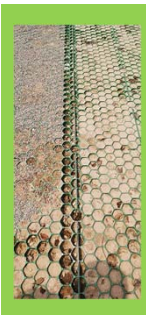
By building its Shandong factory, in a protected rural area, near the fruits, ANDROS is contributing to local economy by offering more revenues to local inhabitants. This is aligned with our commitment to produce closed to the orchards, and to develop internal farming and dedicated farms, as locally as possible.

Wild Oat

To protect biodiversity, the non constructed land in Shandong has been planted with Wild Oat.

Zhujialin Rural Complex

Shandong factory is located in Zhujialin, one of the first **10 national rural complexes** in China. Such rural complexes are aiming to promote sustainable agriculture, environment protection, valorization and first transformation of agricultural products, improvement of quality of life for rural population and employment for young people.



Beijing New Parking

Beijing new parking is designed preserving the soil (with permeable solution). We believe that protecting the planting ability of land will help protect nature, and our new constructions always put the protection of the environment in an important position.

Biodiversity also around our factories

A partnership between Andros Chilled Dairy (Novandie Auneau) and the Centre for the Conservation of Natural Spaces

Andros Chilled Dairy has entered into a partnership with the Centre for the Conservation of Natural Spaces-Val de Loire for the biodiversity-conscious management of the natural spaces around the Auneau plant, located near a sensitive natural area.



ANDROS GROUP BEST PRACTICE

The first step consisted in an inventory of the biodiversity present on the Novandie Auneau site. The second step, which began in 2021, is the implementation of a green space management plan (development of meadows, late mowing, planting of hedges and thickets, construction of a bird shelter, etc.).

Key figure

265

This is the number of species recorded around the Auneau factory, including 12 heritage species (rare or protected plant/animal species) such as the Skylark.



3

Protect biodiversity, promote agro-ecology



SUSTAINABLE ORCHARDS



OUR AMBITION

- 40% of our fruit supply from dedicated orchards
- Develop our free of pesticide residue supplies which can be traced from the field to the bowl



Develop more partnerships with farms

The fundamental principle of our relationship with our producers is that of **win-win partnerships**. We give them visibility by favoring long-term contracts and work together to achieve quality and environmental excellence.

Shandong Project

ANDROS China signed contracts with local Shandong farms for strawberry planting. In 2022, we will meet **40%** of our strawberry needs.



Peach and Strawberry

We have collected the **1st** peach and strawberry harvests from our **dedicated farms** : in this first year cooperation, they received our experts technical support in particular regarding pest control.



Internal Farming

Raspberries have been planted in our Shandong internal farm and we already harvested the first fruits. Trials are also going on with other fruits.

ANDROS GROUP BEST PRACTICE



Sheep to maintain the green spaces around the ANDROS Confectionery factory through eco-grazing.

ACT 4 NATURE France

Act4Nature France is an initiative led by the French Biodiversity Office as part of the National Biodiversity Strategy. This initiative mobilizes companies for biodiversity and is part of a progressive approach. Participants must sign the 10 common principles and then submit an action plan within one year. These 10 commitments place biodiversity at the heart of corporate strategy and dialogue with stakeholders.

ANDROS is particularly concerned with the protection of the pollinators which are essential for fruit production. As such, ANDROS is a signatory of the Act4nature program and aspires to be labelled as a «Company Committed to Nature» once its action plan has been submitted and validated.

4

Living better in the company and in the region



PROTECT EMPLOYEE HEALTH AND PREVENT ACCIDENTS AT WORK



OUR AMBITION

- Significantly reduce the number of workplace accidents
- Identify and adapt difficult jobs in our factories
- Improve employee health and safety awareness

ANDROS Day



Fire Drill

Shandong "0 Accident ceremony"



ANDROS Day

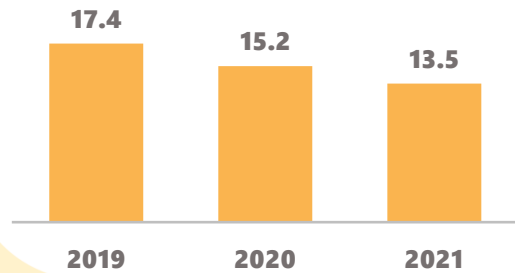
We have created an annual event with focus on Safety for all our employees called ANDROS Day. During this day, we have trained **100%** of our employees about Fire Safety including practice exercise to use Fire extinguishers. Fire drills are also conducted on a regular base. We have also trained our employees about different topics such as chemical safety, food safety, traffic safety, with various way like playing games or Q&A or PPT presentations. **We believe that SAFETY is the MOST IMPORTANT topic in ANDROS China!**

Shandong Factory "0 Accident"

In 2020, Shandong factory began its construction. Attention to safety has been always the top priority of our teams. With 500000 hours of work, the new factory was successfully finished with "0 accident."



Safety Frequency Rate TF1



Safety Frequency Rate TF1 has been decreasing over the last years, thanks to multiple activities to improve our safety culture.



By the end of 2021, the Beijing Factory Packaging Workshop achieved 400+ days with No Accident by the end of 2021. We celebrated this achievement with the team.

7 GOLDEN RULES TO WORK SAFELY EVERYDAY



I respect the traffic and driving rules
我遵守交通与驾驶规则

I wear my PPE effectively in compliance with the rules
我按照规定要求穿戴安全防护用具



I ensure safety before intervention on equipment
我在检修设备前确保安全

I apply the rules related to chemicals
我遵守化学产品使用规则



I secure myself for any work at height
我确保自己在登高作业中的安全

I control the risks that my activity can create for others
我要控制作业活动给别人带来的风险



I operate safely at my level and alert my hierarchy in case of difficulties
我安全操作，及时上报发现的隐患和事件

COVID-19 ANTI-PANDEMIC

We actively implement prevention measures and fully comply with the government policy of pandemic prevention such as strict access control to our facilities, mask individual protection, reinforced hand disinfections & facilities disinfection, promotion of vaccination campaign, regular people & environmental checks, strict control of our supply chain. We do our best to protect all staff and visitors' safety and health.

4

Living better in the company and in the region



IMPROVE QUALITY OF LIFE AT WORK



OUR AMBITION

- ANDROS China, a company where it is good to work.
- We will conduct employee engagement surveys to keep improving employee satisfaction, and set "satisfaction target"



Canteen of ANDROS China

In Beijing factory, we have improved our canteen for savouries and nutritious meals. Including ANDROS Fruit beverage and our GuoLeShi puree pocket.

Before



After



5S Cleaning Desk Day

We created an event 5S Cleaning Desk Day that we keep to do a big cleaning quarterly. Each time we will select the excellent office with good practices and give awards to increase the enthusiasm of everyone.



In 2021, we held 26 activities and events for our employees.



New Office and New Fruit Lab in Shanghai

Renovation of Office in Beijing



ANDROS Beijing Basketball team

ANDROS Beijing Badminton team



Weekly Activity

We offer offline weekly activities such as badminton and basketball, and online weekly activities with different topics each week such as gardening, fitness, communication skill ...

4

Living better in the company and in the region



OUR CIVIC COMMITMENTS IN AND AROUND OUR FACTORIES



OUR AMBITION

- Integrate autistic workers in our factories.
- Be a committed actor to our Local communities.



ANDROS China BLUE STAR

From 2014, the ANDROS Group launched in France a program to integrate autistic workers in one factory, providing training, appropriate jobs, and flexible work arrangements to facilitate the employment of autistic people. In 2020, ANDROS China launched its own program to integrate autistic workers, called "Blue Star". Our first autistic colleague was officially on board in 2021.

Our aim is not only to achieve the work integration of our autistic worker, but also to help him to achieve one day a full independence! We have our own Blue Star Volunteer Organization to support this integration project.



9 Tons

In 2021, we donated 9 tons of products in total to special disabled schools, recovery center for the disables, welfare homes, villages that had suffered from flood . . .



ANDROS China Donation

Each year, ANDROS China donated our products including GuoLeShi pockets, jelly, jam and lollipops for disabled kids. We care about our local communities and we do believe that kids are the future in the world.

"With you, struggle with Love!"



ANDROS China will continue to carry out autistic integration program in its factories in Beijing and Shandong in the future, provide relevant training and employment platforms to the best of its ability, and would like to share its accumulated and acquired experience with institutions and organizations committed to promoting youth integration.

SHI Binbin, VGM Andros China

5

Sustainable development for everyone, everywhere, all the time



INVOLVE OUR EMPLOYEES



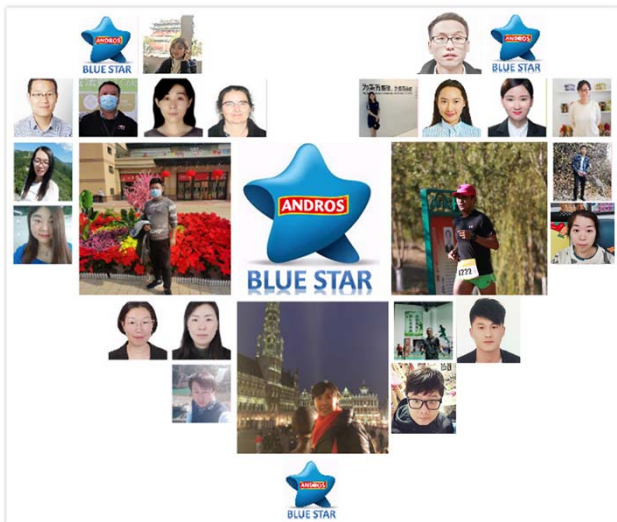
OUR AMBITION

- Involve 100% of our managers in in the Sustainable Performance Program, including each site in China
- Build CSR communication plan, including CSR events, training ...



Henan Donation

Following the flooding disaster, ANDROS and ANDROS employees arranged donations to Henan people, we organized all staff to make voluntary donations to help the flood area.



The Blue Star Volunteer Team

Composed of many different departments in the factory. The team of 35 members is focusing on helping autistic employees to integrate into factory life and to improve their independence.



New Mission and Vision

422 employees have voted for our new ANDROS Mission: 352 during ANDROS Day and 70 during National Sales Seminar. It involves around 82% of ANDROS China employees.



Sustainable Performance team



Sustainable Performance Program

In 2021, we kicked off the Sustainable Performance Program, we involved more than 10 leaders of subproject and many employees from different departments, we progress with weekly review meetings, SteerCo meetings with Group and available support from factory and Group all the time.



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Sustainable development for everyone, everywhere, all the time



BUSINESS ETHICS AND FAIR PRACTICE



OUR AMBITION

- Fully compliant to Chinese regulations
- Fully compliant to ANDROS Guideline
- Zero Tolerance for bribery
- Train the Code of conduct for 100% employees and 100% sign by our suppliers

Code of Conduct

- 01 Equal Employment
- 02 Child Labor and Young Workers
- 03 Forced Labor
- 04 Health and Safety (Fire Safety, Industrial Safety)
- 07 Health Working Environment
- 08 Environment Respect
- 09 Communication Channels for Employees and Freedom of Association
- 10 Disciplinary Measures
- 11 Working Hours
- 12 Salary and Remuneration
- 13 Anti Corruption



Working Time

We strictly control the **Working Time** (fully compliant with Chinese legislation) : daily working time, daily resting time, weekly consecutive working days, annual working time.

100%

We have a Code of Conduct, adapted to local needs and **100%** our employees have been trained to it. **ANDROS China Supplier Code Of Conduct** signed by our suppliers, supplier audits include CSR control.



Internal Social Audit

We have started the ANDROS China Internal Social Audit versus our Code of Conduct, and created internal social audit report in 2021.



ANDROS GROUP BEST PRACTICE

Getting our employees on board: Enviro-man's tips for a better tomorrow!

The Enviro-man character and his « Tips for a better tomorrow » were created to provide employees with information in a fun way on the various elements of sustainable development linked with the sustainable performance plan and its 5 pillars.

Thanks to them, employees on all our sites are made aware of the importance of their actions in everyday life at the office and at home.

In addition, we regularly organise awareness-raising events on sustainable development, when health restrictions permit.



Enviro-man, our Sustainable Development superhero from France



ANDROS®

安德鲁



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