

SIOEN

General report **2019**



Anytime, anywhere

Consolidated key figures (in millions of EUR)	2019	2018	2017	2016	2015 ⁽¹⁰⁾	2014 ⁽¹⁰⁾	2013 ⁽¹⁰⁾	2012 ⁽¹⁰⁾	2011 ⁽¹⁰⁾	2010 ⁽¹⁰⁾	2009 ⁽¹⁰⁾	2015	2014	2013	2012	2011	2010	2009
Profit and loss account																		
Net sales	509.6	506.2	473.1	363.4	326.4	326.6	323.0	323.5	322.6	292.0	251.9	326.4	326.6	323.0	324.5	331.8	300.2	264.5
Operating result (EBIT)	39.6	47.7	41.5	44.7	35.8	27.8	23.8	24.2	18.6	21.7	5.4	36.2	27.8	23.7	23.3	17.3	25.7	-8.6
Financial result	-2.0	-1.7	-7.9	-6.6	-3.0	-4.0	-3.9	-4.9	-5.0	-6.3	-5.9	-3.0	-4.0	-3.9	-4.7	-5.3	-6.0	-5.9
Profit (loss) before taxes	37.6	46.1	33.6	38.0	32.8	23.8	19.9	19.4	13.6	15.4	-0.5	33.1	23.8	19.8	18.6	12.0	19.8	-14.5
Group profit (loss)	27.4	33.8	21.9	26.0	22.6	16.9	14.7	14.4	13.4	13.8	3.2	23.1	16.5	14.3	13.6	11.6	18.1	-11.1
EBIT (1)	39.6	47.7	41.5	44.7	35.8	27.8	23.8	24.2	18.6	21.7	5.4	36.2	27.8	23.7	23.3	17.3	25.7	-8.6
EBITDA (2)	65.0	69.6	64.4	59.1	51.9	48.8	40.8	41.8	35.5	38.4	26.8	52.2	48.7	40.5	39.5	35.1	38.3	23.7
Group profit (loss) attributable to shareholders of Sioen Industries	27.4	33.8	21.9	26.0	22.6	16.9	14.7	14.4	13.4	13.8	3.2	23.1	16.5	14.3	13.6	11.6	18.1	-11.1
Depreciations	25.4	21.9	22.1	16.4	15.5	16.5	16.5	16.8	17.7	19.0	19.3	15.5	16.5	16.5	16.8	18.1	19.5	20.7
Personnel costs	111.2	106.1	99.5	75.2	69.0	67.4	69.7	68.8	65.9	60.8	57.8	69.0	67.4	69.7	69.1	68.6	63.8	63.8
Number of employees (in units)	4 834	4 605	4 341	3 578	2 857	3 531	4 011	4 582	4 682	4 579	4 237	2 857	3 531	4 011	4 582	4 682	4 579	4 237
Balance sheet																		
Equity	241.4	223.8	199.5	189.2	174.0	157.5	152.8	147.9	149.0	145.7	128.9	174.0	157.5	152.8	147.9	149.0	145.7	128.9
Non-current borrowings + lease liabilities	114.3	122.4	68.0	72.2	7.2	108.8	111.4	114.0	116.5	119.9	119.9	7.2	108.8	111.4	114.0	116.5	119.9	119.9
Net financial debt (3)	137.4	116.8	116.7	79.2	4.6	24.2	49.9	65.0	84.8	91.8	108.8	4.6	24.2	49.9	65.0	84.8	91.8	108.8
Balance sheet total	501.7	470.6	440.0	368.4	362.5	355.2	347.3	349.6	348.5	346.5	327.9	362.5	355.2	347.3	349.6	348.5	346.5	327.9
Working capital (4)	144.6	128.6	120.6	121.2	91.4	94.1	93.7	92.8	95.7	86.9	72.1	91.4	94.1	93.7	92.8	95.7	86.9	72.1
Additions to property, plant and equipment	28.6	33.6	15.9	7.8	12.0	7.0	4.1	6.6	6.8	7.1	8.6	12.0	7.0	4.1	6.6	6.8	7.1	8.6
Property, plant and equipment	164.8	142.4	124.0	110.4	80.3	81.3	92.5	102.8	111.7	119.9	129.5	80.3	81.3	92.5	102.8	111.7	119.9	129.5
Ratios																		
EBIT/net sales (1)	7.8%	9.4%	8.8%	12.3%	11.0%	8.5%	7.4%	7.5%	5.8%	7.4%	2.1%	11.1%	8.5%	7.3%	7.2%	5.2%	8.6%	-3.2%
EBITDA/net sales (2)	12.8%	13.7%	13.6%	16.3%	15.9%	14.9%	12.6%	12.9%	11.0%	13.2%	10.6%	16.0%	12.4%	12.5%	12.2%	10.6%	12.8%	9.0%
Net profit margin (5)	5.4%	6.7%	4.6%	7.1%	6.9%	5.2%	4.6%	4.4%	4.2%	4.7%	1.3%	7.1%	5.1%	4.4%	4.2%	3.5%	6.0%	-4.2%
Liquidity (6)	2.0	2.3	1.5	2.4	1.5	3.1	3.0	2.6	2.9	2.7	2.3	1.5	3.1	3.0	2.6	2.9	2.7	2.3
Solvency (7)	48.1%	47.6%	45.4%	51.4%	48.0%	44.3%	44.0%	42.3%	42.7%	42.0%	39.3%	48.0%	44.3%	44.0%	42.3%	42.7%	42.0%	39.3%
Net financial debt/equity (3)	0.57	0.52	0.58	0.42	0.03	0.15	0.33	0.44	0.57	0.63	0.84	0.03	0.15	0.33	0.44	0.57	0.63	0.84
Return on equity (8)	12.3%	16.9%	11.6%	14.9%	14.4%	11.1%	9.9%	9.7%	7.3%	10.7%	2.5%	14.7%	10.8%	9.7%	9.1%	8.0%	14.1%	-8.6%
Return on capital (ROCE) (9)	7.3%	9.7%	8.7%	11.2%	12.9%	9.9%	8.3%	8.0%	7.1%	10.0%	-2.1%	12.9%	9.9%	8.3%	8.0%	7.1%	10.0%	-2.1%

(1) Earnings Before Interest and Taxes = Operating result

(2) 2019-2018: Earnings Before Interest, Taxes, Depreciation and Amortization = Operating result + depreciations, 2017-2009: Operating result + depreciations + write off inventories and receivables + provisions for liabilities and charges

(3) Borrowings (non-current and current) + lease liabilities (non-current and current) - other financial assets - cash and cash equivalents

(4) Total current assets - other financial assets - cash and cash equivalents - derivatives fair value (in current assets) - total current liabilities + borrowings (current) + lease liabilities (current) + derivatives fair value (in current liabilities)

(5) Group profit (loss)/net sales

(6) Total current assets/total current liabilities

(7) Equity/balance sheet total

(8) Group profit (loss) attributable to shareholders of Sioen Industries/equity at end of previous financial year

(9) (Operating result + income taxes)/capital employed of the period (working capital (see (4)) + intangible assets + goodwill + property, plant and equipment + investment property

(10) Only continuing operations

Consolidated key figures per share ⁽¹⁾	2019	2018	2017	2016	2015 ⁽¹⁰⁾	2014 ⁽¹⁰⁾	2013 ⁽¹⁰⁾	2012 ⁽¹⁰⁾	2011 ⁽¹⁰⁾	2010 ⁽¹⁰⁾	2009 ⁽¹⁰⁾	2015	2014	2013	2012	2011	2010	2009
Operating result	2.00	2.41	2.10	2.26	1.81	1.40	1.17	1.13	0.87	1.01	0.25	1.82	1.40	1.16	1.09	0.81	1.20	-0.40
Group profit (loss)	1.39	1.71	1.11	1.31	1.14	0.85	0.72	0.67	0.63	0.65	0.15	1.17	0.83	0.70	0.64	0.54	0.85	-0.52
Group profit (loss) attributable to shareholders of Sioen Industries	1.39	1.71	1.11	1.31	1.14	0.85	0.72	0.67	0.63	0.65	0.15	1.17	0.83	0.70	0.64	0.54	0.85	-0.52
Equity	12.21	11.31	10.09	9.56	8.77	7.94	7.50	6.92	6.96	6.81	6.02	8.77	7.94	7.50	6.92	6.96	6.81	6.02
Gross dividend	0.0000	0.6200	0.5600	0.5300	0.4800	0.3700	0.3300	0.3100	0.2700	0.2500	0.0800	0.4800	0.3700	0.3300	0.3100	0.2700	0.2500	0.0800
Net dividend	0.0000	0.4340	0.3920	0.3710	0.3504	0.2775	0.2475	0.2325	0.2025	0.1875	0.0600	0.3504	0.2775	0.2475	0.2325	0.2025	0.1875	0.0600
Pay-out (%)	0.0%	36.3%	50.7%	40.4%	42.0%	43.4%	44.5%	44.1%	43.0%	38.7%	53.5%	41.1%	44.5%	45.8%	46.7%	43.0%	38.7%	-15.4%
Maximum share price	28.25	31.15	32.88	31.20	19.46	12.70	8.75	6.68	7.95	7.40	5.31	19.46	12.70	8.75	6.68	7.95	7.40	5.31
Minimum share price	20.60	20.00	25.50	14.50	10.96	8.25	6.60	4.57	4.82	3.95	2.67	10.96	8.25	6.60	4.57	4.82	3.95	2.67
Price at Dec.31	22.95	21.30	30.37	28.10	18.50	11.26	8.39	6.56	5.25	7.39	3.97	18.50	11.26	8.39	6.56	5.25	7.39	3.97
Change in share price (2)	8%	-30%	8%	52%	64%	34%	28%	25%	-29%	86%	13%	64%	34%	28%	25%	-29%	86%	13%
Price/Earnings Ratio (2) (3)	16.5	12.5	27.5	21.4	16.2	13.2	11.6	9.8	8.4	11.4	26.5	15.9	13.5	12.0	10.3	9.7	8.7	-7.6
Average daily trading volume (no. of shares)	6 333	6 303	8 564	10 548	14 144	12 500	12 249	11 256	12 109	13 952	7 386	14 144	12 500	12 249	11 256	12 109	13 952	7 386
Average monthly trading volume (no. of shares)	132 994	132 358	179 841	221 498	297 033	262 492	257 238	236 368	254 282	292 999	155 112	297 033	262 492	257 238	236 368	254 282	292 999	155 112
Annual trading volume (in millions)	1.6	1.6	2.2	2.8	3.7	3.3	3.1	2.9	3.1	3.6	7.7	3.7	3.3	3.1	2.9	3.1	3.6	7.7
Number of Sioen Industries shares outstanding (in thousands) (1)	19 780	19 780	19 780	19 780	19 826	19 826	20 364	21 390	21 390	21 390	21 390	19 826	19 826	20 364	21 390	21 390	21 390	21 390
Stock market capitalization (millions) (2)	453.9	421.3	600.6	555.8	366.8	223.2	170.9	140.3	112.3	158.1	84.9	366.8	223.2	170.9	140.3	112.3	158.1	84.9

(1) Recalculated after the 1 to 55 share split on 13/09/96 and the 1 to 10 split on 05/11/98

(2) Price at end of December

(3) Price at end of December/group profit (loss) attributable to shareholders of Sioen Industries per share

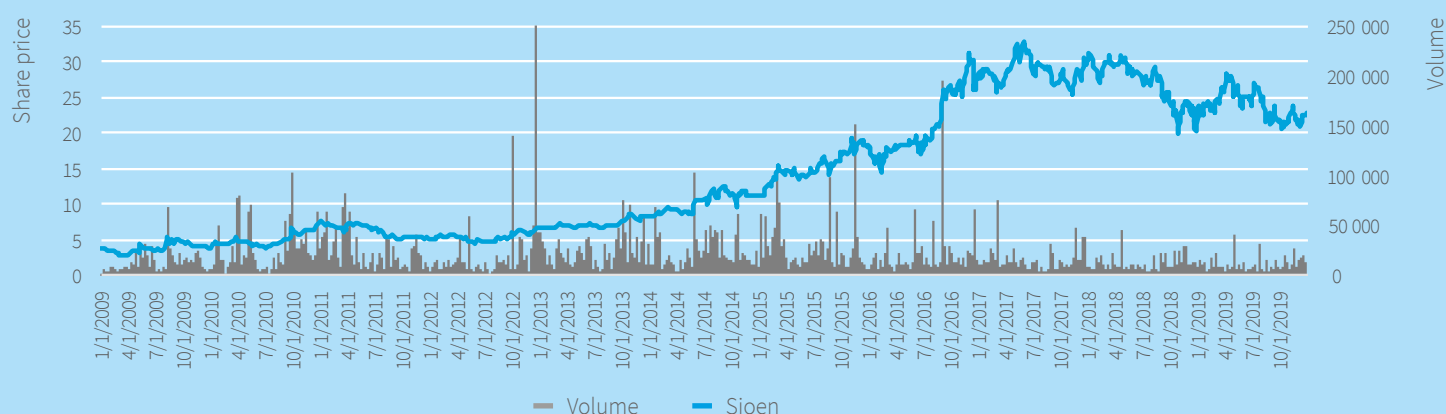
Net sales 2019

509.6 million euros
(+0.7%)

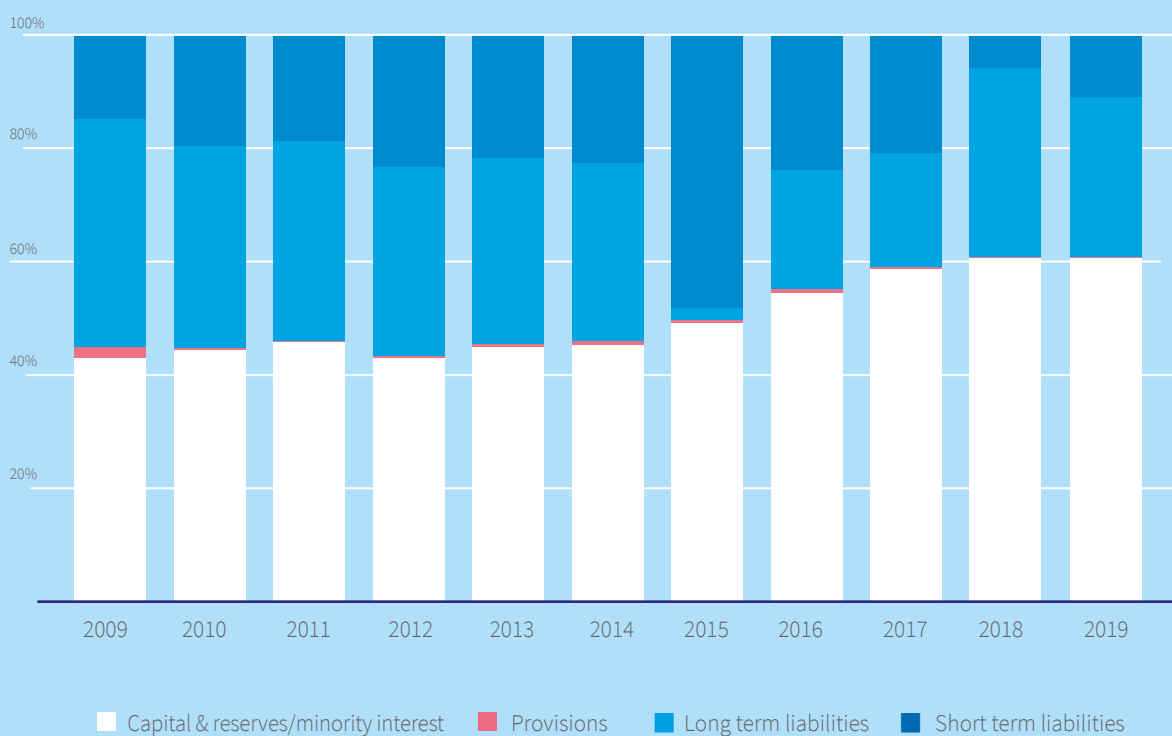


Material margin improves
Integration of various acquisitions

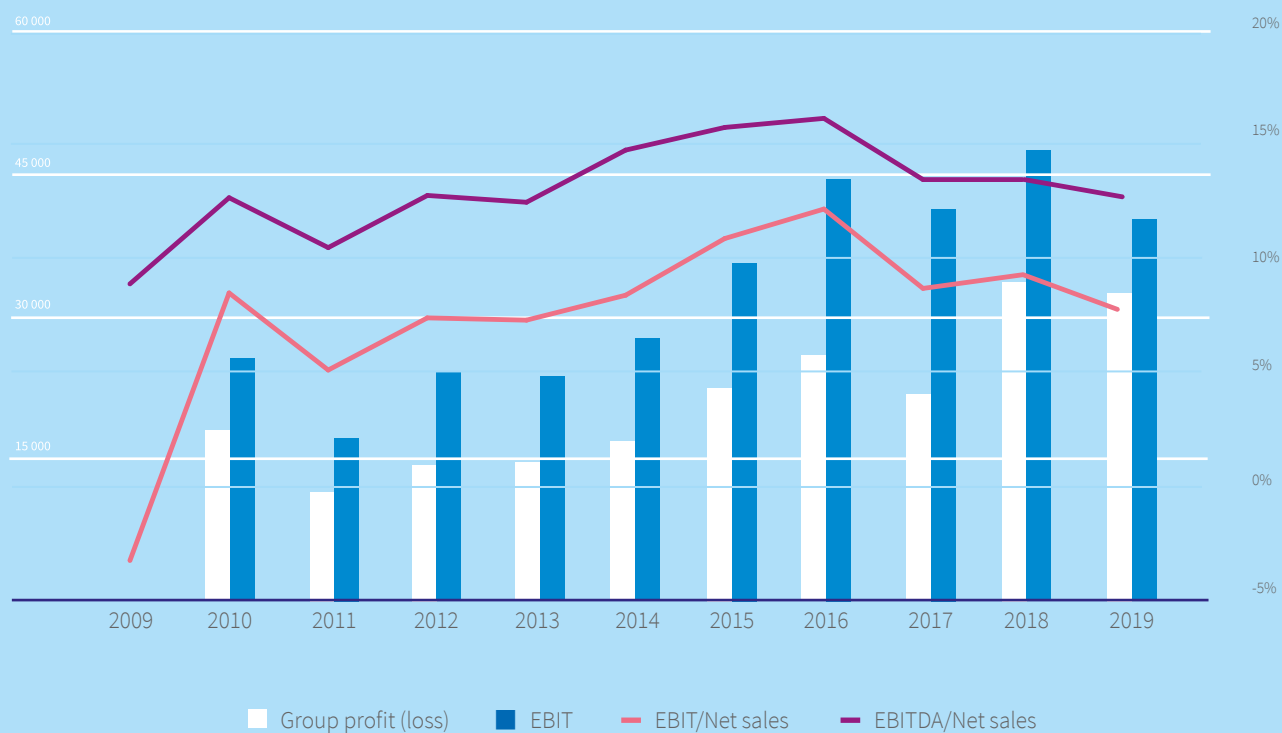
Share price evolution (in euro)



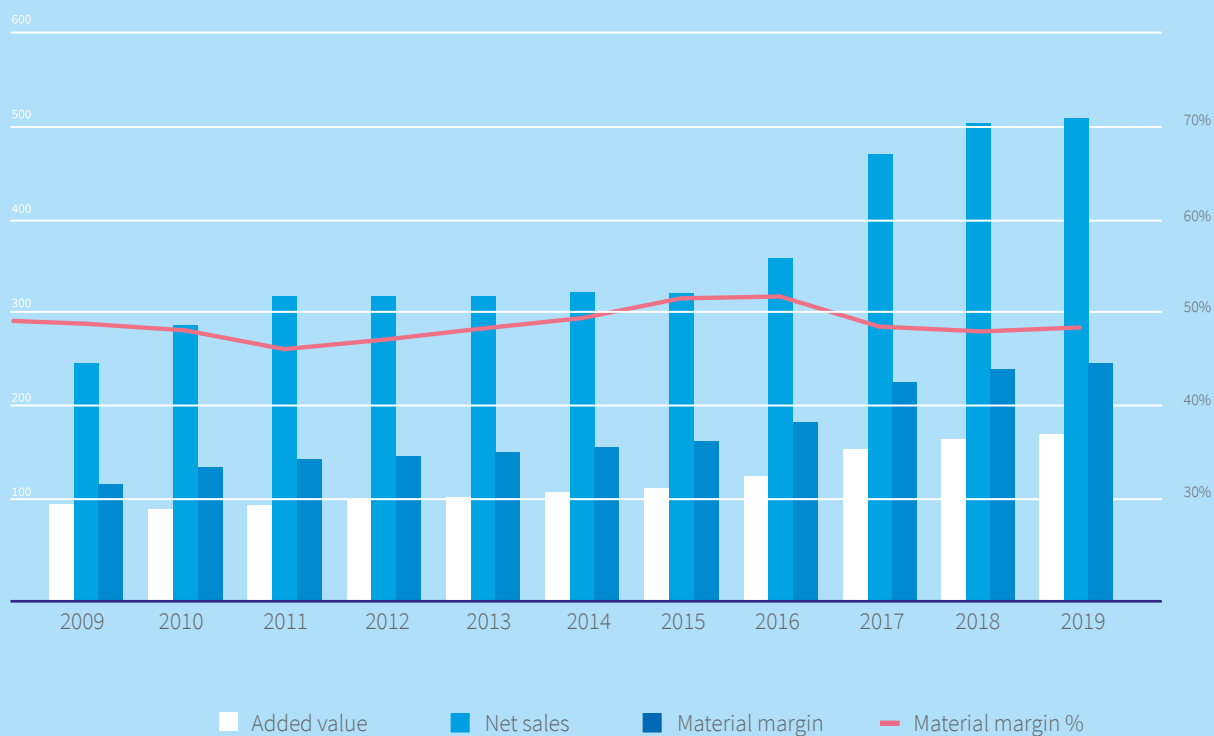
Financing of assets 2009-2019 (in %)



Key figures 2009-2019 (in millions of euro)



Key figures 2009-2019 (in millions of euro)





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Our strategy

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Corporate responsibility

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Anytime, anywhere

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Financial report



Letter to our stakeholders

Dear customers, business partners, employees and shareholders,

In 2019, Sioen once again proved that we also perform well in turbulent times. The industrial engine of Germany - our most important market - slowed down, the transport sector was hit worldwide, the ongoing Brexit was having its effects and the impact of international trade conflicts was felt everywhere. Nevertheless, we managed to consolidate the spectacular growth in turnover we had in recent years (+ 0.7%). On average, since 2013 up to 2019, our turnover increased by 6.7%.

“What I’m proud of?
Nowadays, you will come
across one of our textile
solutions at any time.”

Protective clothing reaches the highest levels

In our three divisions (more information from page 16 onwards), the strong rise of Sioen Apparel is particularly striking: + 8.7% in 2019. For the first time in the history of our company, our clothing department represents a share of more than 30% in the total turnover. The increased safety awareness of authorities, an increasing demand for circular protective clothing and stricter working standards are all developments that we responded to perfectly. From emergency and security services to operators in industrial companies, fishermen and forest managers: Sioen strengthened its market leadership in a broad variety of target markets.

In 2019, our Coating division has been focussing on diversification. Our primary applications markets, including transportation, industry and construction, had a difficult year. We have been able to compensate this by focusing on promising additional markets, such as tensile architecture and geotextiles. In addition, we also spread our wings geographically, with new sales teams for Australia and the US, among others. An extra American asset: the recent acquisition of Dickson Coatings gives a further boost to our US presence.

Last but not least, Sioen Chemicals also managed to maintain its market position in a competitive market. With high-quality color dispersions for our own divisions as well as for external customers, we continue to guarantee top technical and chemical products.

Often hidden, always present

Our strong performance is primarily the result of a balanced long-term strategy

based on five pillars: vertical integration, innovation, market leadership, customer focus and sustainable growth. By pursuing and achieving clear objectives within each of these strategic pillars, we are stronger today than ever before.

Moreover, all strategic focal points are interconnected. For example, we organize the entire production process in-house, from the extrusion of granulate to ready-made protective clothing and coated textiles. We use our flexibility, combined with the expertise of our R&D team of 220 people, to bring around 45,000 different products to markets in every corner of the world. To achieve that, our excellent technical quality and a customer-oriented mindset are our trademarks. That way, Sioen succeeds in raising the bar in its primary target markets and in conquering difficult new niche markets.

The result is that, now, we literally are at home in all markets. Tea bags, bulletproof vests, green textile walls, airbags, windmills, laminate floors or rain trousers: at any time of the day you will come across one of our textile solutions - knowingly or unknowingly. In order to visualize that remarkable image, we put our heads together for this annual report. You can find the result from page 66 onwards.

Can-do attitude

We are ambitious for our future. As always, in the coming year, we want to make our mark with an even wider range of textile solutions. Better, faster, stronger: those are the words that define us. My mother, Mrs. Jacqueline Sioen, co-founder and director of Sioen, who passed away at the beginning of 2020, wouldn't have wanted it any other way. Continuing our momentum is the best

tribute we can give to her.

At the same time, we also aim for more sustainability. Nowadays, new social challenges are rapidly coming towards us and it is our firm belief that Sioen can play a decisive role. Therefore, from now on, we will link our policy on Corporate Social Responsibility (pages 46-65) to the Sustainable Development Goals of the United Nations.

In highlighting our strong performance and ambitions, we also need to talk about our greatest asset: our employees. They make the difference, day in and day out. The typical tenacity that characterizes our employees is the real asset of Sioen. I therefore would like to seize this opportunity to thank them sincerely for all their efforts and energy. We also appreciate our shareholders for their confidence in our long-term ambitions.

For 2020, I am looking forward to growing further together and to adding a new chapter to our great story.



Michèle Sioen
CEO of Sioen Industries





Milestones

A selection of notable events from 2019 by division

Coating division

In May 2019, Sioen acquired **Techma Coatings**, a manufacturer of breathable laminated textiles, for 0.3 million euros. Until then, the company was part of the Seyntex Group located in Tielt and realized a turnover of 13 million euros in 2018. The deal also included the purchase of part of the production equipment and the customer portfolio. Techma Coatings is now an integral part of Sioen Fabrics in Mouscron. This strengthens Sioen's position in the market for technical coated textiles for mattress protection, clothing, tensile structures and tents, amongst others.

Sioen Coating closed the year with very good news. Mid-December, an agreement was reached with the US-based Glen Raven Group for the takeover of its PVC coating activities: **Dickson Coatings**. The division represents approximately 38 million euros in sales and has facilities in France (production) and in the US (sales). The primary aim is to work closely together in order to develop technical textiles for sunscreens and other outdoor applications with high growth potential.

Apparel division

In 2019, our Apparel division shifted up a gear in some challenging projects. For example, after intensive negotiations with the Automobile Club de Monaco Sioen was approved for the 88th Rally of Monte Carlo. In December, we flew in 1,400 rain and softshell jackets for race officials, rescuers and other workers at the race. The prestigious rally that ran from 20 to 26 January 2020 was an enormous success. Our next target: the F1 Monaco Grand Prix.

With no fewer than 8 specialized brands, Sioen Apparel is constantly convincing more local authorities and large companies of its customer-oriented approach and high-quality product range. In 2019, this resulted in a range of successful tenders, spread across various sectors and in several countries.

A selection:

- **Germany:** Quarzwerke Group, a globally operating company in the mining sector, ordered 8,500 multi-standard garments.
- **Ireland:** For the upcoming Brexit, the Irish Customs Authorities hired 600 new officers. They selected Sioen for the delivery of new garments, worth 200,000 euros.
- **Austria:** steel manufacturer Breitenfeld Edelstahl ordered 3,200 pieces of our highly technical professional protective clothing for its employees.
- **France:** the forest management agency "Office National des Forêts" will invest over 2.5 million euros in more than 60,000 Sioen products over the next 4 years.
- **The Netherlands:** Rijkswaterstaat, the Authority responsible for the Dutch motorways and waterways, invested in a new look: from life jackets to light parkas.

Baleno, our brand for casual wear, has received a string of awards. For the third year in row, Sioen received the main award at the British Equestrian Trade Association (BETA) fair in Birmingham. This time, our Banbury Jacket has received the award: a stylish, waterproof vest for women.



Chemicals division

Sioen Chemicals is constantly exploring new niche markets with our specialized brand of UV Curable Systems. For example, in 2019 we launched a new range of inks and varnishes for the finishing of furniture. This product diversification should result in an even stronger position for the Chemicals division.



Corporate Export Lion Award 2019

On September 18, 2019, the Flemish Agency for International Business (FIT) awarded Sioen for its impressive export achievements. CEO Michèle Sioen and Commercial Director Jan Mortier proudly received the “Export Lion” award and returned to Ardooie as brand-new ambassadors for Flemish exports. In its judgment, the jury took into account the geographical spread, the export strategy and the international turnover figures, but also praised the efforts of Sioen in areas such as innovation and corporate social responsibility.

“For a company that makes its living from exports, this recognition is the crowning achievement and an extra motivation to continue on the chosen path.”

MICHÈLE SIOEN,
CEO OF SIOEN INDUSTRIES

“Sioen demonstrates that a critical, innovative mindset is crucial to make a difference in international markets. The best proof of this: as one of few Flemish textile companies, Sioen realises strong growth within Europe as well as outside of Europe.”

CLAIRE TILLEKAERTS,
CEO OF FIT



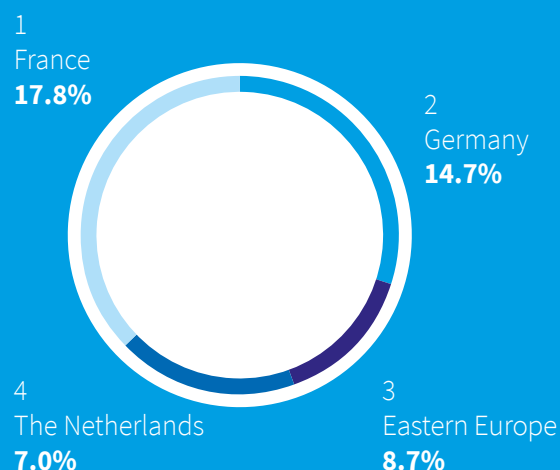
Two successful women meet: Michèle Sioen receives her trophy from Claire Tillekaerts, CEO of FIT



Factory of the Future-award

Although this happened after the closing date of the balance sheet, we would like to let you know that our Veranneman Technical Textiles division in Ardoorie, Belgium, received its second Factory of the Future award. Technology federation Agoria and research center Sirris, the organizers of this award, praised the investments in digitization, the smart use of energy and materials and the involvement of the employees. Veranneman Technical Textiles won the award for the first time in 2017 and can now call itself Factory of the Future for the coming three years.

Main export markets:



Did you know ...



... exports account for 92% of our total net sales?



... we export our products to 127 countries?



... Sioen aims for an annual increase in exports 5% to 6%?

Chapter 01

Our divisions

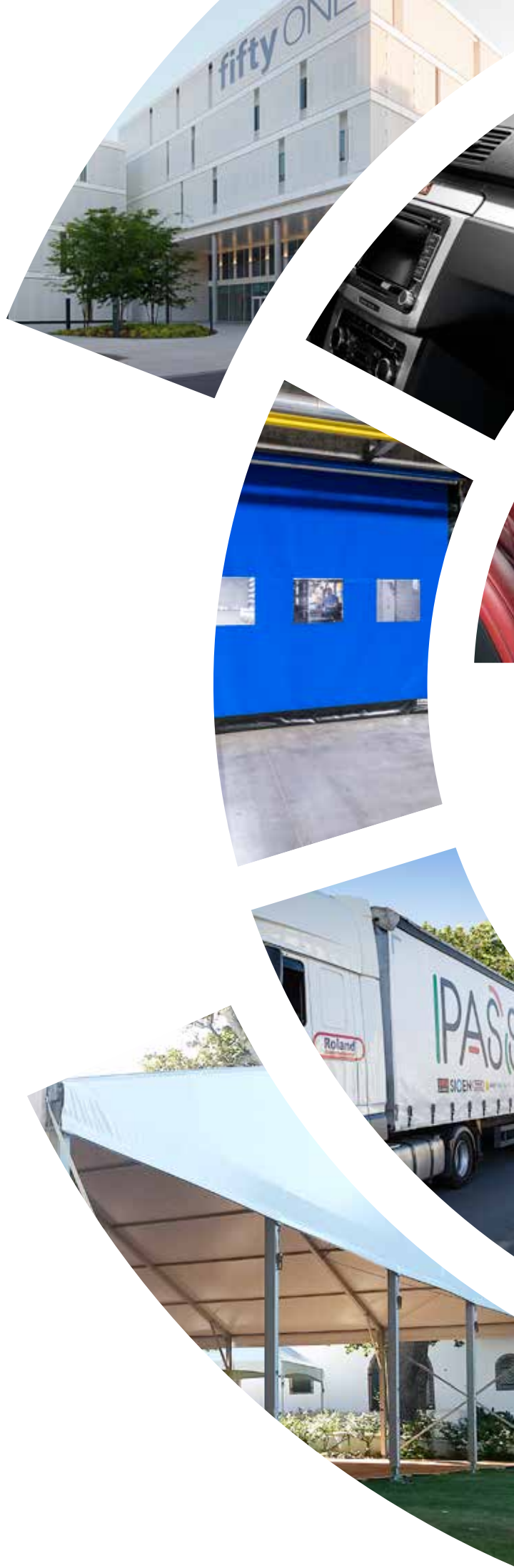
COATING DIVISION	p18
APPAREL DIVISION	p24
CHEMICALS DIVISION	p28





Coating division

Sioen is the undisputed world market leader in technical textiles. The secret recipe: a healthy balance between organic and external growth. Year after year, the Coating division continues to invest in vertical integration, innovation, diversification, digitization and increased production capacity to increase its market share. In addition, we keep our eyes open for acquisition opportunities. That way, we were able to welcome two acquisitions in 2019 - Dickson Coatings and Techma Coatings. This combination of investments makes Sioen the quality brand for technical textiles it is today.



Protection through
Innovation



Our CEO speaking

What is the strength of Sioen Coating?

"Above all, it is a combination of assets that gives our division its lead: from a state-of-the-art machine park to an impeccable service to the most innovative product range on the market. These strengths are reflected in all of our 13 specialized brands. Each one of them is a textile solutions provider that helps our customers to grow. Whether we are active in the industrial, construction, transport, car or maritime sector, Sioen thinks along with its customers about tailor-made textile solutions and has the expertise to realize them."

What was the main evolution of 2019?

"The division acquired two complementary companies and, in addition, invested in increasing production capacity. For example, we introduced additional production lines at various locations and in Romano D'Ezzelino, Italy, we are starting a whole new factory for non-woven textiles. The influence of Industry 4.0 technologies, such as artificial intelligence and the Internet of things, is rapidly increasing. All of our facilities are gradually becoming 'smart factories'. In 2019, we laid the foundations for renewed rapid growth."

What is the ambition for the coming years?

"We will continue to rely on our own strength. Technical textiles contribute to solving various social challenges, such as making cities greener, safe freight transport, clean energy and a sustainable food supply. Sioen aims to play a pioneering role in these developments. In line with this, we are aiming for sales growth in non-European markets, in particular the US, South Africa, the Middle East and Australia. There is still a lot of potential there. In short: we have no lack of ambition."

Michèle Sioen, CEO van Sioen Coating



13 specialized brands

SIOEN SPINNING

High-quality and tailor-made polyester yarns with specific properties (abrasion, adhesion, UV, FR, color)

SIOEN WEAVING

High-quality, woven technical textile from a wide range of raw materials

sio-line®

Coated technical textiles with a focus on polyester / PVC combinations for different applications: from sliding curtains for trailers to sports mats to tents

8 SAINT CLAIR

Coated technical textiles with focus on non-PVC. The new name for Dickson Coatings, acquired in 2019

SIOEN FABRICS COATING

Technical (stretch) textiles for protective clothing, airbags, mattress protectors, ...

SIOEN FABRICS CALENDERING

Custom-made TPO and PVC films, for applications such as dashboards, sun visors, packaging, and many more

VERANNEMAN TECHNICAL TEXTILES

Technical scrims with woven, laid and coated varieties

James Dewhurst Reinforcement Solutions

High-quality scrims for reinforcements, with strong output capacities

dp dimension polyant

Innovative and professional sails for the sailing world

COATEX

Custom-made keders for roller gates and tensile structures

dynateX multi-axial reinforcements Part of SIOEN

Multi-axial, coated reinforcement composites for the transport sector

SIOEN TECHNICAL FELTS

Single or multi-layer Technical Felt, with or without woven reinforcement base

mf MANIFATTURA FONTANA ADDED-VALUE GEOTEXTILES

Non-woven geotextiles for construction and civil engineering



Share in turnover: 61.0 %



Employees: 1 116



Locations:

Belgium, France, Austria, Portugal, Italy, Germany, USA, UK, Australia and China

Behind the scenes: our management team is ambitious for the future

“In the coming years, we want to continue the strong 2019 growth of our X-PAC™ backpacks as a quality outdoor brand and fashion item. In addition, we want Dimension-Polyant to operate completely CO₂ neutral by the end of 2020.”

UWE STEIN,
CEO DIMENSION-POLYANT GMBH

“With our state-of-the-art machine park, we aim for growth in sunscreen products. The recent opening of a high-tech production line with integrated artificial intelligence will contribute to that objective.”

FRANK VERANNEMAN,
CEO ONLINE COATING





“The successful and timely start-up of our new production facility in Italy will give us the necessary capacity to deliver the planned volumes. Our goal: to become the European market leader in geotextiles and to further develop our position as a player in geosynthetics.”

ORWIG SPELTDORRN,
CEO NON-WOVENS

“We are fully committed to growth, taking into account the changes in environmental regulations. As always, in doing this, we take a customer-oriented and innovative approach. The acquisition of Techma Coatings (Seyntex) fits in perfectly with that picture.”

MICHEL DEVOS,
CEO SIOEN FABRICS COATING & CALENDERING

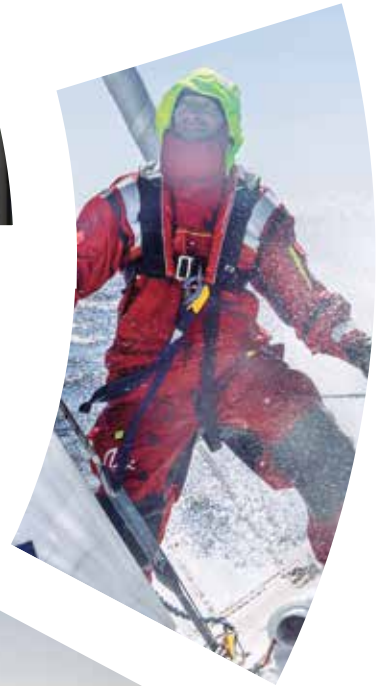
“2019 was a productive year: two new spin lines, a new inspection line, the introduction of fast detection cameras and the start-up of a team for North and Latin America. We plan on capitalizing on those investments with higher sales outside of Europe.”

GRISJA LOBBESTAELE,
CEO DIRECT COATING

Apparel division

This division has been predominant in manufacturing professional protective clothing for more than 50 years. Its trademark remained unchanged throughout that period: superior technical quality. For that reason, the garments of our 8 specialized brands are extremely popular with professionals who work in conditions where safety, comfort and protection are crucial. Now Sioen Apparel is the market leader in Europe and our star continues to rise. In 2019, the division achieved a growth in turnover of no less than 8.7%.





Protection through
Innovation



A man in a grey suit and glasses is smiling and standing in front of a display of firefighting gear. The gear includes a helmet with a reflective visor and a jacket with reflective stripes. The background is a red wall.

Our CEO speaking

What is the strength of Sioen Apparel?

“Our unprecedented know-how and expertise. Our more than 3,500 employees, 300 of whom are in our R&D and sample department, know how to make optimal use of the benefits of our vertical integration. We develop, test, produce and deliver everything ourselves. The possibilities are endless. The result: no other player in the market has such a broad product range. And just as important, for all these products, we always aim for the best quality, and with that approach, we are very successful. Forestry professionals to firefighters to farmers: quality is a common language.”

What was the main evolution of 2019?

“More and more local authorities and large companies are looking for multi-norm protective clothing that protects their employees against multiple risks at the same time. As a multi specialist, we offer protection against extreme cold, flames, chemicals, electric arc, bullets, knives etcetera. It is with those types of highly specific, technical clothing that Sioen makes the difference, which resulted in a series of successful tenders in 2019. For example, for the coming 5 years, Mullion will supply 10,000 life jackets and survival suits to the French Navy, each year. Sioen Firefighter Clothing, with contracts from Paris to Oman, and our brand Sioen PPC are also achieving great results.”

What is the ambition for the coming years?

“We will continue to focus on technically difficult projects and extend our range of protective clothing that meets the highest standards. This means that innovation will continue to be the main focus of our department, because each year the standards in our sector become stricter. Through our active participation in standardization, we are involved in setting the standards ourselves. Moreover, we are one of the few companies that already offers standards-compliant garments for women. Through innovation, in combination with our strong customer-oriented approach, we aim to continue our strong growth.”

Bart Vervaecke, CEO of Sioen Apparel

8 specialized brands

SIOEN

Professional protective clothing
for every work environment

SIOEN
FIREFIGHTER CLOTHING

Protective clothing
for firefighters



Clothing for chainsaw users and
other forestry professionals



Technically advanced and
stylish outdoor clothing



Safety suits and life jackets for professionals
working in, on or around water



Drysuits for water-related activities,
such as diving, sailing and fishing

SIOEN
BALLISTICS

Stab and bullet proof vests for law
enforcement officers and soldiers



Workwear clothing for the industrial sector,
with a focus on comfort, quality and safety



Share of turnover: 31%



Employees: 3 518



Locations:

Belgium, Finland, France,
Germany, Indonesia, Ireland,
Myanmar, Romania, Singapore,
Sweden, The Netherlands,
Tunisia, Estonia and the UK

Chemicals division

Our third division processes basic raw materials, such as powders and pigments, into an extensive range of inks, varnishes and pastes. In the first place, these are for external customers. You may find our fine chemicals in wallpaper, floors, banners, number plates and many other applications. In addition, our coating division is a customer of Sioen Chemicals. As in previous years, this two-sided business model produced good results in 2019.





Protection through
Innovation



Our CEO speaking

What is the strength of Sioen Chemicals?

"The enormous diversity of customers and applications. Coloring shoe soles, sun blinds or napkins: Sioen does it all. Even the butcher uses our products, because our chemicals are used as a pigment for sausage wraps. Our biggest asset is that we can respond quickly to every customer demand through three specialized brands. In need of a certain color depth or thickness? Sioen has the perfect solution for you. This flexibility in service is what we are known for."

What was the main evolution of 2019?

"A number of key markets - floors, cars, wallpaper and technical textiles - have had a difficult year, resulting in a slight decline in external sales. Nevertheless, we continued to invest in our production capacity and testing laboratories. After all, with our color dispersions we can easily switch to other markets. For example, in 2019 we launched a new product line for furniture finishing. So the key words were expansion and diversification."

What is the ambition for the coming years?

"We are expanding our production facilities in Bornem (Belgium). A new building of 7,000 m² will increase our production capacity by 20%. Although the works did not progress much in 2019 due to archaeological activities, we should be fully operational in 2020. We also want to further expand with UV applications for floors, wallpaper and furniture. There is a lot of potential in these applications and we hope to increase our market share outside of Western Europe."

Pascale Sioen, CEO of Sioen Chemicals



3 specialized brands



Industrial color solutions, including custom-made pigment pastes, varnishes and inks.



Universal dyes for the DIY market, with paint, chalk, cement, vinyl and acrylic emulsions.



Radiation curable inks, varnishes and primers.



Share in turnover: 8 %



Employees: 143

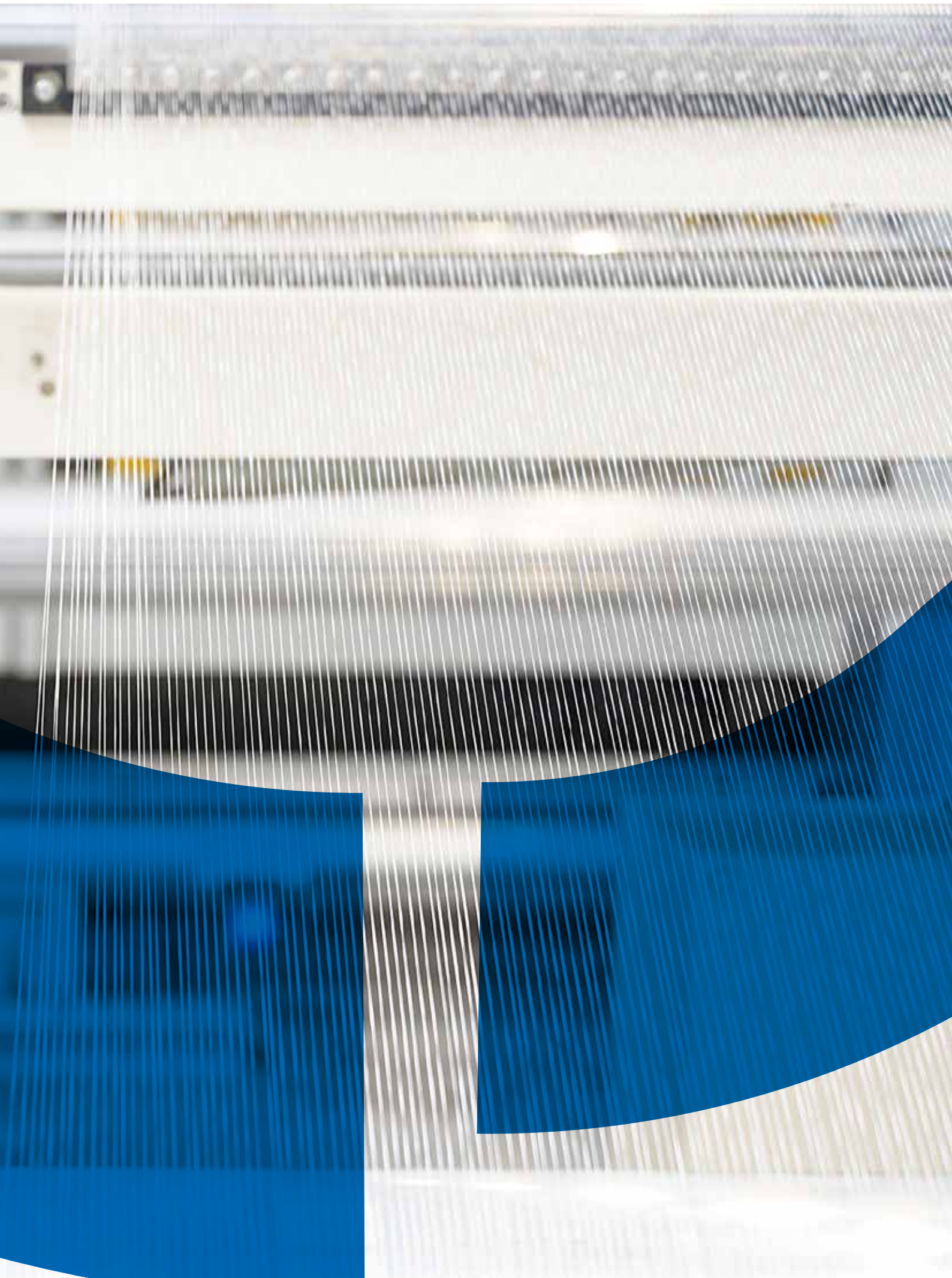


Locations:
Belgium and France

Chapter 02

Our strategy

SUSTAINABLE GROWTH	P37
VERTICAL INTEGRATION	P39
CUSTOMER ORIENTATION	P41
INNOVATION	P43
MARKET LEADERSHIP	P45



Mission

Sioen protects people and their belongings with high-quality technical textiles and professional protective clothing.

Vision

Sioen wants to shape the future of technical textiles in order to provide a solution for major social challenges.

Values

At Sioen we are:

- passionate
- honest and ethical
- world citizens
- respecting people and the environment
- responsible
- entrepreneurial and innovative
- value-oriented

Strategy: 5 pillars

1. Vertical integration

Full control over the production process.

2. Customer focus

Offering customers high-quality custom-made textile solutions.



Innovate
to protect

5. Sustainable growth

Organic growth and growth through acquisitions.

3. Innovation

Internal and open innovation aiming at new production processes, materials, products and markets.

4. Market leadership

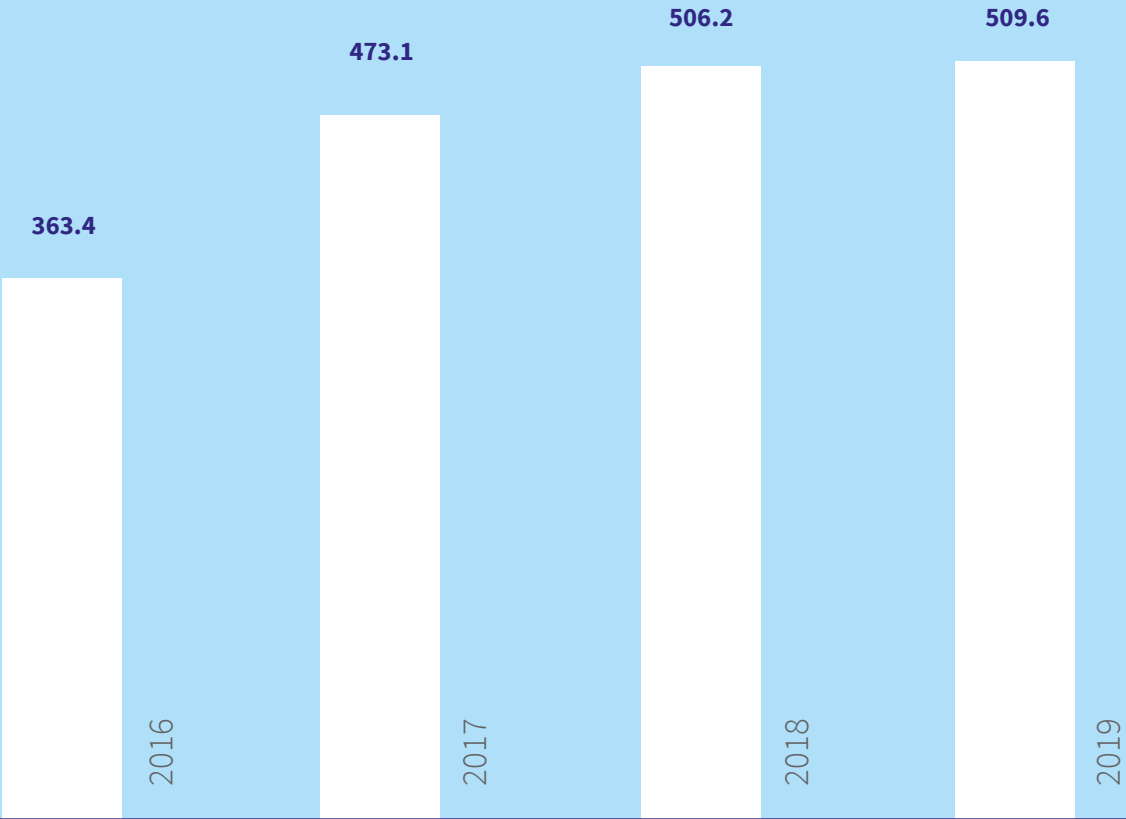
Pushing boundaries in markets with stringent technical requirements.

“Sioen aims for a healthy balance between organic and external growth.”

Acquisitions 2016-2019



Growth in 2016-2019



Sustainable Growth

In 2019, we continued our strong growth of recent years with record sales of almost 510 million euros. For the second year in a row, we achieved sales above half a billion euros. The key to our success? Continuous investments and diversification. This double strategy for growth should ensure that this upward trend continues in the coming years.

Investing: 3 focus points

#1 External assets

After a period of consolidation and integration of previous acquisitions, Sioen strengthened its market position with two new players in 2019: in May, we welcomed Techma Coatings and in December, Dickson Coatings. Both these acquisitions strengthen our growth ambitions in various markets, both geographically (eg. in the US) and in terms of products (eg sun screens).

#2 Technology

Sioen is fully committed to digitization and automation. Not only do we increasingly apply new technologies in our production processes, we also invest in digital workplaces, e-commerce and marketing automation. For us, the introduction of new technology is a matter of “how?”, not “why?”.

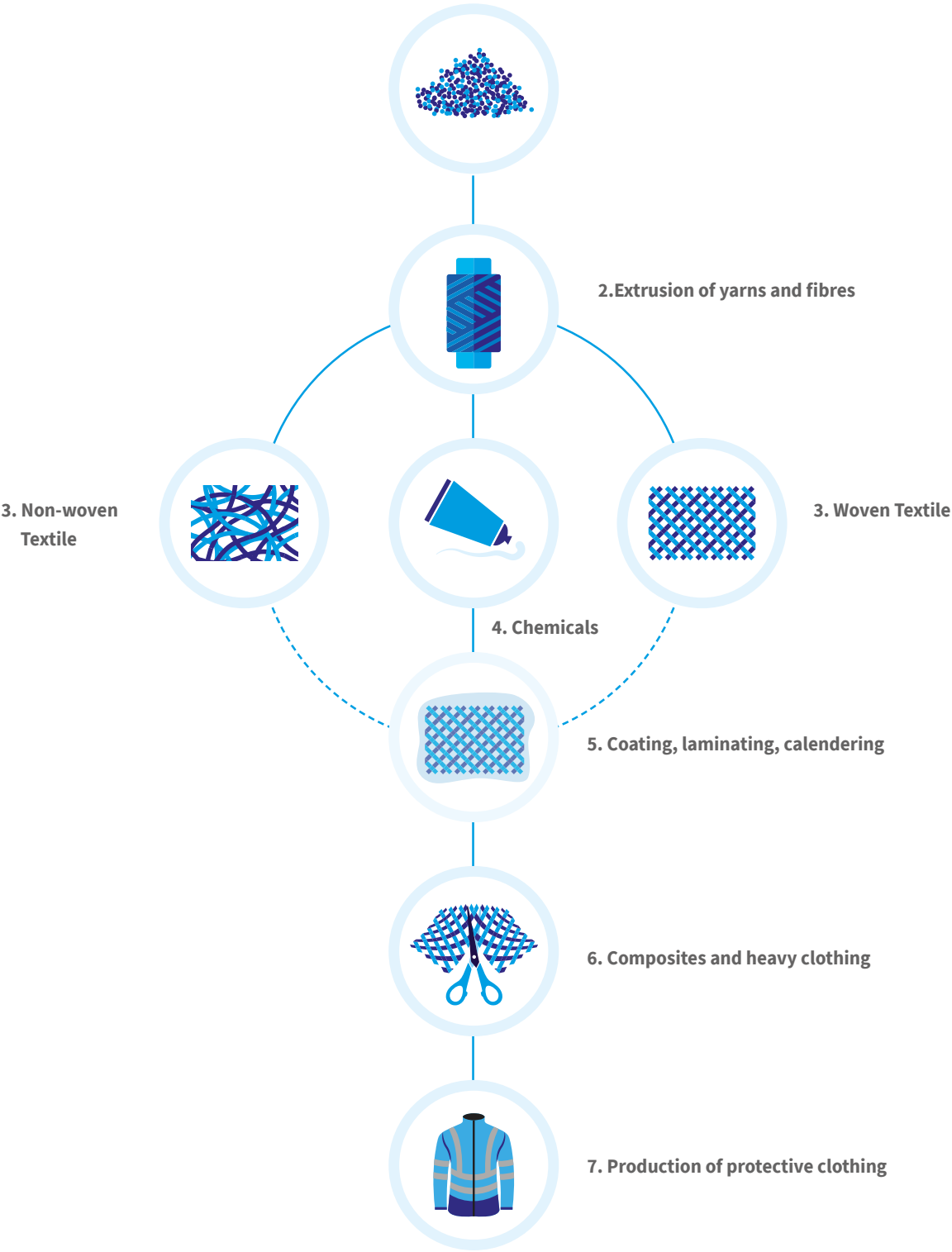
#3 Human capital

We make every effort to support our employees with a healthy balance between work and private life and personal training programs. After all, employee satisfaction and competence management are crucial parts of our success story. In addition, we continuously invest in attracting top talent.

Diversification

After the economic crisis of 2008, we adjusted our course. The transport sector – at that time our largest sales market - had been hit hard and that was the signal for us to diversify. In the past decade, Sioen has more than delivered on that intention. Today, we are an international top player in a wide variety of markets: ranging from sports to agriculture to renewable energy. And we keep sowing new seeds. We expect a lot from tensile architecture, geotextiles and technical textiles for hygienic applications in the coming years. Our goal: to continue building our diverse and sustainable growth model.

“All departments are mutual customers and suppliers. In addition, they sell their products as independent business units to external customers. This mix is at the heart of our success.”



Vertical integration

Throughout history, Sioen steadily worked on the vertical integration of the entire production process. But what does that mean exactly? How did we do that? And what are the advantages?

What?

The aim of vertical integration is to keep the most valuable steps of the development and production process in-house. At Sioen, that process starts with the generation of ideas, feasibility studies and manufacturing process development. This is followed by the processing of the primary raw materials into semi-finished products (yarns, fibers, textile rolls and color pigments) and end products (professional protective clothing). We ensure a smooth transition between the different phases and quality assurance is our top priority.

How?

In 1960, Sioen started with a first coating line for technical textiles. Soon, the enormous potential of this market became apparent. To make the most of the opportunities, we then fully invested in vertical integration through targeted acquisitions, the purchase of state-of-the-art machines and a specific training and recruitment policy. With success: today Sioen is the only player in the world that masters all 6 coating techniques. But we also go further back or forward in the chain. We soon started in-house extruding of yarns, weaving, producing felt, making pigments, cutting and the production of clothing. Step by step, we became independent of external suppliers.

Why?

Vertical integration creates a win-win situation:

Benefits for our customers

- **Quality** – by checking the production process ourselves, we can guarantee that our products meet the highest quality requirements.
- **Flexibility** – we can react to every customer question or request with a positive and quick answer: from small adjustments to a fully customized product.

Benefits for Sioen

- **Efficiency** – in the long term, we save time and reduce costs, while standing on our own feet for expertise and know-how.
- **Diversification** – mastering numerous techniques and technologies means that today we can offer 45,000 different products to our customers.

“40% of all our textile solutions
are tailor-made”



Customer orientation

Customer orientation is a central element in how we communicate and fulfill our mission at Sioen. After all, people do business with people, not with companies. For every decision, across all of our departments and business locations, we therefore put the interests of the customer first and choose a personal approach. We show them what we can do, think with them about possible solutions, do what we promise (and more) and afterwards keep in contact.

We show...

Each year we welcome more than 5,000 visitors to our showrooms in Ardooie. They discover the countless applications for technical textiles, a wide selection of professional protective clothing and the added value of our chemicals. And we also go out ourselves to demonstrate our products. For example, Sioen participates in sixty international fairs every year, more than one a week. In addition to the traditional, sector-wide trade fairs (such as Techtextil), we are also increasingly present at niche events, such as Saudi Build and Eurosatory.

We share our thoughts ...

By emphasizing personal contact with our existing and potential customers, we not only build a relationship of trust, but we are also better able to play our role. What challenges does the customer face? What are the specific objectives? And what role can Sioen play? Open communication is essential to answer these and other questions effectively: we listen, share our market knowledge and provide honest advice. This dialogue, increasingly takes place through our social media channels.

We achieve...

As soon as we have worked out the specific needs and wishes, we start working. Ambition is the key word here: every customer project is a challenge to exceed expectations. To achieve this, we can build on a number of strong assets. Sioen can build on a 220-employees R&D department, extensive vertical integration and multidisciplinary customer teams with experience in a variety of fields. Adjusting existing products or developing a completely new product range: it's all possible.

We help grow...

For us, a sale is not an end point, but a milestone in a long-term relationship. Our sales and product managers closely monitor market trends and continuously explore new possibilities to apply our products. In the meantime, we optimize our production processes and our researchers in the R&D centre are always active. The result: for our loyal customers, proactive innovation proposals are the rule rather than the exception. Where possible, we build strategic partnerships: our customers help us diversify and expand our influence, we help them take a lead in their markets and grow.

“With innovative products, such as our flexible textile wall GreenTecStyle, we are taking a lead in existing as well as in emerging markets.”



Innovation

In a fast-changing world, companies have two choices: innovating or staying behind. Sioen resolutely opts for the former, which is no secret. Over the years, our sustained innovation culture has become an essential part of our corporate DNA. It is how we distinguish ourselves from the competition and the reason why we are present in a wide variety of markets with smart textile solutions today.

Our efforts are paying off

10

A record investment of more than
10 million euros in R&D.

220

220 highly skilled employees in our innovation centers, representing 5% of all Sioen employees.

12

12 open innovation projects with partners such as imec, Fraunhofer, UGent, KULeuven and SINTEF.

20

The result:

sales of products under 3 years old represent **more than 20% of our sales.**

Intrapreneurship: everybody works towards the same goal

Although our 220-employees R&D team leads our innovation activities, we are convinced that every employee can offer creative added value. Besides, innovation is much more than adapting existing or inventing new products. That is why we encourage all our employees, whether they have a technical or commercial background, to take the initiative themselves. Have you thought of an innovative HR project, spotted an acquisition opportunity, discovered a promising niche market, worked on an e-commerce strategy or have you had a new idea for automation in mind? Everything is possible.

At Sioen, everyone knows the advantages of our flat organization structure: open doors, direct communication and quick decisions.

Open innovation: looking beyond the company walls

In addition to intrapreneurship, external input is also very important for us. For example, we regularly participate in brainstorm sessions with suppliers, customers, knowledge centers and technology experts about possible opportunities. How can we make optimal use of each other's strengths and how can we cooperate in a future-oriented way? The aim: building a strong ecosystem through innovation. Our partners learn from us and we learn from them. This kind of collaborations will only become more important in the future, so in 2020 we will continue in this direction.

Finally, Sioen also plays an active role in professional federations and international working groups on standardization, which means that we are always the first to know of new market developments and that we are able to respond proactively.

Coating division

World market leader in
technical textile solutions



Apparel division

European market leader in
professional protective clothing



Chemicals division

Leading niche player
for fine chemicals



Market leadership

At Sioen we anticipate. The drive to do better and to grow every day is part of our business strategy. How do we do this exactly? Four elements that reinforce each other are crucial: we embrace complementary players, establish synergies, expand geographically and focus on new niche markets.

A few of the benefits

As a market leader, we manage to:

- be **internationally “top of mind”**;
- **keep** our **production and distribution costs under control**;
- **motivate** our employees **and attract new talent**;
- maintain the **confidence of our investors and customers**.

Market leadership: 4 intertwined key elements

#1

Looking for valuable acquisitions

With the arrival of Techma Coatings and Dickson Coatings, we are strengthening our position in various growth markets, such as tensile architecture, sun screens and hygienic mattress covers. In addition, Sioen gets a boost on the French market through Dickson Coatings, while Techma Coatings has been integrated into Sioen Fabrics (Moeskroen) and that synergy already achieves positive results.

#2

Looking for future-oriented synergies

One of the most promising markets for our Coating division is geotextiles. All indications point at a continued trend of strong growth in the coming years. Sioen anticipated this trend by taking over both Manifattura Fontana and James Dewhurst. Both acquisitions take full advantage of cooperation within the Sioen network, causing a rapid increase of our market share.

#3

In search of unexplored regions

In order to increase our market share in the US, Sioen opened an American office in the buildings of the recently acquired company James Dewhurst in 2019. The team, existing of four persons, also manages our brand new sales manager for Latin America. Brazil, Chile and Mexico are the most accessible markets there. We also target other emerging countries such as the UAE, Australia and Nigeria.

#4

Looking for difficult niche markets

On our own or in collaboration with partners, we continuously work on innovative textile solutions for new customer targets. For example, our Mullion brand and the British company Ross Survival have developed a life jacket for aerial work plateaus on offshore energy platforms: the Mullion Poseidon. The product is 30% smaller than traditional life jackets, but is a lot safer and more ergonomic.

Chapter 3

Corporate Social Responsibility

Declaration in respect of non-financial information

PEOPLE

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PLANET

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ECOLOGICAL FOOTPRINT

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PROSPERITY

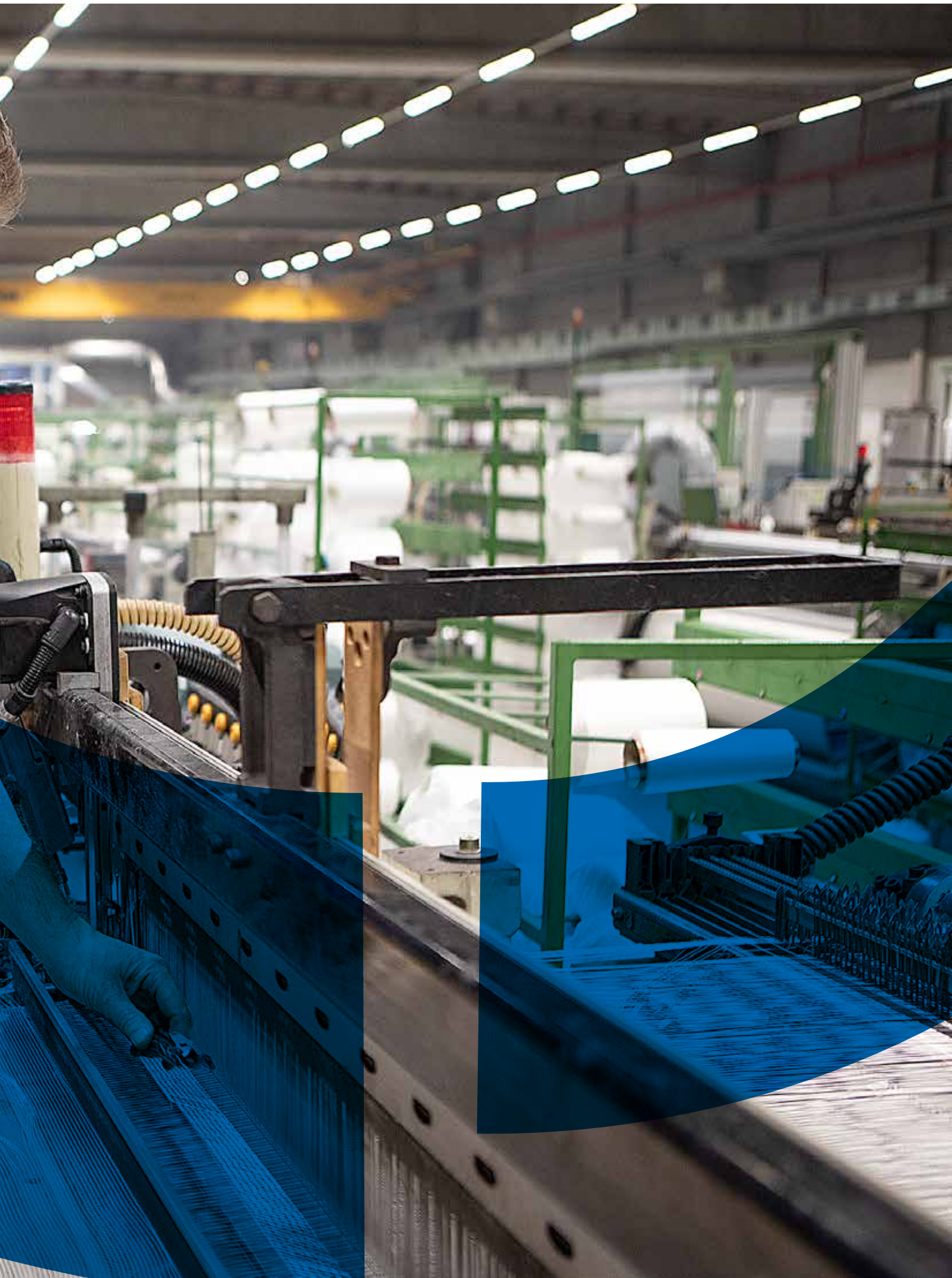
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PEACE

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PARTNERSHIP

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“With the UN sustainability agenda as a guideline, we will align our social impact with the objectives of the international community.”

MICHÈLE SIOEN,
CEO OF SIOEN





Corporate Social Responsibility

The United Nations wants to create a better and more sustainable world by 2030. In order to realize that, the United Nations launched 17 Sustainable Development Goals (SDGs). They question our current way of producing, consuming, living and interacting with each other - a project to which Sioen gladly contributes. Why? Companies can only thrive in an environment of prosperity, equality, harmony and environmental awareness. For each of the 5 SDG clusters, the so-called 5 Ps (People, Planet, Prosperity, Peace & Partnerships), we therefore defined our own ambitions and focal points.

For a more sustainable world in 2030



1 sustainability agenda,
endorsed by 193 countries



5 overall themes



17 objectives,
with 169 specific targets

People

Sioen's ambition

An organization is only as good as the people who work there. That is why Sioen is fully committed to creating a safe, healthy and stimulating working environment for its employees. Consequently, we consider an inclusive HR policy of paramount importance. Sioen wants to be a second home for all talents. Differences are embraced and promote our typical innovation culture. Moreover, we regularly open our doors to young people and students, so that they too can experience an environment in which family values and economic ambition go hand in hand.



“Our greatest talent is to bring out the talent in others.”

Our 3 focus points

1. Employees first: well-being on the job and beyond

A workable job is one of the pillars of our HR policy. We organize, among others, sessions on stress prevention, emphasize the importance of ergonomic work places, stimulate a culture of physical exercise and create green zones within all of our companies. The balance between work and life also plays a major role in this. For example, we take into account the preferences of our “family members”: flexible working hours, extra days off, sustainable mobility and much more.

Extra efforts in our locations overseas:

- Sioen has around 3000 employees in Indonesia, Myanmar, Tunisia and Romania. We offer them above-average working conditions. Not only in terms of wages, but also in terms of health and safety.
- Screening for breast and cervical cancer among female employees in Indonesia.

2. Inclusion: so many people, so many differences, so many possibilities

Sioen is a modern and progressive company with equal opportunities for everyone. The numbers and facts speak for themselves. For example, women represent more than 60% of our workforce. In addition, every morning we welcome dozens of nationalities and people of all world religions to our companies.

Outside of the company walls, our focus on inclusion takes shape in various actions, such as:

- Support for the Maggie program in disaster areas.
- Annual donations to the King Baudouin Foundation.
- An active participation in “The Warmest Week” of Studio Brussels.

3. Personal growth: a learning environment for our own employees and the youth

Lifelong learning is a necessity in a (business) world that is rapidly changing. Our personal training programs are therefore supplemented with campaigns such as Lunch & Learn. In those sessions, our employees receive training in a wide range of subjects, from Excel to healthy cooking. But we also want to help young people and students in the area in their search for knowledge.

A selection from our initiatives from 2019:

- Stimulation of STEM education by acting as a host company for ‘Design Your City’.
- Company visits for dozens of schools each year.
- Guiding higher education students with theses, projects and internships.
- A CSR scan of Sioen in collaboration with 6 postgraduate students from Hogeschool VIVES.



Planet

Sioen's ambition

Sioen wants to get rid of the disposable society. We therefore try to extend the life cycle of as many materials and products as possible with the help of the technical and chemical expertise of our 220-men R&D team. In addition, this approach should help protect our planet from over-exploitation and reduce the Total Cost of Ownership (TCO) for our customers. This circular approach is closely related to our ambition to improve our own ecological impact. To that end, Sioen focuses on both energy-efficient processes and minimum CO₂ emissions.



Our 3 focus points

1. Circular economy: today's products are tomorrow's raw materials

Sioen has a growing range of biodegradable textiles: from compostable woven tea bags to weed-resistant geo cloths to degradable films for body bags. We are also actively looking for recyclable textile solutions. For example, as a member of the Circle-A consortium, Sioen produces fully circular protective clothing, which is later reused in various applications, such as insulation material and geotextiles. In 2019, our brand SIP Protection launched the first 100% circular chainsaw trousers in the world: Blue Rhino.

Other circular projects:

- Sioen wants to reuse the waste water from its production sites after purification. This goal has already been achieved in Ardoeie and Bornem.
- In our spinning mill (in Mouscron) and weaving mills, we recover all by-products from the production process to use them again as raw materials.
- When calendering technical textiles, all residual waste, some 757 tons per year, is given a second life.
- From 2020 onwards, we will make the packaging of our protective clothing more sustainable: cardboard boxes will become boxes tailored to the contents, while we will replace individual plastic bags with recycled polypropylene (PP) with PP labels, which in turn are fully recyclable.

2. Energy efficiency: a large-scale transition

A proactive approach – We are taking steps to reduce energy waste. Some examples: energy-efficient new construction projects, additional insulation of walls and roofs, and motion sensor switches in the offices and public areas.

Renewable energy – Solar energy plays an important role at Sioen: our production sites have a total of 33,298 m² of solar panels. The result: a reduction in CO₂-emission by 1 million kg. We also purchase green energy and our products are increasingly being applied in wind-mills and biogas installations.

Infrastructure optimization – In all of our coating plants, we purify the air above the machines by using post-combustion installations. The energy that is generated that way we use for preheating the ovens, which drastically reduces gas consumption.

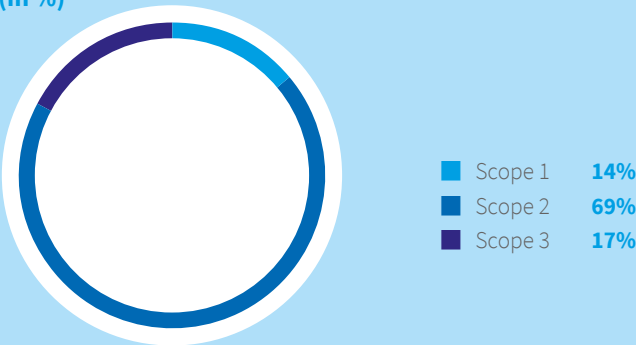
“As a world market leader in technical textiles, professional protective clothing and fine chemicals, we want to play an exemplary role in sustainable production and consumption.”



3. Ecological footprint

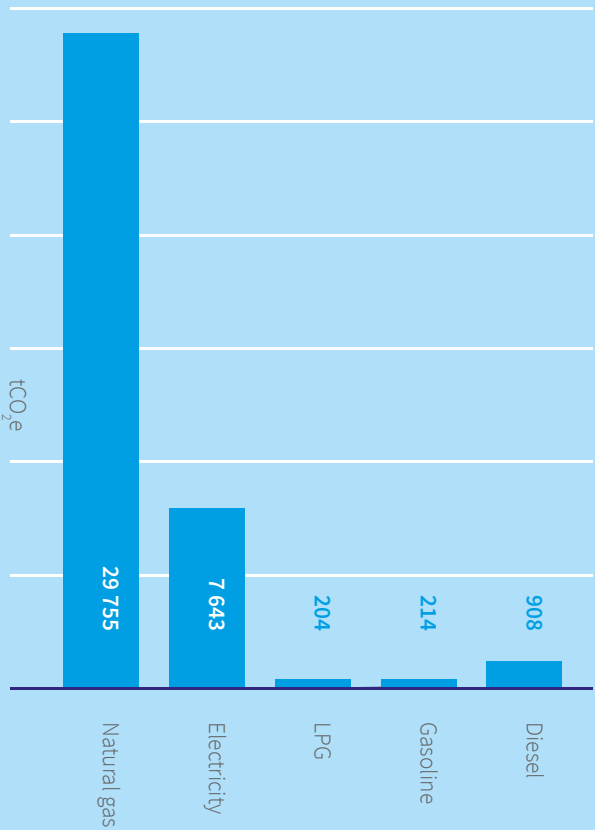
The total CO₂ footprint of Sioen for the year 2019 amounts to **38724 tCO₂e for direct emissions (scope 1 & scope 2)** with **6198 tCO₂e for upstream emissions of fossil fuel and electricity losses (scope 3)**.

Share of emissions by scope (in %)

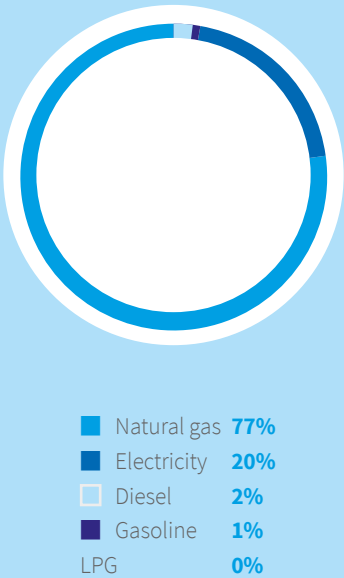


Natural gas represents the first emission source (77%; 29 755 tCO₂e) followed by electricity use (20%; 7 643 tCO₂e). Mobility emissions (fuel for company cars and forklifts) are limited to 3%.

Total direct emission, by emissions category

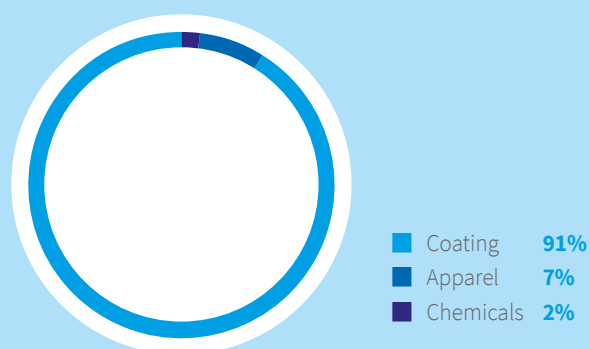


Share of emissions, by emission category (in %)



The Coating division represents the largest part of Sioen's emissions (91% of direct emissions) and 60% of the group turnover. In 2019, a new production site in Italy was launched for the extrusion of fibres and the production of non-wovens, which accounts for the increase of direct emissions from natural gas and electricity.

Share of Sioen emissions by division



The global carbon footprint can be compared with day-to-day activities:

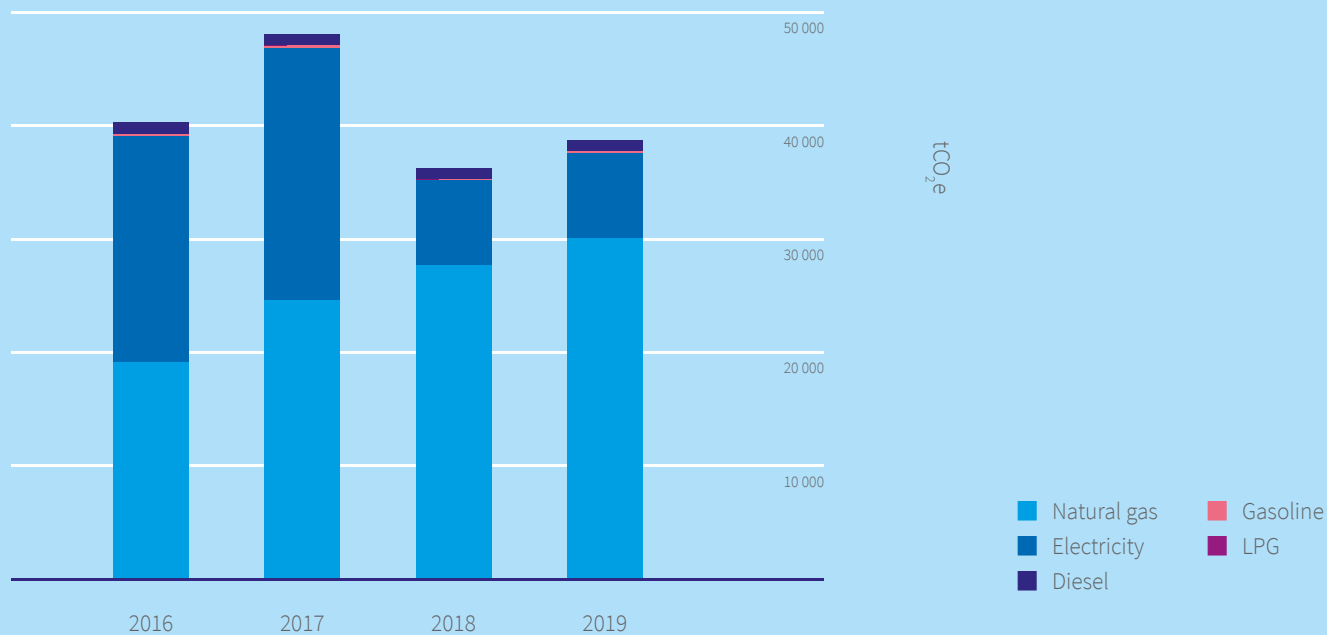
38 724 tCO₂e =

5 361 361 times around the world with the average car

1 287 ha of new forest needed each year to capture this amount

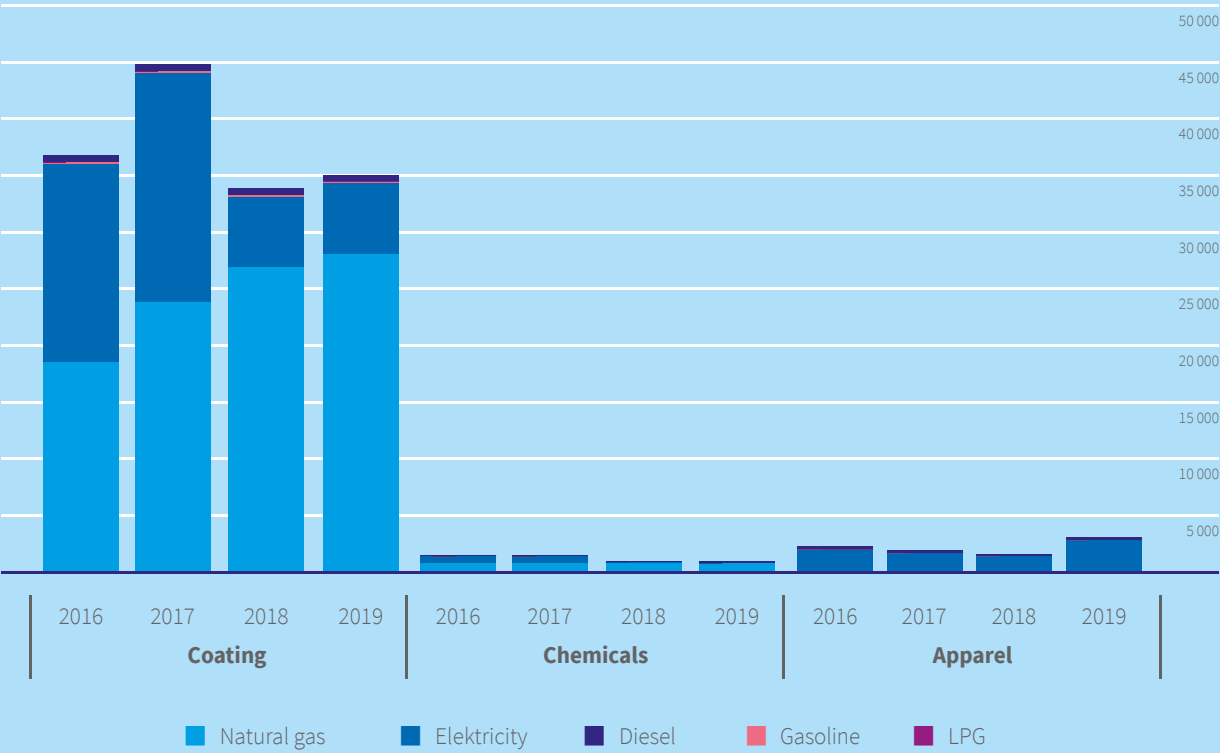
8 365 return flights Brussels-New-York (economic class)

CO₂-emissions 2016-2020 per emission category



When we look at the results per division, we see a minor increase for both the Coating and Apparel divisions compared to the numbers for 2018.

Detailed direct emission categories by Sioen division (tCO₂)



The total emission remains significantly below that of 2017, thanks to the transition from grey to green electricity in the Belgian plants. 77% of all consumer energy is originally green.

When we state the direct emission per Fte, we see a similar evolution.

The yearly calculation of our CO₂ footprint makes it possible to closely follow our evolution regarding CO₂ emissions and performance. Because of the large share of green energy (from 3 to 77%) and various efforts on all levels, the direct emission per fte and per production volume decreased significantly since 2017.

CO ₂ KPI evolution	2017	2018	2019
Total CO ₂ per FTE (scope 1 & 2)	12.8	8.1	9.8
Total share of green electricity (%)	3.0%	75.5%	77.0%
Total mobility emissions per FTE	0.3	0.3	0.3
kgCO ₂ e/m ² produced	0.32	0.27	0.26
kgCO ₂ e/kg produced	0.22	0.05	0.11
kgCO ₂ e/ lm produced	0.20	0.04	0.04
kgCO ₂ e/ piece produced	2.23	2.53	2.42

Prosperity

Sioen's ambition

We want to pursue a forward-looking economic policy. How? By using strategic transformations that drive our growth while making the local communities around us more resilient. That way, Sioen tries to improve the prosperity and quality of life in urban, developed regions as well as in disadvantaged regions. Finally, we want to emphasise our technical superiority with certificates and quality labels. Such independent assessments, in turn, contribute to sustainable growth and innovation.





“Investing in the future: it makes sense. But at Sioen, we always think more than one step ahead.”

Our 3 focus points

1. Innovate to protect ... and to grow sustainably

By continuously focusing on cutting-edge technology, new machines, automation and digitization, we manage to make better use of the skills of our employees. They are given less labour-intensive, repetitive tasks and more possibilities to co-innovate, across the different departments. Synergy is also one of the keywords at company level. With well-thought-through acquisitions, we create added value, so we can proudly say that Sioen is more than the sum of its various parts.

Some of the key figures that characterize our ambition to grow and innovate:

- 45,000 different products;
- 220 colleagues working in R&D;
- 127 geographic markets.

2. Local roots: Sioen as part of the community

From our head office in Ardoosie, we work as much as possible with local entrepreneurs: from machine builders and transport companies to printers and painters. In West Flanders alone, we have some 250 companies as partners, good for an annual investment of 15 million euros in the region. But as a group with a global impact, our scope is unlimited. **Some examples of our international initiatives to promote local communities:**

- Empowerment of female entrepreneurs in Senegal through S.O.S. Fam and Entrepreneurs for Entrepreneurs.
- Means for orphanages and schools in Myanmar and Romania, two of our main production countries.
- Donations to school children (clothes, books ...) and schools (sound systems, chalkboards ...) in Indonesia through our local department.
- Guided tours to around fifty groups a year, including senior citizens' associations and service clubs.
- We provide dozens of local associations (sports and others) with clothing, prizes for their tombola's and promotional material, such as pop-up banners.



3. Independent quality recognition: certificates for products and processes



Our STeP certificate, proves that for Sioen ecological production processes, socially responsible working conditions and health and safety are of great importance



This certificate shows that we implemented all requirements of the ISO standard for quality management (ISO 9001) fully and correctly: from risk management to setting up more sustainable processes.



Our clothing division is certified for the international standard for environmental management systems: ISO 14001. The standard provides a framework for, among others, smart waste management and efficient use of raw materials.



REACH handles the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) in Europe. Our certificate proves that Sioen Chemicals meets all requirements.



Standard 100 of OEKO-TEX® is a worldwide, coherent and independent testing and certification system for textile raw materials, semi-finished and finished textile products and accessories at all stages of production.



UN Global Compact is a strategic policy initiative for companies that are committed to ten universal principles in the areas of human rights, labour, the environment and anti-corruption.



For all products that are subject to CE requirements, Sioen products have the CE marking. This symbol indicates that the products were manufactured according to all applicable regulations within the European Economic Area.



Our technical geotextiles and fire-fighting clothing have an Asqual certificate, recognized in France.



The Food Safety System Certification (FSSC) indicates that our textile food packaging is in line with the international standard ISO 22000.



Achilles UVDB is responsible for the supplier management at public utility companies in the United Kingdom.



The British Safety Industry Federation (BSiF) is the largest personal protective equipment (PPE) organization in the United Kingdom.



This certificate indicates that our energy consumption is continuously monitored and improved through a management system based on the ISO 50001 standard.



Standard 100 of OEKO-TEX® is one of the world's best-known textile labels tested for harmful substances. It stands for high product safety.



With this, Sioen proves that health and safety on the job is a priority and that this is managed smoothly through an effective management system.



The gold label shows that Sioen meets all 12 principles of WRAP (Worldwide Responsible Accredited Production).



Sioen Chemicals has obtained a silver certificate for sustainable environmental, social and ethical behaviour.





Peace

Sioen's ambition

In this domain, we mainly focus on targets 2, 5 and 6 of SDG 16. These are respectively: 'to put an end to the exploitation of children', 'to fight corruption in a sustainable manner' and 'to develop effective, responsible and transparent institutions'. Ethical responsible entrepreneurship is an essential part of corporate social responsibility for Sioen. We therefore emphasize several international agreements and also have a strict internal ethical policy.





“Human rights
always come first,
without exception.”

Our focus

Human rights and work ethics: justice for everyone

Sioen applies a formal ethical code of conduct in all its companies and in all its interactions with third parties, in which honesty and integrity are central. We also explicitly ask our suppliers to stick to these values. In addition, we are committed to several international agreements:

UN Global Compact, a non-binding pact for companies based on these ten principles:

- Principle 1 – Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2 – make sure that they are not complicit in human rights abuses.
- Principle 3 – Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4 – the elimination of all forms of forced and compulsory labour;
- Principle 5 – the effective abolition of child labour; and
- Principle 6 – the elimination of discrimination in respect of employment and occupation.
- Principle 7 – Businesses should support a precautionary approach to environmental challenges;
- Principle 8 – undertake initiatives to promote greater environmental responsibility; and
- Principle 9 – encourage the development and diffusion of environmentally friendly technologies.
- Principle 10 – Businesses should work against corruption in all its forms, including extortion and bribery.

Convention of the Council of Labor Affair Conventions:

- Protection of trade union right (Freedom of Association) enshrined in Convention No. 87 and Convention No. 98.
- Forced Labor, enshrined in Convention No. 29 and Convention No. 105.
- Child Labor, enshrined in Convention No. 138 and Convention No. 182.
- Equality of Opportunity and Treatment enshrined in Convention No. 100 and Convention No. 111.



Partnership

Sioen's ambition

If we want to live in a (more) sustainable world by 2030, this will only be achieved by working together efficiently. As Sioen, we have been convinced of this for quite some time. Sharing knowledge, both internally and externally, is part of our company DNA. We are convinced that companies, government authorities, research institutions, NGOs, professional federations and other organizations can use each other's strengths and thus create added value. In the coming years, we want to take the lead in this even more.



Our focus

Open innovation: aiming for value creation together

Good agreements, good friends. That wisdom applies all the more to open innovation. When mutual trust is not a stumbling block but an asset, then much is possible. For example, we are working with more than 100 partners on ground-breaking developments for new and existing markets. Two recent achievements:

- The Belgian-Dutch alliance PASSAnT aims to protect ports in both countries. Within this project, Sioen is developing burglar-resistant sliding curtains for trailers.
- As part of the public-private SeaConomy consortium, Sioen supplies technical textiles for the emerging seaweed industry. After all, macro-algae can be used in various applications: from biogas production to environmentally friendly cosmetics.

Some of the organizations Sioen is a member of or regularly collaborates with:



Anytime, anywhere

Look around and you will see Sioen. Wherever you are, you will find our products at any time. Sometimes strikingly visible, sometimes hidden. Not convinced? We show you around in our world for a full day. After that, you will only see what we see: the Sioen world.









**7.03 am**

The morning is golden! It is quite possible that you wake up on a mattress with a protective cover from Sioen every morning.

7.29 am

In your bathroom, you will find us in your cosmetic products. After all, a lot of the products for facial care, hand creams and shower gel contain seaweed. And for the industrial cultivation of macro-algae, we offer a wide range of high-quality textiles, nets, grids, ribbons and ropes.

8.25 am

Get in your car. Do you feel it? Sioen is everywhere. Your dashboard, your gearbox, the sun visor, the door panels and airbags most likely all contain our coated textiles.

8.47 am

On the road it becomes really impressive. From the roads you use to the plants on the roadsides and the water basins you pass, or to the tunnels you drive through, for all these, our geotextiles guarantee structural strength.

9.03 am

Do you see trucks around you? Sioen produces 65% of all textile curtains and roofs for trailer trucks. Or even better: Sioen Chemicals produces the red ink and varnish for all new Belgian number plates. German number plates are also printed with our products.

**10.33 am**

If you work in an industrial production facility, it probably breathes Sioen. For example, we supply technical textiles for partitions, roller gates, ventilation pipes and welding curtains. Moreover, there is a good chance that you and your colleagues wear our professional protective clothing.

11.05 am

Also in offices, we are never far away. Just think of carpet backings, sun blinds, acoustic partitions of felt, reinforcement nets in walls of limestone and concrete, wallpaper and painting fleeces. Maybe, your workplace even has a green textile wall made by Sioen.

**12.11 am**

Lunch time! If you feel like eating fish, you will come across Sioen again. Our textile solutions are often used in offshore salmon farming and other fish farming, while our protective clothing, for decades, has been protecting fishermen all over Europe.

13.03 am

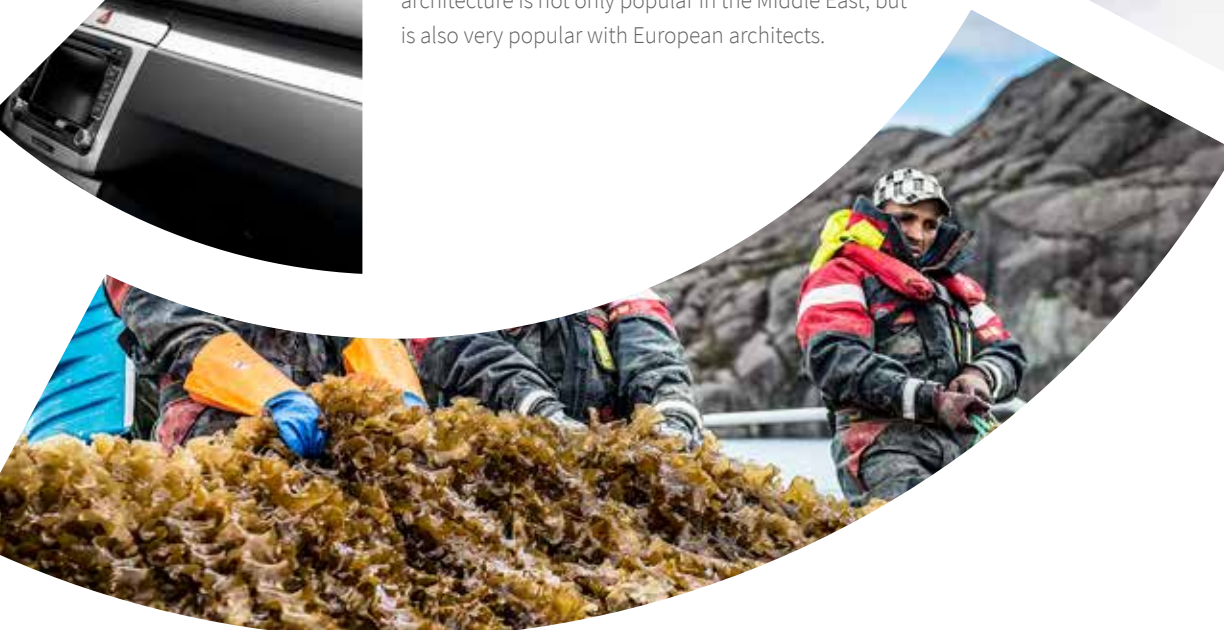
Feel free to turn on the radio to hear the news. Hopefully all goes well in the world, but otherwise we will come to the rescue with emergency tents, life jackets, inflatable evacuation slides and other rescue equipment.

14.40 am

The clean energy you use in your work area may come from a biogas plant or from a windmill in which you will find our coated textiles.

15.21 am

Tea break. With a little luck you can have some rest outside under one of our tensile structures. Tensile and membrane architecture is not only popular in the Middle East, but is also very popular with European architects.



**16.05 am**

Your working day is over. On your drive home, realize that all policemen, firefighters, emergency workers and road workers you may see on the road are likely to be dressed in clothes that are produced by Sioen.

16.46 am

Whatever you and your family are doing in your spare time, Sioen participates in it as well. After all, our technical textiles are used in a wide variety of applications: from skating rinks and ski slopes to bouncy castles and party tents.

17.11 am

Planning an outdoor weekend? We are going! We keep your belongings dry with textiles for high-quality camping tents and with award-winning backpacks. Our outdoor clothing brand Baleno also offers hikers a wide range of stylish raincoats, fleece sweaters and much more.

18.57 am

Supper is almost ready. If you like to add colour to the table with colourful napkins, please remember that Sioen Chemicals enables those colours with high-quality color dispersions.





19.17 am

What's on the menu? Sioen is active in the agricultural industry with technical textiles for machine protection, warehouses, stables, flexitanks and conservatories. Then again, our Flexothane® clothing is ideal for farmers. In other words, before your food arrives on your plate, we were there.

19.35 am

While doing the dishes, you may be overlooking your neighbour's flat roof. Fact: the chance that one of our scrim is incorporated in that roof is 75%. Does your kitchen have wall tiles? Our nets keep the tiles together.

20.00 am

The daily news. In the event of any unrest or conflicts, Sioen Ballistics is likely to protect people. For example, we protect Dutch secret agents, French marines, Viennese law enforcement officers and Belgian soldiers with personal protection products against bullets, knife stabs and other dangers.

21.12 am

When you are lying on your couch watching sports, then you will probably see some Sioen products on your screen. With sails for the Volvo Ocean race, gymnastics mats or skis for the Olympic Games, the rain protectors at Roland Garros and all advertising banners during the Tour de France: we are remarkably present at most major sports events.

21.47 am

Feel free to drink a cup of tea at the end the day. Guess what? The woven tea bags are a product from Sioen.

22.20 am

Time to go to bed. Sleep tight, Sioen watches over you: our products are in the insulation material in your walls, in the reinforcement nets in your vinyl floor and in the ink of your wallpaper.





Mrs. Jacqueline Sioen-Zoete, co-founder and board member of Sioen

October 25, 1942 - January 4, 2020

Hard-working CEO, textile innovator and entrepreneur in heart and soul. But also, a silent inspiration, mater familias and our rock in the waves. Describing Mrs. Sioen is no easy task. However, one thing is certain: in the past 50 years, few women had such a large impact on economic life in West Flanders (and far beyond).

Forward thinking

Together with her husband, Jean-Jacques Sioen, Mrs. Sioen founded the two-man business Sioen Industries in 1960. The couple turned out to be a well-oiled team and made a name for themselves in the textile sector from the start. He focussed on the production of coated technical textiles while she specialised in the production of protective clothing using this raw material. Despite the setbacks in the sector in the 1960s and 70s, Mrs. Sioen already knew back then, that their business would have a bright future. She was right: in the following decades, Sioen Industries dressed millions of firefighters, road workers, foresters, emergency workers and other professionals. With technical superiority as a trademark, the company became a world-renowned multinational company.

Mrs. Sioen, the driving force behind the scenes

Despite the enormous growth of the company, Mrs. Sioen mainly stayed in the background. She preferred working hard over being in the spotlight. Over the years, she received several awards, for her personally as well as for the company, but she rather left standing in the spotlight to others. With the graceful femininity that she embodied, she just continued: looking ahead, determined and a shining example for her surroundings. Only in 2014, when Sioen Industries had already achieved its position as market leader, did she take a step back to focus passionately on her winery Château La Marzelle.

The family tradition lives on

Next to being a successful entrepreneur, Mrs. Sioen was also a devoted mother. Together with her husband, who passed away in 2009, she had three equally resilient daughters: Michèle, Danielle and Pascale. They have the work ethics and passion of their parents, from an early age. Also the grandchildren, of whom Mrs. Sioen was so proud, are already making their presence felt. The future of the family business is in good hands.

Mrs. Sioen, thank you for everything. We will miss you.



CSR Manifest 2020





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Sioen Photo Wall

Chapter 01

A CSR for all our stakeholders

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FROM VERTICAL TO CIRCULAR

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Message of the CEO

Dear stakeholders,

Having ethics and purpose as a company is a business imperative. As a family business, with family values, we want to take a stand on social issues. Our engagement offers us the ability to make major positive impact in the world, starting in our own backyards.

In this CSR manifesto, you'll learn how we see things. How a concerted focus on CSR open new markets and opportunities. How our CSR efforts benefit both the company and the communities in which we operate. We believe deeply in this potential of shared value for all our stakeholders, whether they are our employees, suppliers, clients, governments, shareholders, partners, local communities, or society as a whole.

At Sioen we're putting societal issues at the core of the company instead of at the periphery. Instead of just donating amounts to charity each year, we make social responsibility part of the daily concerns of our organization. It is a central part of our success.

PROTECTION THROUGH INNOVATION

Our corporate slogan has always been 'Protection through Innovation'. Our goal: to be the market leader in selected sectors of the technical textiles, fine chemicals and professional protective clothing market, with an emphasis on the protection of people and their assets.

We chose to become a textile solution provider, offering tailor-made solutions to our customers over being the mere component supplier we were before. We did this and continue to do so by customising our products and offering technically complex products, financing, services and onsite support.

We continue to invest in vertical integration which in turn leads us to product differentiation. We manage the complete industrial chain, from yarn to finished product. This gives us an edge over our competitors, enabling us to respond quickly to customer needs.

Protection also includes protecting our planet, which translates into durable products produced in sustainable production plants.

WE WALK THE TALK

At Sioen we're all passionate and innovative, constantly searching for new ideas that drive growth. We refer to our annual report where you can read all about our activities and financials. In this CSR manifesto we give insight in how we are thinking at the very heart of this company.

At Sioen, we dream big and work hard to realise our dreams. We are flexible and resilient. Our attitude is one of "everything is possible". We do what we say and say what we do.

TARGETED EFFORTS

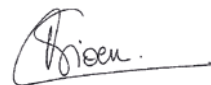
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areas of corporate social responsibility: people, planet, property, peace and partnership

In this report, you read all about our efforts in these areas. Amongst others how we reduce carbon footprint, our charity work, efforts towards ergonomics and communication on the work floor, our search for and efforts in the field of renewable and sustainable energy sources, our sustainable products.

Good citizenship starts with caring. And that is exactly what we do.

Michèle Sioen,

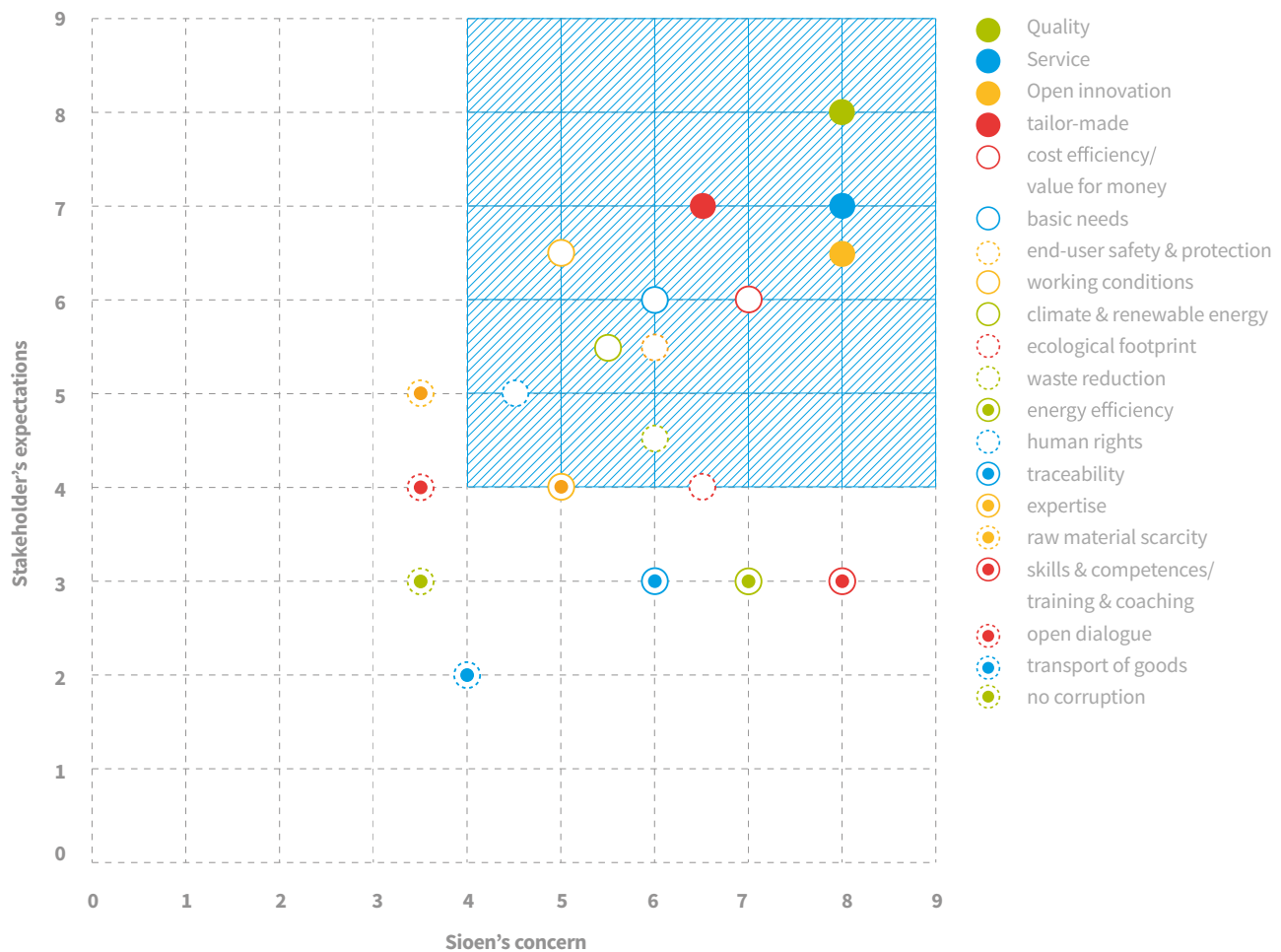


CEO Sioen Industries

Relevant topics

We mapped the 20 most relevant topics

Our stakeholders indicate that topics such as climate, reusable energy, waste reduction and energy efficiency amongst others are important to them. They want to know our policy regarding human rights, corruption, education and training and other human relations related topics.



+20 000

Persons visited our headquarters in the last 5 years.



You are our stakeholder

Customers

We provide our customers with high quality products and services at competitive prices. We have to meet our customers demands to win and maintain their trust.

End users

We protect and equip our end users with high quality products.

Employees

We offer our employees an attractive, safe and healthy working environment where there is room for personal development, creativity, responsibility and career opportunities.

Shareholders

We protect their investment and every year provide them with an acceptable return.

Suppliers and contractors

We build partnerships and mutually beneficial relationships with our suppliers and contractors through transparent dialogue.

R&D partners

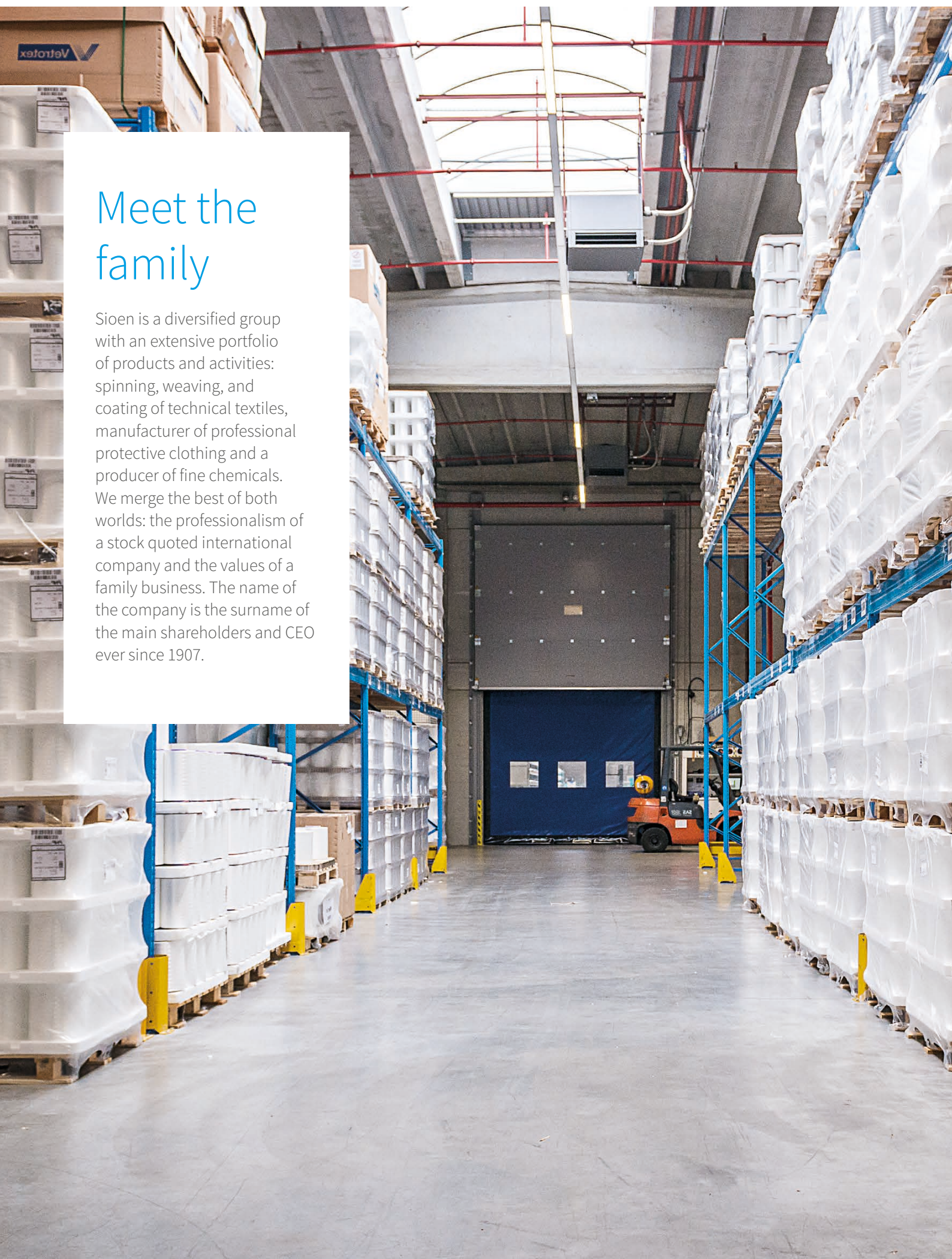
We aim to engage in meaningful exchanges of ideas with universities, professional associations and think tanks, in order to design tomorrows products. The dialogue we have with our R&D partners is a crucial part of our innovation plan.

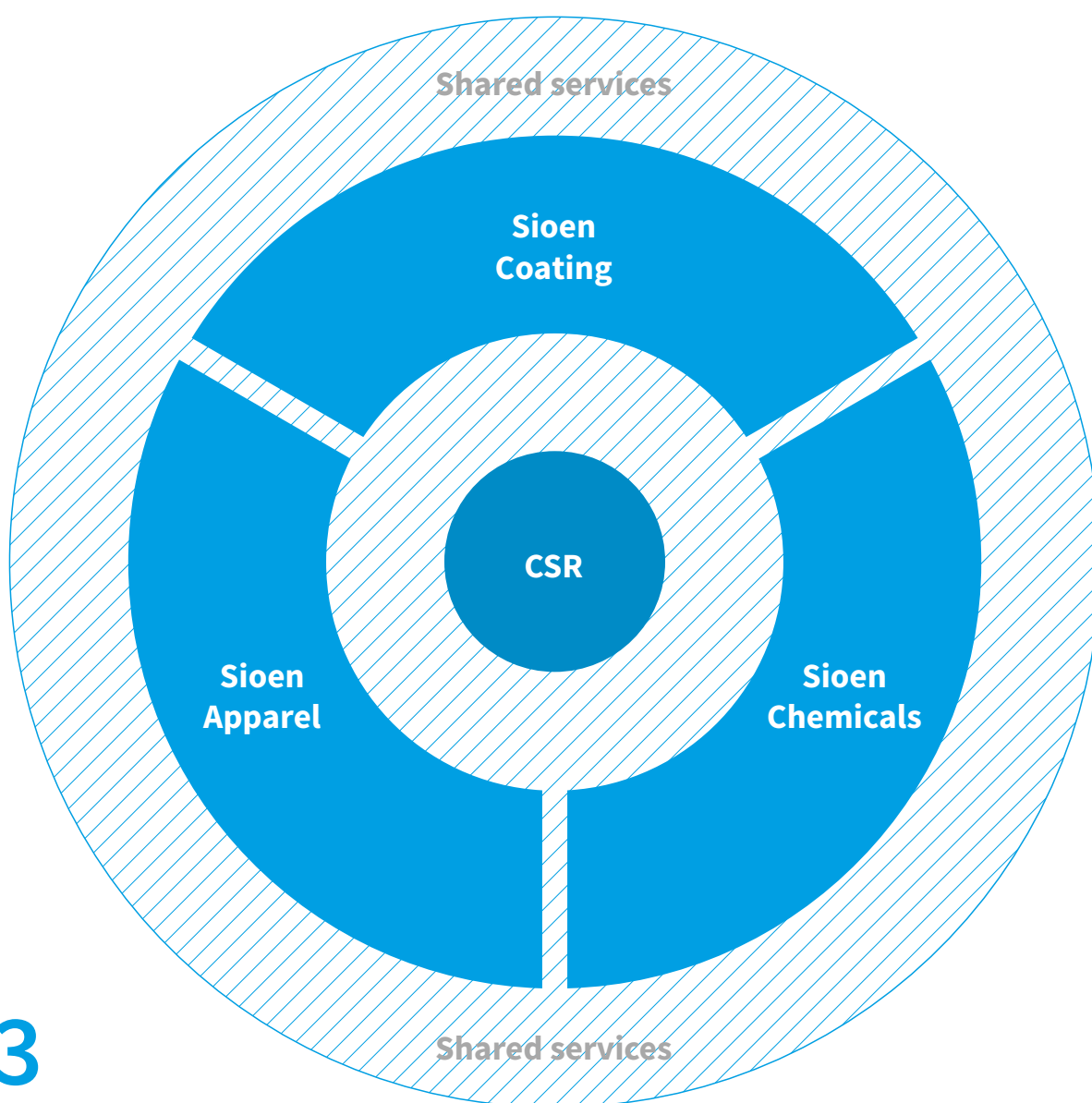
Society

Sioen companies work in a wide variety of changing social, political and economic environments. We aim to do business by respecting laws, supporting human rights, respecting the environment and by creating additional employment.

Meet the family

Sioen is a diversified group with an extensive portfolio of products and activities: spinning, weaving, and coating of technical textiles, manufacturer of professional protective clothing and a producer of fine chemicals. We merge the best of both worlds: the professionalism of a stock quoted international company and the values of a family business. The name of the company is the surname of the main shareholders and CEO ever since 1907.





3

DIVISIONS: THE COATING DIVISION, THE APPAREL DIVISION AND THE CHEMICALS DIVISION.

SIOEN COATING

Yarns, woven fabrics, scrims, non wovens and (coated) technical textiles.

SIOEN APPAREL

Professional protective clothing.

SIOEN CHEMICALS

Inks, pigment pastes and varnishes.

SHARED SERVICES

IT, HR, Marketing, Finance, Legal, Secretary, Credit, Occupational health and safety, Procurement.

Textile solution provider

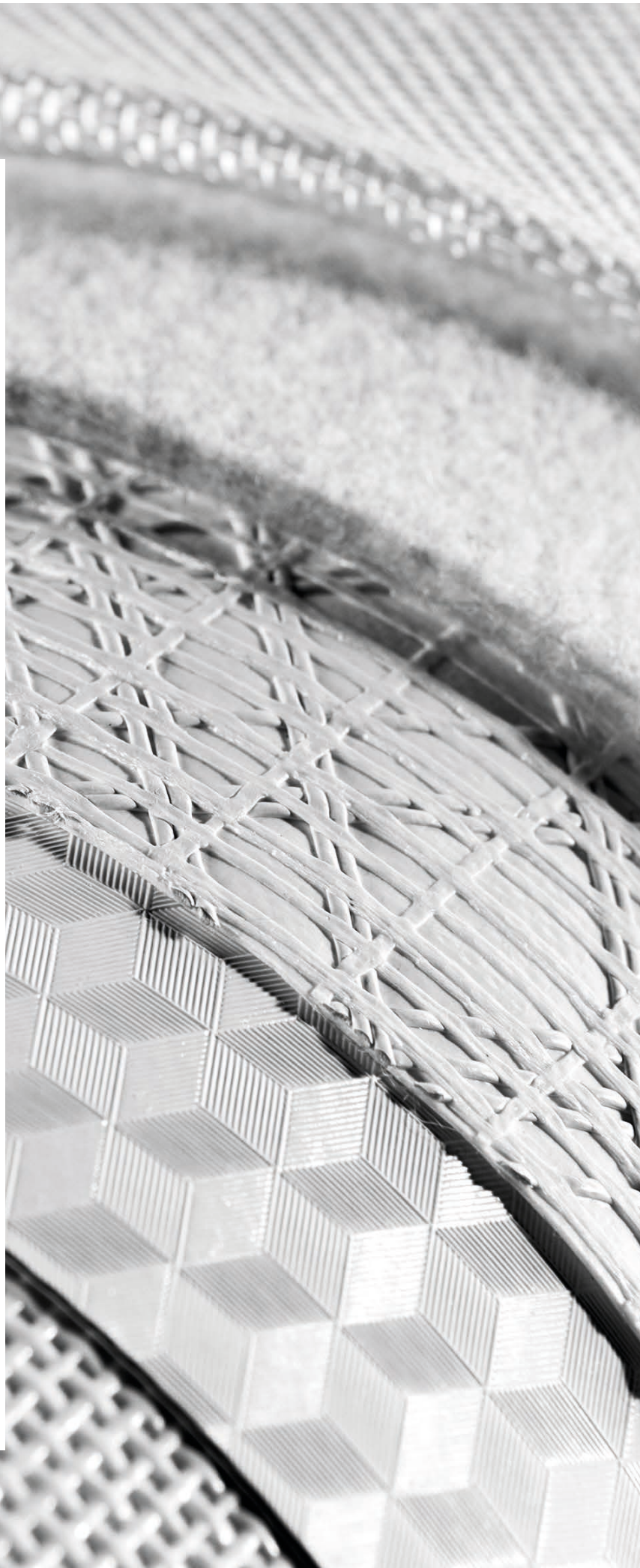
Sioen has the entire production process under one roof, from the yarn, raw fabric and pigment pastes, to the coating and production of technical apparel. As a leader in our industry we pride ourselves on our ability to find imaginative solutions to the challenges and ever-changing concerns and demands of our customers, the marketplace and all our stakeholders.

FROM COMPONENT SUPPLIER TO SOLUTION PROVIDER

We are a textile solution provider, offering tailor-made solutions to our customers. As a producer of yarns, woven and non woven fabrics, technical textiles, fine chemicals and protective clothing, we offer our customers extra's such as welding and cutting, composites- we put several technical textiles together to form one complex- but also financing, services and targeted training.

In the last ten years, Sioen has evolved from being a component supplier to a solution provider, offering tailor-made solutions to our customers. We did this and continue to do so by customising our products and offering technically complex products and composites, financing, services and targeted training.

Many of our future development and latest research projects are focused on solution providing. The conversion from components supplier to solution provider is part of the roadmap to achieve our goal of being the world market leader in technical textiles and professional apparel.





Yarns



Yarns for

Geotextiles, ropes & hoses, offshore mooring, conveyor belts, coated textiles.



Woven fabrics



Woven fabrics for

Automotive, sailcloth, filtration, food, industrial applications.



Coated technical textiles



Coated technical textiles for

Trucks, trains, agriculture, bio-energy, construction, leisure, advertising, tents and tensile architecture.



Pigment paste



Applications

Colouring solutions for foam, epoxy, furniture, flooring, wallpaper, inks and diy.



Non wovens (felt)



Non-wovens for

Geotextiles, filtration, automotive.



Services and solutions



Cutting, welding and engineering

Pond liners, kadors, domes.



Protective clothing



Production of

Protective clothing for any working condition.

7

Steps in vertical integration.
We manage the complete
industrial chain, from yarn
to finished product.

Mission

Sioen protects people and their belongings with high-quality technical textiles and professional protective clothing.

Vision

Sioen wants to shape the future of technical textiles in order to provide a solution for major social challenges.

Values

At Sioen we are:

- passionate
- honest and ethical
- world citizens
- respecting people and the environment
- responsible
- entrepreneurial and innovative
- value-oriented



1. Vertical integration

Full control over the production process.

2. Customer focus

Offering customers high-quality custom-made textile solutions.



Protection
through
Innovation

5. Sustainable growth

Organic growth and growth through acquisitions.

3. Innovation

Internal and open innovation aiming at new production processes, materials, products and markets.

4. Market leadership

Pushing boundaries in markets with stringent technical requirements.

From vertical integration to circular economy



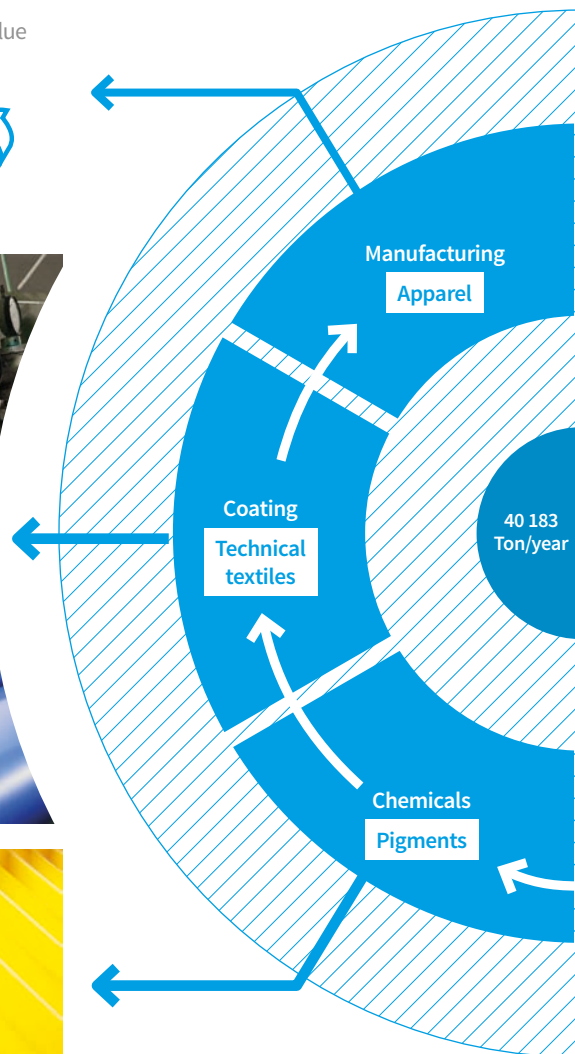
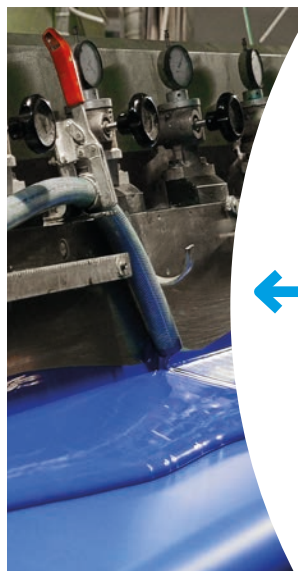
Seaweed cultivation:
Sioen invests in seaweed cultivation through many channels. Seaweed can be used as biofuel a.o. . Sioen develops bioyarns made from seaweed.



Sioen offers clothing based on recycled or biobased materials, but also works on (partial or complete) high value recycling of our garments to close the loop. Our efforts also consist of creating durable garments with a longer lifespan, which contributes indirectly to a sustainable world.



Sioen is actively collaborating with re-use and recycling of coated technical textiles. Through our membership of the plastic sheet industry association IVK and VinylPlus, we are involved in the VinylPlus: Epcoat system which collects and recovers an increasing quantity of used PVC-coated textiles every year.



Waste: We strive for zero waste.



Energy recovery: Incinerators on site.

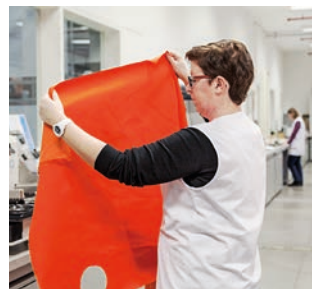




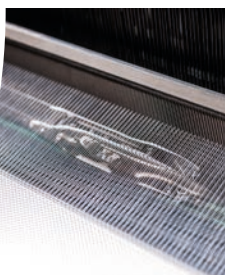
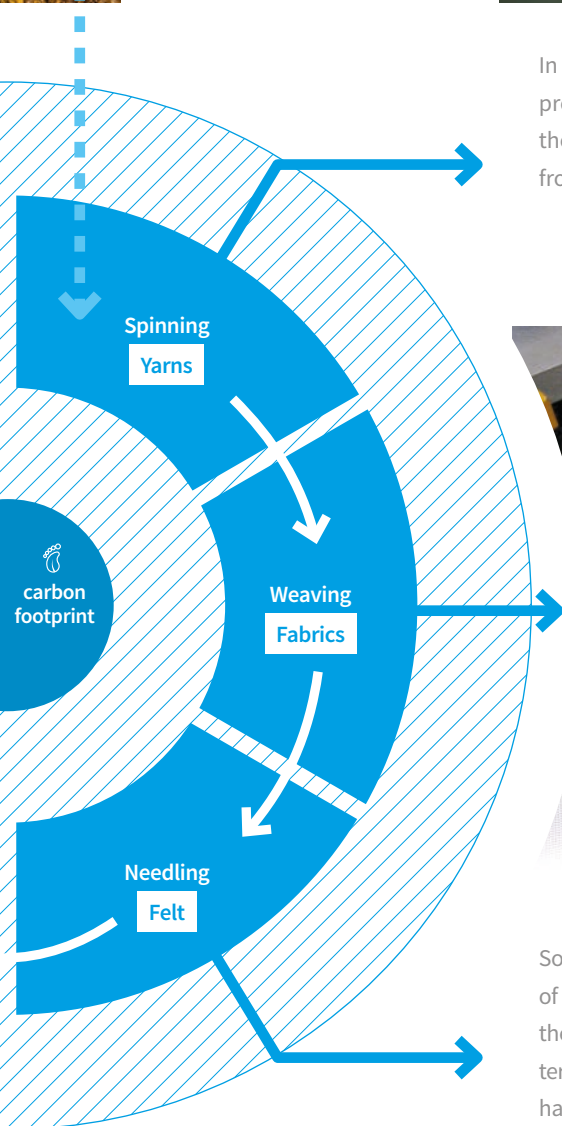
Water: Zero discharge status.



Biodegradables: Sioen invests in the research and development of biodegradable yarns and fabrics.



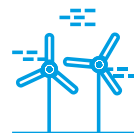
In the Sioen PET recycling unit, we recycle all polyester production waste, such as hard lumps and yarns from the spinning-mill and edges and fabrics from the weaving mills.



Soil consumption is crucial to the growth and development of our society. At Sioen, we want to do our part in reducing the impact of infrastructure works on the territory. Our geotextiles producing plants have deep knowledge of soil management issues, and risk prevention.



Solar panels: We install solar panels on all our sites.



Windmills: We produce textile parts for windmills.



Chapter 02

CSR - Corporate Social Responsibility

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People

Sioen's ambition

An organisation is only as good as the people who work there. That is why Sioen is fully committed to creating a safe, healthy and stimulating working environment for its employees. Consequently, we consider an inclusive HR policy of paramount importance. Sioen wants to be a second home for all talents. Differences are embraced and promote our typical innovation culture. Moreover, we regularly open our doors to young people and students, so that they too can experience an environment in which family values and economical ambitions go hand in hand.



“Our greatest talent is to bring out the talent in others.”

Our 3 focus points

1. Employees first: well-being on the job and beyond

A workable job is one of the pillars of our HR policy. We organise, among others, sessions on stress prevention, emphasise the importance of ergonomic work places, stimulate a culture of physical exercise and create green zones within all of our companies. The balance between work and life also plays a major role in this. For example, we take into account the preferences of our “family members”: flexible working hours, extra days off, sustainable mobility and much more.

Extra efforts in at our locations overseas:

- Sioen has around 3000 employees in Indonesia, Myanmar, Tunisia and Romania. We offer them above-average working conditions. Not only in terms of wages, but also in terms of health and safety.
- Screening for breast and cervical cancer among female employees in Indonesia.

2. Inclusion: so many people, so many differences, so many possibilities

Sioen is a modern and progressive company with equal opportunities for everyone. The numbers and facts speak for themselves. For example, women represent more than 60% of our workforce. In addition, every morning we welcome dozens of nationalities and people of all world religions to our companies.

Outside of the company walls, our focus on inclusion takes shape in various actions, such as:

- Support for the Maggie program in disaster areas.
- Annual donations to the King Baudouin Foundation.
- An active participation in “The Warmest Week” of Studio Brussels.

3. Personal growth: a learning environment for our own employees and the youth

Lifelong learning is a necessity in a (business) world that is rapidly changing. Our personal training programs are therefore supplemented with campaigns such as Lunch & Learn. In those sessions, our employees receive training in a wide range of subjects, from Excel to healthy cooking. But we also want to help young people and students in the area in their search for knowledge.

A selection from our initiatives from 2019:

- Stimulation of STEM education by acting as a host company for ‘Design Your City’.
- Company visits for dozens of schools each year.
- Guiding higher education students with theses, projects and internships.
- A CSR scan of Sioen in collaboration with 6 postgraduate students from Hogeschool VIVES.



Planet

Sioen's ambition

Sioen wants to get rid of the disposable society. We therefore try to extend the life cycle of as many materials and products as possible with the help of the technical and chemical expertise of our 220-men R&D team. In addition, this approach should help protect our planet from over-exploitation and reduce the Total Cost of Ownership (TCO) for our customers. This circular approach is closely related to our ambition to improve our own ecological impact. To that end, Sioen focuses on both energy-efficient processes and minimum CO₂ emissions.



Our 3 focus points

1. Circular economy: today's products are tomorrow's raw materials

Sioen has a growing range of biodegradable textiles: from compostable woven tea bags to over weed-resistant. geo cloths to degradable films for body bags. We are also actively looking for recyclable textile solutions. For example, as a member of the Circle-A consortium, Sioen produces fully circular protective clothing, which is later reused in various applications, such as insulation material and geotextiles. In 2019, our brand SIP Protection launched the first 100% circular chainsaw trousers in the world: Blue Rhino.

Other circular projects:

- Sioen wants to reuse the waste water from its production sites after purification. This goal has already been achieved in Ardoie and Bornem.
- In our spinning mill (in Mouscron) and weaving mills, we recover all by-products from the production process to use them again as raw materials.
- When calendering technical textiles, all residual waste, some 757 tons per year, is given a second life.
- From 2020 onwards, we will make the packaging of our protective clothing more sustainable: cardboard boxes will become boxes tailored to the contents, while we will replace individual plastic bags with recycled polypropylene (PP) with PP labels, which in turn are fully recyclable.

2. Energy efficiency: a large-scale transition

A proactive approach – We are taking steps to reduce energy waste. Some examples: energy-efficient new construction projects, additional insulation of walls and roofs, and motion sensor switches in the offices and public areas.

Renewable energy – Solar energy plays an important role at Sioen: our production sites have a total of 33,298 m² of solar panels. The result: a reduction in CO₂ emission by 1 million kg. We also purchase green energy and our products are increasingly being applied in windmills and biogas installations.

Infrastructure optimization – In all of our coating plants, we purify the air above the machines by using post-combustion installations. The energy that is generated that way we use for preheating the ovens, which drastically reduces gas consumption.

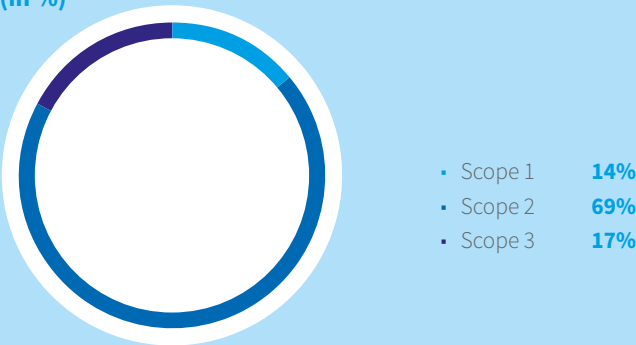
“As a world market leader in technical textiles, professional protective clothing and fine chemicals, we want to play an exemplary role in sustainable production and consumption.”



3. Ecological footprint

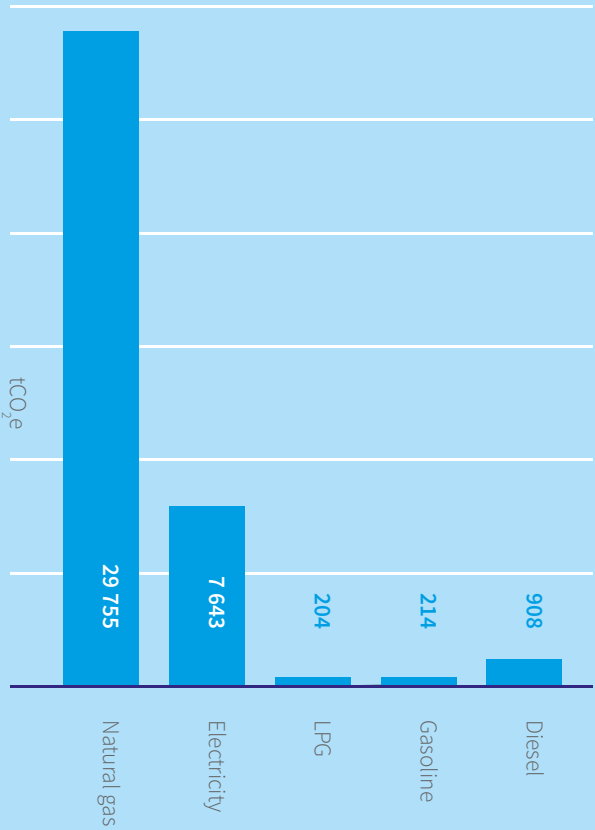
The total CO₂ footprint of Sioen for the year 2019 amounts to **38724 tCO₂e for direct emissions (scope 1 & scope 2)** with **6198 tCO₂e for upstream emissions of fossil fuel and electricity losses (scope 3)**.

Share of emissions by scope (in %)

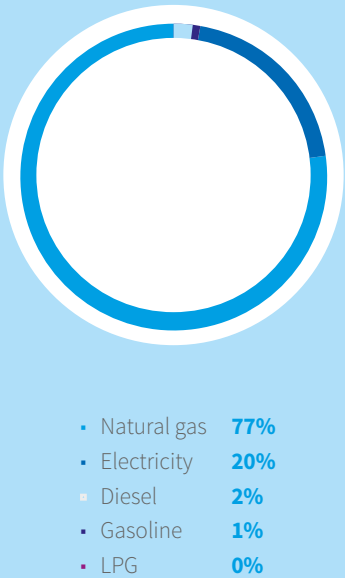


Natural gas represents the first emission source (77%; 29 755 tCO₂e) followed by electricity use (20%; 7 643 tCO₂e). Mobility emissions (fuel for company cars and forklifts) are limited to 3%.

Total direct emission, by emissions category

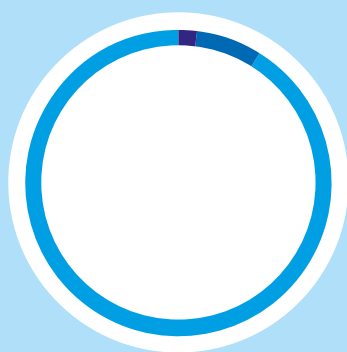


Share of emissions, by emission category (in %)



The Coating division represents the largest part of Sioen's emissions (91% of direct emissions) and 60% of the group turnover. In 2019, a new production site in Italy was launched for the extrusion of fibres and the production of non-wovens, which accounts for the increase of direct emissions from natural gas and electricity.

Share of Sioen emissions by division



- Coating **91%**
- Apparel **7%**
- Chemicals **2%**

The global carbon footprint can be compared with day-to-day activities:

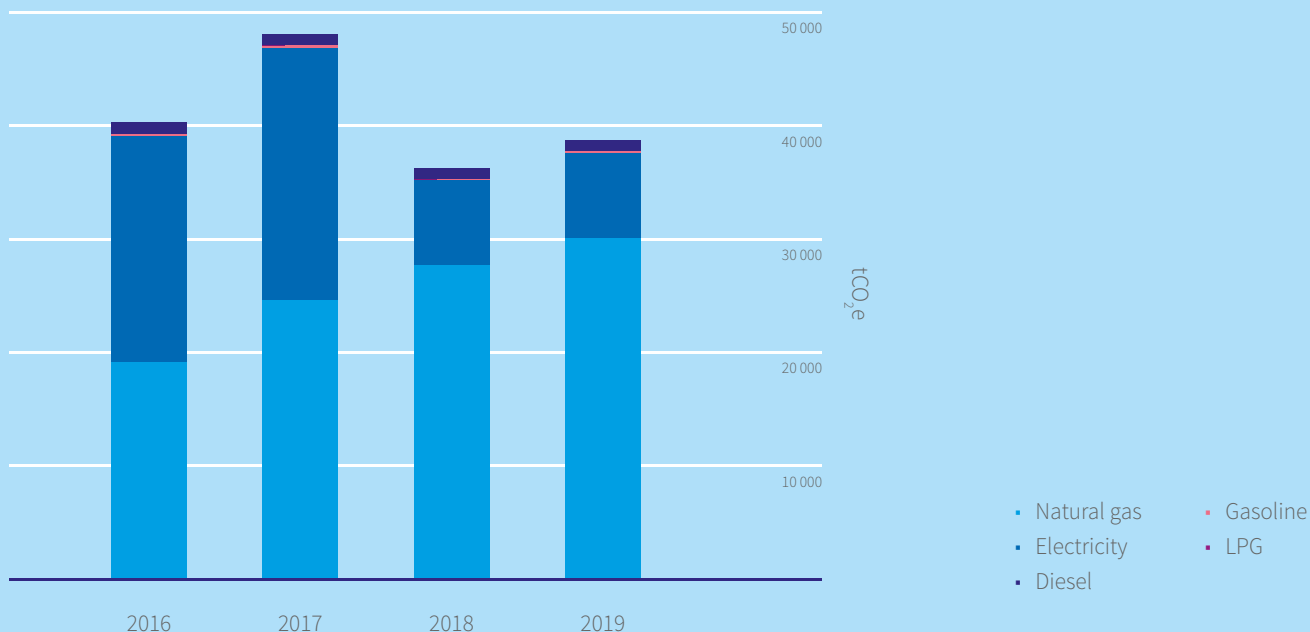
38 724 tCO₂e =

5 361 361 times around the world with the average car

1 287 ha of new forest needed each year to capture this amount

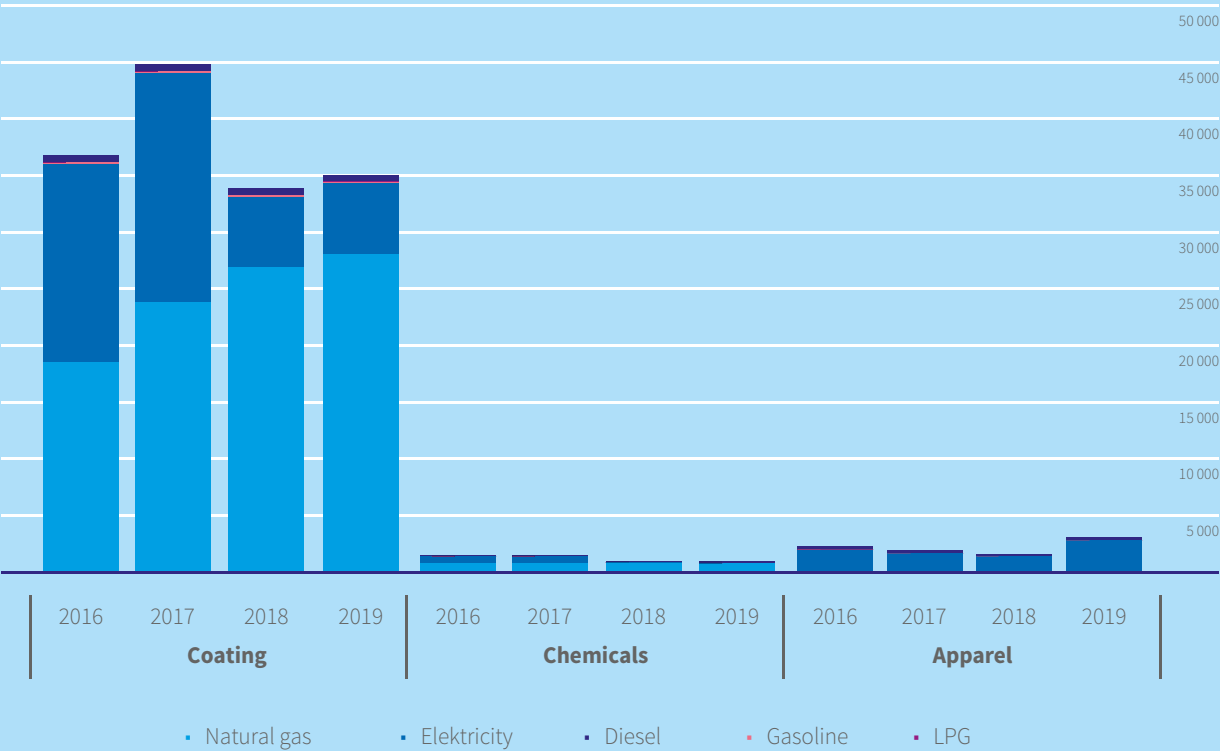
8 365 return flights Brussels-New-York (economic class)

CO₂ emissions 2016-2020 per emission category



When we look at the results per division, we see a minor increase for both the Coating and Apparel divisions compared to the numbers for 2018.

Detailed direct emission categories by Sioen division (tCO₂)



The total emission remains significantly below that of 2017, thanks to the transition from grey to green electricity in the Belgian plants. 77% of all consumer energy is originally green.

When we state the direct emission per Fte, we see a similar evolution.

The yearly calculation of our CO₂ footprint makes it possible to closely follow our evolution regarding CO₂ emissions and performance. Because of the large share of green energy (from 3 to 77%) and various efforts on all levels, the direct emission per fte and per production volume decreased significantly since 2017.

CO ₂ KPI evolution	2017	2018	2019
Total CO ₂ per FTE (scope 1 & 2)	12.8	8.1	9.8
Total share of green electricity (%)	3.0%	75.5%	77.0%
Total mobility emissions per FTE	0.3	0.3	0.3
kgCO ₂ e/m ² produced	0.32	0.27	0.26
kgCO ₂ e/kg produced	0.22	0.05	0.11
kgCO ₂ e/ lm produced	0.20	0.04	0.04
kgCO ₂ e/ piece produced	2.23	2.53	2.42

Prosperity

Sioen's ambition

We want to pursue a forward-looking economic policy. How? By using strategic transformations that drive our growth while making the local communities around us more resilient. That way, Sioen tries to improve the prosperity and quality of life in urban, developed regions as well as in disadvantaged regions. Finally, we want to emphasise our technical superiority with certificates and quality labels. Such independent assessments, in turn, contribute to sustainable growth and innovation.





“Investing in the future: it makes sense. But at Sioen, we always think more than one step ahead.”

Our 3 focus points

1. Innovate to protect ... and to grow sustainably

By continuously focusing on cutting-edge technology, new machines, automation and digitization, we manage to make better use of the skills of our employees. They are given less labour-intensive, repetitive tasks and more possibilities to co-innovate, across the different departments. Synergy is also one of the keywords at company level. With well-thought-through acquisitions, we create added value, so we can proudly say that Sioen is more than the sum of its various parts.

Some of the key figures that characterise our ambition to grow and innovate:

- 45,000 different products;
- 220 colleagues working in R&D;
- 127 geographic markets.

2. Local roots: Sioen as part of the community

From our head office in Ardoorie, we work as much as possible with local entrepreneurs: from machine builders and transport companies to printers and painters. In West Flanders alone, we have some 250 companies as partners, good for an annual investment of 15 million euros in the region. But as a group with a global impact, our scope is unlimited.

Some examples of our international initiatives to promote local communities:

- Empowerment of female entrepreneurs in Senegal through S.O.S. Faim and Entrepreneurs for Entrepreneurs.
- Means for orphanages and schools in Myanmar and Romania, two of our main production countries.
- Donations to school children (clothes, books ...) and schools (sound systems, chalkboards ...) in Indonesia through our local department.
- Guided tours to around fifty groups a year, including senior citizens' associations and service clubs.
- We provide dozens of local associations (sports and others) with clothing, prizes for their tombolas and promotional material, such as pop-up banners.



3. Independent quality recognition: certificates for products and processes



Our STeP certificate proves that for Sioen ecological production processes, socially responsible working conditions and health and safety are of great importance



REACH handles the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) in Europe. Our certificate proves that Sioen Chemicals meets all requirements.



For all products that are subject to CE requirements, Sioen products have the CE marking. This symbol indicates that the products were manufactured according to all applicable regulations within the European Economic Area.



Achilles UVDB is responsible for the supplier management at public utility companies in the United Kingdom.



Standard 100 of OEKO-TEX® is one of the world's best-known textile labels tested for harmful substances. It stands for high product safety.



Sioen Chemicals has obtained a silver certificate for sustainable environmental, social and ethical behaviour.



This certificate shows that we implemented all requirements of the ISO standard for quality management (ISO 9001) fully and correctly: from risk management to setting up more sustainable processes.



Standard 100 of OEKO-TEX® is a worldwide, coherent and independent testing and certification system for textile raw materials, semi-finished and finished textile products and accessories at all stages of production.



Our technical geotextiles and firefighting clothing have an Asqual certificate, recognized in France.



The British Safety Industry Federation (BSiF) is the largest personal protective equipment (PPE) organisation in the United Kingdom.



With this, Sioen proves that health and safety on the job is a priority and that this is managed smoothly through an effective management system.



Our clothing division is certified for the international standard for environmental management systems: ISO 14001. The standard provides a framework for, among others, smart waste management and efficient use of raw materials.



UN Global Compact is a strategic policy initiative for companies that are committed to ten universal principles in the areas of human rights, labour, the environment and anti-corruption.



The Food Safety System Certification (FSSC) indicates that our textile food packaging is in line with the international standard ISO 22000.



This certificate indicates that our energy consumption is continuously monitored and improved through a management system based on the ISO 50001 standard.



The gold label shows that Sioen meets all 12 principles of WRAP (Worldwide Responsible Accredited Production).




Peace

Sioen's ambition

In this domain, we mainly focus on targets 2, 5 and 6 of SDG 16. These are respectively: 'to put an end to the exploitation of children', 'to fight corruption in a sustainable manner' and 'to develop effective, responsible and transparent institutions'. Ethical responsible entrepreneurship is an essential part of corporate social responsibility for Sioen. We therefore emphasise several international agreements and also have a strict internal ethical policy.

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS





“Human rights
always come first,
without exception.”

Our focus

Human rights and work ethics: justice for everyone

Sioen applies a formal ethical code of conduct in all its companies and in all its interactions with third parties, in which honesty and integrity are central. We also explicitly ask our suppliers to stick to these values. In addition, we are committed to several international agreements:

UN Global Compact, a non-binding pact for companies based on these ten principles:

Principle 1 – Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2 – make sure that they are not complicit in human rights abuses.

Principle 3 – Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4 – the elimination of all forms of forced and compulsory labour;

Principle 5 – the effective abolition of child labour; and

Principle 6 – the elimination of discrimination in respect of employment and occupation.

Principle 7 – Businesses should support a precautionary approach to environmental challenges;

Principle 8 – undertake initiatives to promote greater environmental responsibility; and

Principle 9 – encourage the development and diffusion of environmentally friendly technologies.

Principle 10 – Businesses should work against corruption in all its forms, including extortion and bribery.

Convention of the Council of Labor Affair Conventions:

- Protection of trade union right (Freedom of Association) enshrined in Convention No. 87 and Convention No. 98.
- Forced Labor, enshrined in Convention No. 29 and Convention No. 105.
- Child Labor, enshrined in Convention No. 138 and Convention No. 182.
- Equality of Opportunity and Treatment enshrined in Convention No. 100 and Convention No. 111.



Partnership

Sioen's ambition

If we want to live in a (more) sustainable world by 2030, this will only be achieved by working together efficiently. As Sioen, we have been convinced of this for quite some time. Sharing knowledge, both internally and externally, is part of our company DNA. We are convinced that companies, government authorities, research institutions, NGOs, professional federations and other organisations can use each other's strengths and thus create added value. In the coming years, we want to take the lead in this even more.



Our focus

Open innovation: aiming for value creation together

Good agreements, good friends. That wisdom applies all the more to open innovation. When mutual trust is not a stumbling block but an asset, then much is possible. For example, we are working with more than 100 partners on ground-breaking developments for new and existing markets. Two recent achievements:

- The Belgian-Dutch alliance PASSAnT aims to protect ports in both countries. Within this project, Sioen is developing burglar-resistant sliding curtains for trailers.
- As part of the public-private SeaConomy consortium, Sioen supplies technical textiles for the emerging seaweed industry. After all, macro-algae can be used in various applications: from biogas production to environmentally friendly cosmetics.

Some of the organisations Sioen is a member of or regularly collaborates with:



Chapter 03

Sustainable Development Goals

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SDG's translated in Sioen actions

Over the next 15 years, 17 SDGs, linked to 169 targets, should form a plan of action to lift humanity out of poverty and to put the planet back on the path towards sustainability.



No poverty

We are committed to reduce poverty. On the one hand, that shows in our superior working conditions in all of our branches and by paying people well. On the other hand, we support all kinds of good causes and empower people to take initiatives themselves.

SUPERIOR WORKING CONDITIONS

Sioen employs more than 1,700 people in Indonesia, Myanmar, Tunisia and Romania. The fact that we offer working conditions that are superior to the average boosts the general standard of living, not only in terms of pay, but also in terms of health and safety.

CHILDREN

Siorom (Sioen Romania) gives the children of the village of Isaia everything they need on the first day of school: a backpack filled with pens, paper, drawing and writing paper, pencils and paint and books. A chance for a better future than their parents, who live in difficult circumstances. The small school community, is almost literally “in the middle of nowhere”. There is not even a road to the school. Siorom (Sioen Romania) is proud to offer a little hope to these children.

“End poverty everywhere and in all its forms.”

1 NO POVERTY



SUPERIOR WORKING CONDITIONS



CHILDREN



MAGGIE PROGRAM

2 ZERO HUNGER



Zero hunger

Poverty and hunger often go hand in hand. Just as for SDG1, we want to be actively involved in the fight against hunger. We do this by supporting charities, preferably those that empower people to grow their own food or to become an entrepreneur. We also focus on research and development and we actively look for products and solutions that contribute to sustainable food production.



KING BAUDOUIN FOUNDATION

KING BAUDOUIN FOUNDATION

Sioen has been supporting the King Baudouin Foundation for many years. With the baseline: “working together for a better society”, this foundation is a large charitable organisation that fits in very well with our vision and strategy. The Foundation stimulates change and innovation, on behalf of the public interest and increasing social coherence in Belgium and Europe.

CULTIVATING ON OR WITH TEXTILE

Our research and development team is actively looking for solutions for sustainable agriculture and marine construction. We have developed mats and tyres on which seaweed can be cultivated and are committed to projects that promote the cultivation of seaweed in our regions. We also develop and market technical textiles for fish farms, with an emphasis on the prevention of sea louse infections. We develop sustainable flexible felts and composites for greenhouse cultivation and horticulture, f.ex. vertical cultivation in urban environments.

SOS FAIM

Sioen supports female entrepreneurs in Senegal. The project focuses on female leadership and entrepreneurship and belongs to the NGO Sos Faim. SOS Faim is a Belgian NGO that actively fights hunger and poverty in rural areas in Africa and Latin America.



CULTIVATING ON OR WITH TEXTILE

“End hunger, achieve food security and improved nutrition and promote sustainable agriculture.”

Good health and well-being

This theme is close to our hearts. After all, we have been producing professional protective clothing and technical textiles since the 1960s in order to protect people and their possessions. Therefore our slogan is “protection through innovation”. Our products, actions in our own companies, the care for our employees, the way we deal with our customers, it puts people first. As a company we can also be human among people and do everything possible to ensure safety and health.

3 GOOD HEALTH AND WELL-BEING



GREEN ZONES

Where possible, we create green zones in all our branches, where staff can spend their lunch break. At the head office in Ardooie, for example, we provide seats next to a pond in a small green park.

HEALTHY EMPLOYEES

Sioen is committed to improve “health”. Various initiatives, both by the company itself and its many employees, ensure a healthy reflex at all levels. It’s about the water we drink on a daily basis, short afternoon walks with colleagues, taking part together in sporting events during our spare time, organising fitness programmes such as “Fitbees”, a personalised measurement and coaching, and company bicycles.

AED (AUTOMATED EXTERNAL DEFIBRILLATOR)

Sioen installed AED units at places where many people (can) come together, such as in the showrooms at Ardooie’s head office.



GREEN ZONES



HEALTHY EMPLOYEES

4 QUALITY EDUCATION



Quality education

Lifelong learning is one of our CEO's current expressions. Add that idea to a healthy conviction that young people are the future and you find a range of initiatives that include both.



DESIGN YOUR CITY

DESIGN YOUR CITY

Design Your City is a project in which young people between the ages of 10 and 18 work on a specific issue from a certain city/municipality. It is an intense learning experience in which young people come up with and design concrete solutions step by step via STEM (Science - Technology - Engineering - Mathematics) and Design Thinking. We had a kick-off at Sioen's head office. Our showrooms became a children's paradise for 1 day.



SUPPORTING STUDENT PROJECTS

SUPPORTING STUDENT PROJECTS

Sioen supports young people in local communities. Students from Howest Kortrijk (Belgium) designed an outdoor bean bag. Sioen provided a waterproof fabric and helped them make the prototypes.

LUNCH & LEARN

We don't always want to impose education and training from above and we also strive to make it fun. During our lunch break, everyone is allowed to come and teach, we sometimes ask external speakers and colleagues can inspire each other by exchanging experiences: tips & tricks about Excel, how to use a certain app, making a PowerPoint presentation or about healthy nutrition, yes even bicycle maintenance. We make sure there is time available (an hour and a half during the lunch break), that there is a room available and a snack and a drink. With this approach we not only convey knowledge, but at the same time we strengthen collegiality, internal cohesion and networking.



LUNCH & LEARN

“Ensure equal access to quality education and promote lifelong learning for everyone.”

Gender equality

In a company where more than 60% of the almost 5,000 employees are female, where the CEO is a woman, where women are fairly equally represented on the board of directors and at management level and where women (and men) are given all opportunities they want, we don't pay enough attention to the fact that this is the exception rather than the rule. At Sioen, competence comes first. Whether you are man, woman, gender neutral, tall, short, tattooed, large, small, Muslim, Christian, black, white or green, that is not important to us. What is important, is that you are capable, driven, dedicated and honest and that you value our family vision and values.

DIVERSITY

Sioen pursues a diversity policy for the members of the board of directors, the members of the management committee and management in general, but at the same time, also for all employees. After all, as the first female chairwoman of the Belgian professional federation VBO/FEB, Michele Sioen is a symbol of diversity and gender equality. We employ people of different nationalities, cultures, ages, beliefs, etc. in our factories.

SUPPORTING WOMEN IN SENEGAL VIA "ENTREPRENEURS FOR ENTREPRENEURS"

In the Fatick region, one of the poorest regions of Senegal, this project aims to develop sustainable economic activities for women. That way, they want to ensure a proper income for those women and their families. Three promising sectors are the processing of cashew nuts, goat farming and milk production. More than 50,000 women will benefit from these actions!

"Achieve gender equality and empowerment for all women and girls."

WOMEN'S DESIGN IN PBMS

The Kasie jacket and Lesha trousers are special arch protection garments designed for women. Their male counterparts are the Mildura and Dexter. From a technical point of view, these garments from our ARC range protect against the thermal dangers of an electric arc, among others. As an employee, you are directly exposed to the dangerous consequences of uncontrolled electrostatic discharge. In terms of design, they are especially designed for women. The boundary between female and male professions is blurring, even in sectors that have long been dominated by men, such as technology and maintenance. Even though they are a minority, it is not ideal if women have to wear men's clothing. That's why we design clothes for women's physiognomy. We were one of the first manufacturers of professional protective clothing to market specific models for women with all the necessary certificates.

5 GENDER
EQUALITY



6 CLEAN WATER AND SANITATION



Clean water and sanitation

People say water is going to be tomorrow's gold. We believe that, as a company, we must contribute to clean, high-quality water, both in its use and in its collection and processing.



TAP WATER

TAP WATER

This year, we have installed faucets at our headquarters that provide our employees with carbonated and mineral water free of charge. Our aim is to promote tap water and at the same time reduce waste. Each employee was given a nice glass Sioen bottle that he/she can fill at will.



BIODIVERSITY

BIODIVERSITY

We also try to apply the principle of biodiversity to and around our industrial buildings and areas. Wherever it is possible, we create green zones, plant trees, create wild gardens in hidden corners and even create small ponds to provide a natural environment for insects, other animals and plants. We need water basins in the production process of technical textiles and we have some fire ponds. Except for their functional task, we also try to provide a safe haven for ducks, geese and small aquatic animals.

FLOODING

Our product range includes a range of overalls and rainwear, as well as technical textiles, used for the manufacture of dewatering bags, which can be used in flooding areas. The sludge runs into the bag or is pumped into it. The water flows out of the bag and the sludge remains in it. That kind of bags are used in large dewatering or sludge removal projects in construction, dredging and wastewater treatment projects.



FLOODING

“Ensure access, sustainable water management and sanitation for everyone.”

Affordable and clean energy

Our gas and electricity consumption has fallen sharply in recent years thanks to the optimisation of our machinery. Where possible, we install solar panels at our production facilities. We also purchase green energy. Our own incinerators recover energy from waste.

SOLAR PANELS

We try to make maximum use of energy from renewable sources such as solar energy. Where possible, we have solar panels on the roofs of our production sites. Sioen has 33 298 m² of solar panels. That reduces our annual CO₂ emissions by more than 1,000,000 kg. This is 10% of the total annual electricity consumption at our headquarters in Ardoois (B). In Poperinge (B), the solar panels generate almost all the energy for the entire electricity consumption of the site. In Bornem (B) 7% of the total electricity consumption comes from the solar panels on the roof.

WIND TURBINES

There are various Sioen products in wind turbines. The ventilation pipes that cool the motors are made of Sioen technical textiles. In addition, woven technical textiles from James Dewhurst (company of the Sioen group) are used as carriers in the composite of the blades. Technical textiles from Veranneman Technical Textiles (another company of the group) can be used to anchor the cables to the bottom of the sea.

CO₂ FOOTPRINT

Since 2016, we have been calculating our CO₂ footprint annually. The company CO₂ Logic guides us in this process. We want to reduce our impact on the climate and we want to improve our social responsibility. The company CO₂ Logic, a dynamic, young and local company, helps us to calculate the footprint of all our sites, interpret results and make green choices. We want to reduce our impact and by using CO₂ Logic's climate and energy consultancy services, we also create sustainable socio-economic benefits. The owner of the company convinced us by consistently travelling by bike. During his first visit, he wore a T-shirt with the slogan: "be the change you wish to see in this world".

BIOGAS PLANTS

Sioen develops and produces technical textiles for biogas plants. Biogas is produced from raw materials such as agricultural waste, manure, municipal waste, plant material, green waste or food waste. Biogas is a renewable energy source. All our technical textiles for biogas plants are contact resistant. Our state-of-the-art production process, with special fabrics, additives and polymers, ensures low gas permeability, which means that no gas is released.

7 AFFORDABLE AND CLEAN ENERGY



SOLAR PANELS



WIND TURBINES



BIOGAS PLANTS

8 DECENT WORK AND ECONOMIC GROWTH



Decent work and economic growth

The SDG 8 states, among other things, that economic productivity should be increased through diversification, technological modernisation and innovation, including by focusing on sectors that add a lot of value and on labour intensive sectors. That is exactly what we do in our sectors of technical textiles and professional protective clothing.



YOUNG PEOPLE AT WORK

One of the objectives described in SDG 8 is to reduce youth unemployment. At Sioen we pursue a policy of giving young people every opportunity. We run young potential training programmes and internships.

INNOVATION DRIVES GROWTH

We are probably one of the world's leading companies when it comes to driving effective change through innovation. Our team of multidisciplinary experts and R&D experts spend a large part of their time on sustainability.



ADJUSTABLE DESKS

At our branch in Ardooie we are running a pilot project with height-adjustable desks. We are studying to what extent this is used and which effect it has on the well-being of our people. This allows people to decide for themselves when to work standing up or sitting down. They can adjust the height themselves electronically. The initiative will certainly take place in other branches in due course.

ERGONOMIC TOOLS

Erroneous, prolonged and heavy lifting is probably one of the main causes of absenteeism due to back problems. That is why we opted for ergonomic lifting equipment and lifting aid with less strain on the user. Some examples from 2019: lifting aid for bobbins in Veranneman technical textiles and lifting aid in the steel warehouse.



“Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for everyone.”

Industry, innovation and infrastructure

We believe that infrastructure and machinery contribute to the innovative spirit of our company. We want to make modern offices, modern tools and the best machines available to our people, because that motivates and inspires them. Innovation is in our DNA. Thanks to that we have grown from a small SME to a world player in 50 years. Innovating, being flexible, lifelong learning, treating our customers like people, investing in good machines, valorising people, etc. are just a few of the things we see as innovation.

THE LATEST INFRASTRUCTURE

Some of the offices at our headquarters were completely renovated this year. No expense was spared to make a productive, pleasant and enriching workplace for our employees: air conditioning, adapted lighting, functional public spaces that encourage talking to each other, height-adjustable desks, private hub spots, ...

FACTORY OF THE FUTURE

A Factory of the Future excels in how it deals with energy and raw materials. We are creative and involved and we have smart, sustainable production processes in state-of-the-art production facilities. The result is that we are a flexible, future-oriented company that produces products with a high added value. "This award is the culmination of all the innovative efforts we have made in recent years in terms of products, production and people. This would not have been possible without the dedication and enthusiasm of our employees," says Michèle Sioen, CEO of Sioen Industries.

"Build a resilient infrastructure, promote inclusive and sustainable industrialisation and stimulate innovation."

NEW BUSINESS MODELS

As innovators, we owe it to ourselves to look out-of-the-box. We are not only looking for new products, technologies and processes, but also for new business models. Examples are: Safety as a service, instead of merely supplying professional protective clothing, leasing of protective clothing, an extensive cooperation with laundries and recycling companies).

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



THE LATEST INFRASTRUCTURE



FACTORY OF THE FUTURE

10 REDUCED INEQUALITIES



Reducing inequality

A simple sentence from this SDG 10: urgently reducing inequality between countries is perhaps one of the most difficult tasks for a company. After all, we could ask ourselves how? At Sioen, we believe this starts as a taxpayer, continues in how we behave in the local communities where we operate and in how we help in our own way through charitable donations and sponsorship.

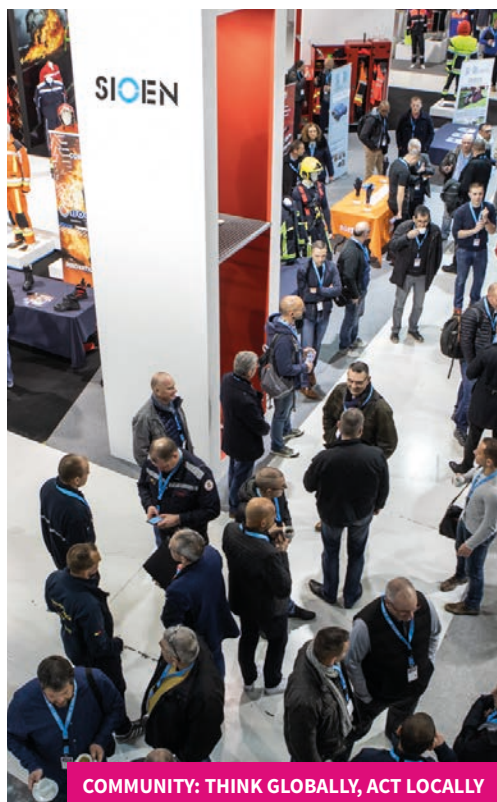


MORE THAN 60% WOMEN

Sioen pursues a diversity policy for the members of the board of directors, the members of the management committee and management in general, but also for all the company's employees. After all, as the first female chairwoman of the Belgian professional federation VBO/FEB, Michele Sioen is a symbol of diversity and gender equality.

COMMUNITY: THINK GLOBALLY, ACT LOCALLY

We prefer to cooperate with local companies. For example, in West Flanders alone we work together with 250 companies, such as suppliers of raw materials, transporters and machine builders but also caterers, florists, bakery stores, restaurants, rental companies that rent out tables, chairs, plates, glasses for events, brewers. In addition, we work together with consulting agencies, carpenters, painters, printers, suppliers of components such as conveyors, nuts and screws and packaging materials. We invest about 15 million Euros in the region annually. The importance and benefits of cooperation with and between an internationally oriented group such as Sioen and local entrepreneurs and medium-sized businesses in a globalising world is more than just our money. We provide a lot of employment, which in turn benefits other companies such as hairdressers, clothing stores, department stores, etc. We pay taxes and this also benefits the (local) governments and municipalities. And that completes the circle: we create prosperity.



“Reduce inequality in and between countries.”

Sustainable cities and communities

This eleventh SDG proves once again that the SDGs are almost inseparable. Making cities and human settlements inclusive, safe, resilient and sustainable may as well contain elements that have already been addressed elsewhere. For example, Passant is an item that could have found its place here as well. This also applies to the aid projects, how we behave in local communities and the design your city project p. 33. In this part we want to emphasise the circular story we are writing and the greening of our cities.

QUEEN ELISABETH MUSIC FOUNDATION

Art and music are part of our rich culture. Sioen has supported the Queen Elisabeth Music Foundation for many years. They offer a quality education for young exceptional musical talents. The scholarship is reserved for the elite musicians of tomorrow on the piano and violin and other instruments. Giving opportunities to young “potentials” is essential in everything Sioen does.

GREENTECSTYLE®

GreenTecStyle® by Sioen is a flexible textile composite for creating in- and outdoor ecosystems. GreenTecStyle® allows to introduce living green elements in a vertical environment. It is the all-in-one solution for greening urban spaces and offices. GreenTecStyle® is lightweight and easy to mount and plant with its pre-cut plant pockets. This durable performance product is the first flexible solution for green walls on the market. There are plenty of scientific reports that emphasise the importance of greenery in our daily lives. We are convinced that GreenTecStyle® will play an important role in the cities and public buildings of tomorrow. Studies have shown that integrating green in cities, offices and public spaces has numerous advantages.

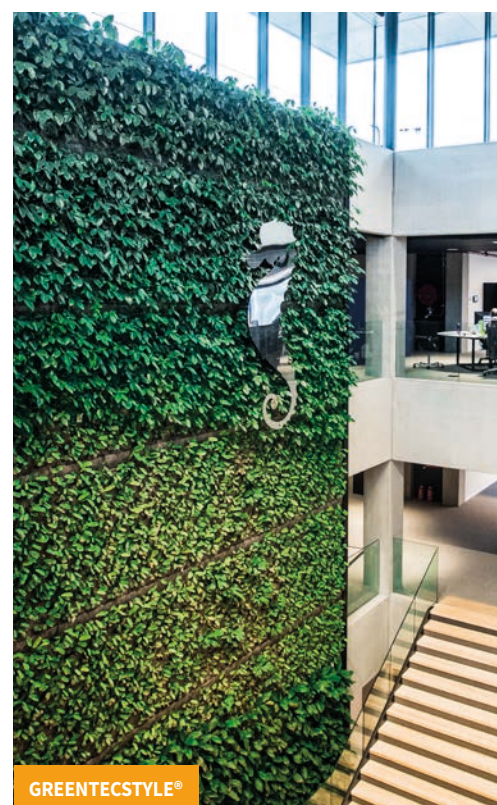
- Reducing heat stress
- Providing visual barriers
- Improving the mental health of people
- Allowing biodiversity
- Providing insulation
- Greater usage of public green spaces
- Economic advantages
- Improving climate and air quality

“Make cities and human settlements inclusive, safe, resilient and sustainable.”

11 SUSTAINABLE CITIES AND COMMUNITIES



QUEEN ELISABETH MUSIC FOUNDATION



GREENTECSTYLE®



Responsible consumption and production

As a market leader, we want to be the benchmark not only for quality products but also for our sustainable production processes. Production is at the heart of our business and it is very important to us to ensure that it is healthy and sustainable. We are fully committed to biodegradable products and we are actively looking for recyclable textile solutions. Those are major efforts in Research and Development without major direct results but which will certainly pay off in the long term.



BIODEGRADABLE

BIODEGRADABLE

Sioen produces a number of biodegradable technical textiles. One example is the PLA woven technical textile for tea bags. PLA, or PolyLactic Acid, is a biodegradable transparent plastic made from sugar or glucose (in the case of our woven tea bags it is a corn derivative). PLA is made from 100% renewable sources and has therefore zero impact on the environment. Another example of biodegradable products are biodegradable films for body bags.

OUR OWN PES RECYCLING UNIT

We have a polyester recycling unit at our spinning mill in Mouscron. There we can recycle all polyester waste such as hardened chunks and yarns from the spinning mill, fabric edges, remnants from weaving mills and uncoated fabric remnants. As a result, our production process spinning/weaving/coating is virtually waste-free. This leads to a cleaner environment and offers a rational response to the ever-increasing prices and the lower availability of raw materials.



OUR OWN PES RECYCLING UNIT

“Ensure sustainable consumption and production patterns.”

Climate action

The SDG 13 calls for urgent action to fight climate change and its impact. As a manufacturer, we are taking many measures to reduce our ecological footprint. You can read about this on p. 14 of this report. In addition, in line with SDG 13, we are committed to improving education, awareness and human and institutional capacity in relation to mitigation, adaptation, impact reduction and early warning on climate change.

TASK FORCE CIRCULARITY

There is no magic formula to be / become sustainable and it is a road with many obstacles. However, we are working on it at all levels of our company. We write our story “from vertical integration to circularity” with the same tenacity that characterises us. A quarter of our production is already fully cradle to cradle. In the “Task Force Circularity”, multidisciplinary teams of internal (and sometimes external) experts examine various aspects of our company:

- Our raw materials (biodegradable, recyclable, recycled)
- Recycling of our end products
- Packaging, labelling of our products
- Campaigns at our own production sites (zero waste, energy consumption, biodiversity, etc.)
- Life cycle assessments of our products
- And the communication of all the themes above.

The last one is perhaps one of the most difficult things. How can we communicate about our efforts without greenwashing, without saying too much or explaining too little? It's hard to know exactly, but we will get there. We can fall and stumble, but we are certainly better today than we were yesterday.

“Take urgent action to fight climate change and its impact.”

BELGIAN BUSINESS AWARD FOR THE ENVIRONMENT

Sioen won the bronze medal at the Belgian Business Awards for the Environment (BBAE) with two revolutionary fabrics Algaetex and GreenTecStyle for growing plants and algae. The Belgian Business Awards for the Environment reward companies for their commitment to sustainable development. Those awards, which are awarded every two years, highlight companies that have succeeded in combining economic activity and care for the environment thanks to green innovations. As the winner of the bronze medal, we can now take part in the European Business Awards for the Environment. Only the rewarded companies can take part in the competition on a European level.

13 CLIMATE ACTION



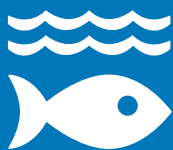
SIOEN
SUSTAINABLE
GARMENTS

TASK FORCE CIRCULARITY



AWARD FOR THE ENVIRONMENT

14 LIFE BELOW WATER



Life below water

We strongly support the ambitions of the UN in SDG 14 to prevent and significantly reduce marine pollution by 2025. We also have the will to manage and protect marine and coastal ecosystems in a sustainable manner. Many of the products we make are used for this, either directly or indirectly. Our technical textiles, for example, are used to contain oil, to grow seaweed, as reef protection and in fish farms.



SUSTAINABLE FISHING

SUSTAINABLE FISHING

With our new textiles range for open cages in offshore salmon farming, we reduce lice infestation and we provide a solution for sustainable fishing.

BLUE CLUSTER

Sioen has been active for decades in various marine applications such as technical flotation suits and life jackets, technical yarns for geotextiles and marine ropes, sailcloth for sailing boats and racing applications, textiles for boat covers, safety nets for drilling platforms, oil booms, etc.

OIL BOOMS

Our range of technical textiles includes products for oil booms. Intensive R&D efforts resulted in a tough, oil and grease resistant fabric with high tear strength for high-end applications, such as the permanent protection of oil rigs and platforms.



OIL BOOMS



SHORE PROTECTION

SHORE PROTECTION

An artificial reef should prevent the beaches from being washed away by a storm. In Flanders there is a partnership between Sioen and the dredgers DEME and De Nul, environmental consultant eCoast and the Research Institute for Agriculture, Fisheries and Food (ILVO). We are constructing a reef of 100 square meters at 1.2 to 1.6 kilometers off the coast of De Panne. The reef will have to push against the loose sand that would otherwise be released and washed away by heavy storms. The natural reef is made up of 3 parts. Initially, seaweed or grass is planted on our textiles. The second buffer is a mussel reef. A rope will be stretched under the water surface on which mussels will grow. After a while, the mussels will fall off the rope and attach themselves to the seabed. A geotextile bag will be placed on the bottom to promote adhesion. That way, the mussels stick together and form a natural reef with their shells.

“Conserve and use oceans, seas and marine resources sustainably.”

Life on land

The objectives in SDG 15 relate to the protection of ecosystems, the sustainable management of forests, fighting desertification, halting land degradation and the loss of biodiversity. We want to actively contribute to this, both as a manufacturer and as a concerned family man.



FAJA LOBI

We support the non-profit organisation Faja lobi that is developing a forest project in the savannah highlands of Bandundu, Congo. The main objectives are:

- Reforestation of 50,000 ha around the city of Idiofa and in the fragile source areas of the valleys to prevent desertification and dehydration of the savannahs.
- At the same time anticipating climate change & protecting biodiversity (fauna & flora).
- Building a sustainable agricultural economy (agroforestry, pisciculture, apiculture, horticulture) to increase the self-sufficiency of the population.

PROTECTION IN AGRICULTURE

Many of our products are used in agriculture and horticulture. They are, of course, used as protective clothing, but also in less obvious applications such as machine protection, manure storage tanks, barn construction and hay storage.



“Protect, restore and promote the sustainable use of terrestrial ecosystems, manage forests sustainably, fight desertification, halt and reverse land degradation and halt biodiversity loss.”

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Peace, justice and strong institutions

We want to join the pursuit of peaceful and inclusive societies and we are making additional efforts in various areas. For example, we are committed to help put an end to the abuse, exploitation, child trafficking and all forms of violence against and the torture of children, and to help safeguard fundamental freedoms.



ETHICAL CODE

ETHICAL CODE

Our code of ethics reflects our mission, vision and values. In achieving our business objectives, we must always adhere to the highest standards of business ethics and integrity and ensure that we comply with all applicable local and international laws and regulations at all times. Our code focuses on our responsibilities to the company, to each other and to customers, suppliers, consumers and governments.

HUMAN RESOURCES

At all our branches around the world, we have a human resources policy based on talent, with a focus on humanity and personal and collective growth. We reward our people well and valorise them in other ways as well. A thank-you or a compliment is good for everyone. Without our people, we would not be where we are today. They make the difference.



HUMAN RESOURCES

“Promote peaceful and inclusive societies for sustainable development, ensure access to justice for everyone and build effective, accountable and accessible institutions at all levels.”

Partnerships for the goals

To achieve the objectives it is important to cooperate with other companies, public authorities, non-profit organisations and associations. Our responsibility as a company extends beyond just producing high-quality products in a sustainable manner. We want to repay society and contribute to a better world. That includes development aid, but also contributions as a taxpayer.

OPEN INNOVATION

By working together with progressive organisations, we are able to push the boundaries of knowledge and innovation in order to come up with solutions that will enable us to grow further. We apply a policy of open innovation and our company works closely with more than 100 partners, including suppliers, customers, universities, think tanks, professional associations, etc. The bigger the involvement, the bigger the chance that innovative products will be introduced often in new markets. This approach requires a great deal of mutual trust, as it often involves confidential and proprietary information. A good balance between giving and taking is therefore important.

PROFESSIONAL ORGANISATIONS

We are active members of various professional organisations and interprofessional networks. We consider it our duty to actively promote the textile sector. The broad commitment of our CEO was reflected in the chairmanship of the Federation of Belgian Enterprises and in her role in the Fedustria textile sector federation.

“Strengthen implementation resources and revitalise the global partnership for sustainable development”

17 PARTNERSHIPS FOR THE GOALS



OPEN INNOVATION



PROFESSIONAL ORGANISATIONS

Chapter 04

Sioen photo wall





Sioen Photo Wall

Say cheese. We thought you would like to have a look at these photos.

At Sioen, we participate in many initiatives, such as “de warmste week”. We raised money for several good causes by baking real Belgian waffles. Mmmm. Conveniently, we also came up with ways to get rid of the calories we gained by organising a few sporting events.

Of course, we meet many people at our HQ in Ardoorie and not only during sporting events. Every year, many organisations and schools visit our showrooms and learn about technical textiles and our different innovative products and processes.

In 2019, Sioen won ‘De Leeuw van de Export’, an award presented to Flemish companies that achieve extraordinary export results. It’s an extra reason to be proud of working at Sioen.





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