RecyClass

PLASTIC FUTURE IS CIRCULAR

RECYCLASS ANNUAL REPORT 2022

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WELCOME

Chairman of RecyClass, Paolo Glerean



Plastic future is circular - and every year, with the invaluable support of our network we are coming closer to its achievement.

Throughout 2022, we saw new opportunities and challenges arise. Those developments made it clear that improved recyclability and uptake of recyclates are the right way forward for the long-term, sustainable use of plastics in the industry.

With this report, we hope to highlight the importance of value-chain collaboration, which has been paramount in accelerating the achievements of RecyClass in the last twelve months.

RecyClass Testing Campaigns and Recyclability Approvals continued to drive the increasing knowledge on the recyclability of plastic packaging and novel packaging technologies. They have helped us establish even more robust Design for Recycling Guidelines, that are in line with the state-of-the-art recycling processes. Having in mind the principle of transparency – which drives RecyClass from its very first days - all these results and updates have been disseminated outside the initiative, to truly guide the industry toward the circular use of plastics.

RecyClass Certifications take the centre stage and with the release of the Recycling Process Audit Scheme, RecyClass has placed itself as a centralised, European hub for the certification of circular plastics. With the positive evaluations and pending applications with the European co-operation for Accreditation, we are continuously working on securing the robustness of the schemes.

These are just some of the highlights of the work that has steered us in the past year. Our work is however not done, and 2023 will bring on even more opportunities and challenges that we look forward to tackling with our network.

Let me thank all our Members, Supporters, Testing Facilities and Certification Bodies for helping Recy-Class, as well as the industry move toward a circular plastic future and, last but for sure not least, let me thank every single member of the RecyClass Team for all the results they built up during 2022. I am extremely proud of this group of young people delivering, every day, high value support to our industry, with a true passion that is a boost of energy we all need to move on toward our targets.

Advisory Board Co-chairs, Severine Mongauze - Gian De Belder - Thierry Bernet

2022 marks another successful year in driving the goals & mission of RecyClass facilitating a circular future for all plastics.

With the expanding network, we saw more entities join the RecyClass Advisory Board and other working groups. This has opened the initiative to new insights, as well as additional knowledge. Collaboration is key fulfilling our circular commitments and we look forward welcoming even more Members & Supporters in the year to come. It is great to see more and In the field of certification schemes, Remore EPR schemes joining RecyClass as Supporters, as this will be key to get harmonization on design for recycling principles, testing protocols and (future) EPR modulation principles.

Market & legislative developments are fast paced nowadays, and the industry must remain vigilant in order to achieve the upcoming targets. The best basis for the way forward is a science-based, transparent & harmonised approach. These are the main principles that guide RecyClass and its activities – offering the industry a ready-to-use set of tools that can help advance recyclability and the use of recycled plastic.

A total of 15 internal testing campaigns

and 50 Recyclability Approvals have been conducted throughout 2022, bringing in additional scientific data on the recyclability of plastic packaging. This information was used to update the RecyClass Design for Recycling Guidelines and the Online Tool. In parallel, the Technical Committees have reviewed the RecyClass Testing Protocols, to ensure they reflect the latest state-of-the-art recycling practices of the European market.

cyClass has continued to build on their robustness by reviewing the schemes and developing a guidance on communicating with consumers – "Best Practices for Recyclability & Recycled Content Claims - Consumers Communication Guidance". The RecyClass certification hub has also grown with the addition of the Recycling Process Audit Scheme.

It is important to note that the scientific work on recyclability and the improvements to the certifications have been paired with awareness raising efforts on the importance of these aspects via the RecyClass communication channels.

Many achievements are behind us already and we look forward to even more in 2023!



Severine Mongauze, Packaging Sustainability



Gian De Relder Technical Director, Procter & Gamble



Thiery Bernet Lodge, Circular Economy Director, Berry CPI



Honorary Advisory Board co-Chair - Brian Lodge

RecyClass has set itself apart among the industry initiatives through its fact-based and transparent approach. It has been a pleasure to work alongside all the industry players and seeing first-hand how strong collaboration can move the progress along.

Circularity is a must in the plastic industry and RecyClass is paving the way for a smooth transition. I am confident that RecyClass and its Advisory Board will continue the important work on packaging recyclability and the transparent use of recyclates on the European market.

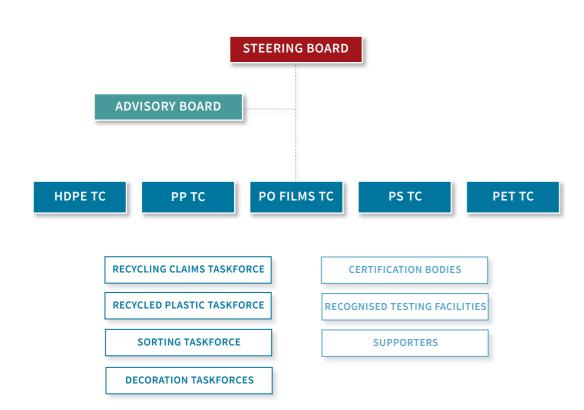
STRATEGIC ACHIEVMENTS

1.1 STRUCTURE & GOVERNANCE

In 2022, the RecyClass Steering Board approved roughly 150 documents, including publications, press releases, Recyclability Approval Letters, and more.

The network has also grown to more than 75 members, 90% of which are Platinum Members, actively participating in the Advisory Board. First two retailers were welcomed to the network – Schwarz Group and ALDI, while in the network of Supporters an EPR scheme was added.

In terms of the RecyClass structure, to accommodate for the increasing array of activities, the new taskforce for recycled plastic was established. Similarly, the number of recognised Testing Facilities and Certification Bodies has grown with the growing demand for testing of packaging technologies and certifications of circular plastic.



1.2 TECHNICAL MEETINGS

RecyClass organized more than **60 meetings in 2022**. Technical Committees met to define test campaigns, assess innovative technologies for plastic packaging, update the Design for Recycling Guidelines and develop or review Testing Protocols. Task Forces worked on the Design Book, Handbooks on Decorative Technologies for rigids and flexibles, in addition to supporting test campaigns, revision of the Sorting Protocol and work on recyclability and recycled content claims.

1.3. HARMONIZATION

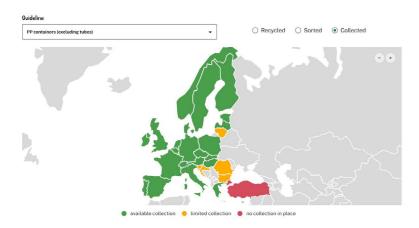
In 2022, with the help of Members and Supporters, RecyClass collaborated with various organizations, such as Association of Plastic Recyclers, Consumer Good Forum, China Sustainable Plastics Association, and SPICE among others. RecyClass has also collaborated with EPR schemes, in particular with Gront Punkt in Norway and FTI in Sweden, to standardize Design for Recycling Guidelines. With the joining of FostPlus as a Supporter, similar collaboration will be extended to Belgium. Moreover, RecyClass signed a cooperation agreement with EPBP to boost the circularity of PET bottles and support on the management of the testing applications.

RecyClass has also been actively supporting the Circular Plastic Alliance when it comes to the standardisation of the assessment of recyclability and integration of recycled content in plastic products.

New partnerships have been formed with testing facilities and certification bodies that will support the work of RecyClass in assessing recyclability and the uptake of recyclates. These new recognised entities help broaden the geographic presence of RecyClass laboratories and auditors in Europe.

Harmonisation will continue to drive the objectives of RecyClass in 2023 and further, especially with the latest legislative changes such as the new proposal of the European Commission for the Packaging and Packaging Waste Regulation.

RECYCLABILITY EVALUATION



2.1 RECYCLABILITY METHODOLOGY

Following the publication in 2020 and the revisions in 2021, the RecyClass Recyclability Methodology was revised in May 2022, with some wording clarifications and corrections. The document was further streamlined in Q4 of 2022 and an updated version will be released in January 2023.

2.2 TESTING PROTOCOLS & FACILITIES

Recyclability Evaluation Protocols

In 2022 RecyClass revised and discussed all the Recyclability Evaluation Protocols in the different Technical Committees, gathering the comments and inputs of the different actors of the value chain and the RecyClass Recognized Testing Facilities. Moreover, RecyClass circulated a survey to the different recyclers in order to update the information related to the state-of-the-art technologies used across Europe and to reflect in the Recyclability Evaluation Protocols the current trends and situation in recycling processes for the different recycling streams.

Furthermore, in February the first version of the Recyclability Evaluation Protocol for PS containers was published. In line with that, the development of a Recyclability Evaluation Protocol for EPS white goods and fish boxes has started and is expected to be released in 2023.

Quick Test Procedures

In parallel, RecyClass developed **Quick Test Procedures** to evaluate key design features, such as the washability of film and paper labels and adhesives, floatation of attachments, or the bleeding behaviour of inks. During 2022, six new Quick Test Procedures were released, mainly dedicated to addressing the behaviour of different features present in PS containers and PE films.

Sorting Evaluation Protocol

During 2022, RecyClass started the revision of its standardised **Sorting Evaluation Protocol** for all plastic packaging. In the context of the Sorting Taskforce, the Protocol is being revised and a new version is expected to be published during 2023. This protocol serves as basis for the Recyclability Certification Scheme, the Recyclability Approvals and for RecyClass sorting test campaigns.

Recognised Testing Facilities

Throughout the past year, the number of Recognised Testing Facilities, eligible to carry out tests in accordance with RecyClass Recyclability Evaluation Protocols, has grown. Three new laboratories for HDPE rigids, two for PET bottles (quick tests) and PP flexibles, and one for PE flexibles and PP rigids have been added to the existing list. RecyClass is currently working to have the first laboratories recognized for the PS Recyclability Evaluation Protocol. In total, RecyClass has 11 Recognised Testing Facilities.





















2.3 TEST CAMPAIGNS

Taking advantage of the standardised Recyclability and Sorting Evaluation Protocols in place, RecyClass conducted fifteen test campaigns in 2022. Some of them were in the continuity of test campaigns performed in 2021 to get deeper analyses on sensitive topics such as laminating adhesives, metallisation or In-Mould-Labels. In addition to these campaigns, assessments were also performed on more specific topics like foaming or barrier plasma coating for the HDPE stream or EVA for the PE film stream. Finally, the impact of the main contaminants of the major streams were studied, among others, printing inks for the PE films, PP in the HDPE stream, but also aluminium lidding for the PS stream. All these campaigns increase the knowledge about the effect of the different components in plastic packaging. Moreover, the results are reflected via the update of the RecyClass Design for Recycling Guidelines. Overall, more than 60 different samples were tested according to RecyClass Protocols.

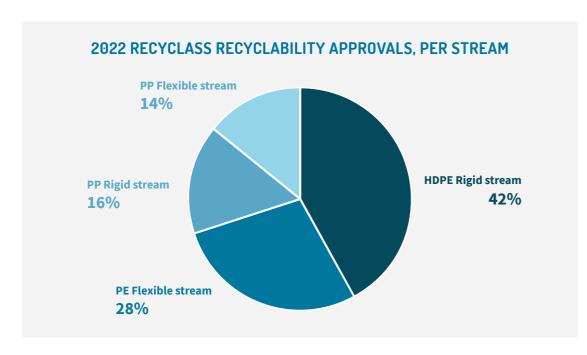
PO Films TC		HDPE TC		PS TC			PP TC
				Sorting test -	Floatation	ı test	PE in PP
Laminating adhesives	Metallisation	PP in HDPE	Foaming	aluminium & PET lidding	ım & - aluminium &		
				EVOH			In-mould-labels
				Decoration TF Flexibles		Decoration TF Rigids	
EVA	Twin vs single screw extruders	SiOx plasma coating	Fluorination plasma coating	Printing inks		Perma	anent adhesives

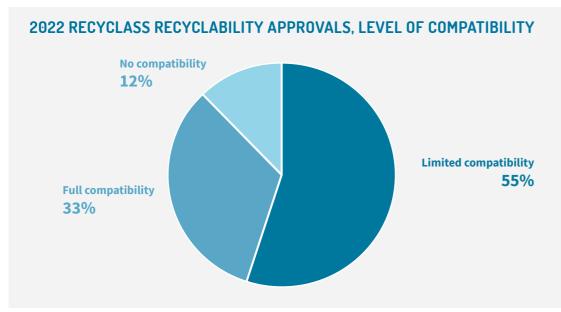
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2.4 RECYCLABILITY APPROVALS

Recyclass Technical Committees delivered **50 Recyclability Approvals in 2022**, representing an increase of 72% compared to the previous year. All the assessments were performed in the context of Technology Approvals. During 2022, the first technology evaluations were performed for the PP flexible stream, representing 14% of the share of the applications. The HDPE rigids continued to be the one with the highest share (42%), followed by the PE flexibles (28%), PP rigids (16%) and the, aforementioned, PP flexibles. For 2023 it is foreseen to have the first approvals for the PET bottles and PS containers streams.

The level of compatibility showed that 55% of the samples were limited compatible, 33% fully compatible and 12% not compatible with their respective recycling streams.





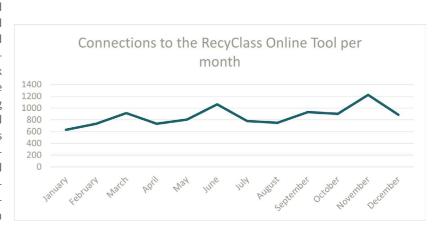
2.5 DESIGN FOR RECYCLING GUIDELINES

The results of the test campaigns and Recyclability Approvals were analysed by the respective Technical Committees, and subsequently were used in updating the RecyClass Design for Recycling Guidelines. The main modifications of the guidelines concerning HDPE and PP containers were published in April and September. Given that many test campaigns ended in Q4 2022, a major update of all the Design for Recycling Guidelines will take place in January 2023.

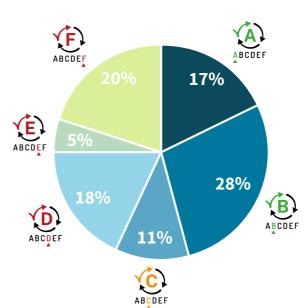
Apart from the Design for Recycling Guidelines, Rigids and Flexible packaging RecyClass Decoration Taskforces released a **Handbook on Decorative Technologies** applied respectively on rigid and flexible plastic packaging. These documents aim to map and define all existing decorative technologies applied on plastic packaging in the EU market with a harmonized nomenclature.

2.6 THE ONLINE TOOL

The Online Tool was completely re-designed in June 2022; new features are now included to facilitate the understanding of the Tool and provide more accurate results to the self-assessment. As part of the update, a new quick analysis without registration was added to give everyone the possibility to explore packaging recyclability, and the Online Tool dashboard page now contains direct access to guidelines history, FAQs and roadmap of current test campaigns. The Online Tool Mapping was updated with additional information about the collection, sorting and recycling of different plastic packaging waste streams in the European countries.



THE ONLINE TOOL ANALYSES RESULTS



More than 8400 users are now registered on the Tool, representing a 15% growth with respect to 2021.

On average, without considering the summer and winter breaks, the number of sessions per month was 900. The number of connections to the Online Tool was mainly influenced by the updates and webinars performed during the year, as observed in June, after the release of the version 1.8.2 and the re-design of the platform, and in September, after the RecyClass for Beginners webinar on the Online Tool.

More than half of the analyses performed via the RecyClass Online Tool achieved a positive recycling evaluation (57%). The total class repartition of the Online-Tool, for classes A, B and C, is similar to the audit results obtained with the Certification Scheme.

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RECYCLASS CERTIFICATIONS

3.1 RECYCLABILITY CERTIFICATION

More than 2000 plastic packaging is now certified with the RecyClass Recyclability Certification Scheme. This represents more than 100 companies in the plastics value chain. The total number of certificates released in 2022, including the Letter of Compatibility, Design for Recycling and Recyclability Rate, is more than 110.

In order to meet this growing demand for RecyClass certificates, training courses were organized in April and October, for new potential auditors. In 2022, five Certification Bodies were recognized to assess the recyclability of plastic packaging: Aceplas, Norner, RecycleMe, SGS and Pro-Eco Material-Tech. Broadening the auditors pool will increase the possibility for companies to get certified and meet the needs of the plastics industry.



3.2 RECYCLING PROCESS CERTIFICATION



RecyClass developed a **new scheme for the certification of recycling processes** which was published on 30 June 2022. The Audit Scheme focuses on transparency of waste origin, for both pre-consumer and post-cosumer, traceability of the recycling process and environmental performance and quality management of the process.

RecyClass included add-on modules for Food contact (Module A1 for recycling process before decontamination, Module A2 for decontamination processes), Cosmetics and Household care Applications (Module B), and Corporate Social Responsibility (Module C, mandatory for recyclers outside of EU+3). These modules provide added reliability to the recycling process quality management for specific applications.

The Audit Scheme was developed in line with EN 15343:2007 for the traceability of recycled plastics and ISO 22095:2020 following a segregation and controlled blending chain of custody models.

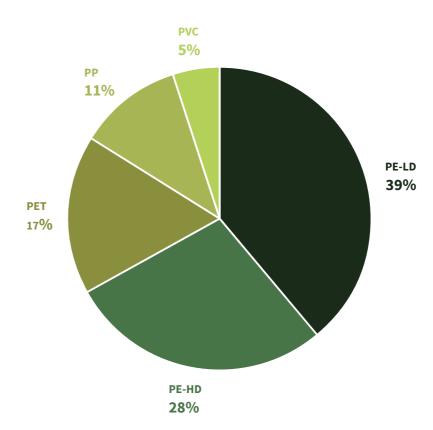
The quality management and procedures for the evaluation and issuing of certificates was aligned with the requirements of ISO 17065:2012. In addition, the Audit Scheme was submitted for evaluation by the Spanish Accreditation Body (ENAC). Following the positive evaluation by the European co-operation for Accreditation, the Certification Bodies will be able to apply for accreditation under ISO 17065.

RecyClass Recycling Process Certification currently counts with 13 valid certificates, while 11 certifications are ongoing. Certificates were issued in Lithuania, Poland, Portugal and Spain.

These certifications cover companies with sorting, cleaning, shredding, washing and extrusion step within their processes to produce pellets, flakes and bottles



PER POLYMER AND PRODUCT



RecyClass organised two Auditor Training Courses in 2022 recognising a total of 58 new auditors, from 28 Certification Bodies, located in 14 different countries. This includes AIMPLAS, IVAC and ITENE in Spain, Almaland and Silk Road Certification Sp. z o. o. in Poland, Cirrus Consulting in the UK, CB Recycling experts GmbH, Control Union, HTP, Cyclos, Ecocycle GmbH, REVISA CycleProof GmbH and Mechthild Ahaus in Germany, DQS in Serbia and Greece, MarTec and Istituto Italiano dei Plastici S.r.l. in Italy, EcoGrant MB in Lithuania, Ecosustentavel in Portugal, Terra in France and Kiwa in the Netherlands. The full list can be found here.

3.3 RECYCLED PLASTICS TRACEABILITY CERTIFICATION

Secycled Recycled PLASTIC

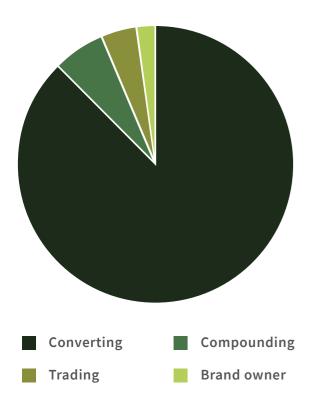
The Recycled Plastics Traceability Certification focuses on the use of recycled plastics along the value chain following a controlled blending approach and traceability principles as described in ISO 22095 and EN 15343:2007 respectively. After the positive evaluation of the Belgian Accreditation Body (BELAC) in line with ISO 17065 standard, RecyClass implemented a transition period for Certification Bodies to be accredited before July 2023. In November 2022, DQS Hellas received their accreditation by ESYD, the Greek Accreditation Body.

RecyClass published a minor review of the Certification documentation in December 2022 to provide clarifications regarding the interpretation of the audit requirements. This review follows comments received by stakeholders and Certification Bodies throughout the year.

The Recycled Plastics Traceability Certification was consolidated in 2022. There were 48 valid certificates issued, while 16 certifications are still under evaluation.



RECYCLED PLASTICS TRACEABILITY CERTIFICATES, PER TYPE OF OPERATION



These certifications cover different steps of the recycled plastic value chain, with the main share represented by the converting operations. Certified products include films, sheets, containers, preforms, bottles, bags, tubes and others.

RecyClass has 32 Certification Bodies, with 72 recognised auditors, able to issue the Recycled Plastics Traceability Certification.

In order to meet the growing demand for RecyClass certificates, two Auditor Training Courses took place in 2022 with a total of 40 new auditors participating. Following the courses, 11 new Certification Bodies were recognised to issue RecyClass Recycled Plastics Traceability Certificates, including Certif from Portugal, REVISA, Control Union and CB Recycling Expert gmbH from Germany, IVAC and ITENE from Spain.

The full list of Certification Bodies and their preferred geographical scope for Recycled Plastics Traceability Certification can be found **here**. Within this list, information was included on the preferred geographical scope for each Certification Body, indicating the areas where they are willing to perform audits.

3.4 RECYCLASS AUDIT TOOL



In October 2022, the Audit Tool was released and is now available for the auditors of the Recyclability Certifications and the Recycled Plastics Traceability Certification. The goal of the Audit Tool is to facilitate the work of the auditors and the management of all the audits. The software collects the list of ongoing and past audits, and allows the management of the new ones, together with the extension and the monitoring of completed audits.

The software was created with three different independent sections: one for certified companies, one for Certification Bodies, and one for RecyClass. This division allows protection of information exchanged between auditors and applicants.

RECYCLASS AUDIT TOOL - STATUS TRACKING TABLE



Chapter 0 4

COMMUNICATION HIGHLIGHTS

4.1 PUBLICATIONS

DESIGN BOOK

RecyClass published the first version of the RecyClass Design Book in June 2022. This document is a practical guide clarifying the concepts of recyclability and design for recycling and aims at providing a step-by-step explanation and guidance on how to design plastic packaging to make them compatible with recycling. The Design Book resulted from a collaboration of the entire plastic value chain represented mainly by RecyClass Members and Supporters. This Design Book will be frequently updated to continue to support the plastic packaging industry according to future RecyClass recommendations.





BEST PRACTICES FOR RECYCLABILITY AND RECYCLED CONTENT CLAIMS - CONSUMERS COMMUNICATION GUIDE

The RecyClass Recycling Claims Taskforce developed a Consumer Communication Guidance describing best practices for the industry to claim packaging recyclability or use of recycled plastic in products. The guidance was developed focusing on principles of accuracy, specificity, understandability, accessibility and transparency and assurance. Examples are provided for clarification with examples on how to better display these claims.

4.2 PRESS RELEASES

RecyClass published **23 press releases** announcing approvals, laboratory findings, certification schemes updates, publications, and more.





RecyClass approves Essity 'Single Unit Wrapper for Hanky Tissue Products'

Independent laboratory testing results demonstrate that the 'Single Unit Wrapper for Hanky Tissue Products' developed by Essity is fully compatible with the European flexible polyethylene...

MORE INFO >

RecyClass Design for Recycling
Guidelines & Testing Protocols
reviewed to cover new packaging types
& features

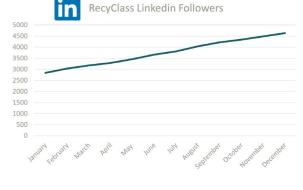
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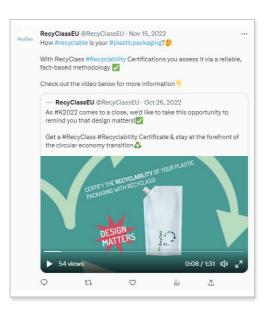
RecyClass approves Gualapack
Laminate InnowebMONO 290met

MORE INFO >

4.3 SOCIAL MEDIA

RecyClass LinkedIn page currently has more than 4,600 followers. With an average of 10 posts per month, more than 200,000 impressions were obtained. To augment the efforts and reach new audiences, a **RecyClass Twitter** page was launched earlier this year. Since the launch, page tweets have accumulated nearly 300,000 impressions.







4.4 REYCLASS WEBINARS

RecyClass Unwrapped

RecyClass Unwrapped series continued throughout 2022, covering the following topics:

- Value-chain collaboration for circularity of PET bottles
- Advancing the circularity of PS packaging
- Boosting the transparent uptake of recycled plastic
- Global harmonisation for a circular plastic future

RecyClass for Beginners

Given the raising interest in from new audience groups with a more basic knowledge of RecyClass and its activities, a new webinar series was launched tailored to these topics.

- What is RecyClass? Get to know the basics.
- RecyClass Methodology Recyclability 101
- RecyClass Online Tool how to evaluate your plastic packaging?
- How to calculate and verify recycled content in plastics?
- RecyClass Design for Recycling Guidelines

Science behind Recyclability

In December 2022, an additional webinar series was announced – with these series we will explore in depth the scientific basis behind recyclability of plastic packaging. The first session took place on 16 January 2022.

10 webinars

Up to 1200 registrations per webinar

Up to 80 questions received per webinar

Presentations of all webinars can be found on the **RecyClass website**, and additionally the recordings of the RecyClass for Beginners sessions are available via the **RecyClass YouTube channel**.

An ad-hoc session was organised to explain the new RecyClass Recycling Certification Scheme and present the interested companies with the next steps in its implementation.

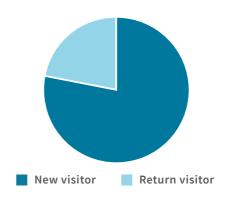


All you need to know about RecyClass Recycling Process Certification

4.4 WEBSITE

Following the release of the new RecyClass website, the content was regularly reviewed and kept up to date with the latest information. More comprehensive restructuring was done in the "Recycled Plastic" and "Get Certified" sections to accommodate for the release of a new Audit Scheme. Throughout 2022, the number of sessions per user and the average duration per session have increased by 14.31% and 6.43%, respectively, in comparison to previous year.

RECYCLASS WEBSITE TRAFFIC 2022





4.5 CONFERENCES AND WEBINAR PRESENTATIONS

January 1 - FINAT Technical Webinar Series: RecyClass Design for Recycling Guidelines Update

January 19 - Herausforderungen und moglichkeian beim einsatz von R-PET: Design for Recycling with RecyClass - a focus on PET bottles

March 24 - The challenges of Incorporating Recycled Content in Plastics Packaging by The British Plastics Federation: *Certification* of Recycled Plastics for Reliable Claims

March 30 - Countdown for the Plastic Tax by CMT Events: *Certification of Recycled Plastics for Reliable Claims*

March 31 – Innovating the future of face care by AptarGroup: Sustainability and the impact of face care packaging

April 13 - South African Plastics Pact: Journey to high quality recyclate in Europe

May 2 - Development of PP film recycling by Svensk Plastatervinning: *How to make PP films circular with RecyClass*

May 11 - Plastic Pouch 2022 by AMI: *May 11*- *Plastic Pouch 2022 by AMI*

May 17 – La circularidad del plástico by ANARPLA: *Ecodiseño. Diseñando para* reciclar. Plastic Future is Circular

June 3- FINAT Annual Meeting: *Promoting* recycling and recyclability

June 13 & 14 - MCC Partner Day by MCC Verstraete: *Introduction & Focus on PP Rigids*

June 15 - Petcore Europe Annual Conference:
Recyclability and recycled content with
Recyclass

June 17 to July 1 – Open House by Delta Engineering Belgium: Recyclability Explained: Are plasma coated bottles recyclable?

June 28– Innovationstag: Circular Economy by SKZ: Standardization request: RecyClass contribution to the CPA

June 29- Kosmetyczni.pl by Polish Plastic Pact: RecyClass Online Tool: European Method for assessing the recyclability of packaging of cosmetic products

August 17- International Summit for high value recycling of rigid polyolefin packaging: *How does the European plastic* recycling industry develop the end - use market demand for PCR polyolefin products

September 5- Packaging Europe's Podcast: Sustainability perspectives. Design for Recycling: the role of adhesive

October 28- Packalliance by University of Salerno and Proplast: A methodology to assess and certify plastic packaging recycling

November 23 - Reducing Plastic Waste in Chile - Ensuring Sustainable Consumption and Production patterns. Taller Certificación y Estándares Plástico by Fundación Chile: Certificación RecyClass para la Trazabilidad y Uso de Material Reciclado

December 3 – Expert Talk - European Youth Parliament Czech Republic: *Make plastics circular: recyclability and recycled plastics with RecyClass*

December 7 - VeriPlast 2022. Verification of Recycled Content in Plastic Packaging by The British Plastics Federation: *Certification* of Recycled Plastics for Reliable Claims

December 14 - Masterclass: Cómo certificar el contenido plástico reciclado - RecyClass by Itene: *Certificaciones con RecyClass*

MEMBERS & SUPPORTERS

Throughout 2022, the RecyClass network continued to expand, bringing in new expertise and opening the doors to additional activities.

15
NEW MEMBERS

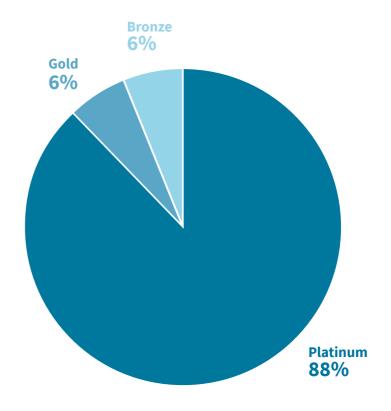
75 MEMBERS IN TOTAL

+ 25% GROWTH

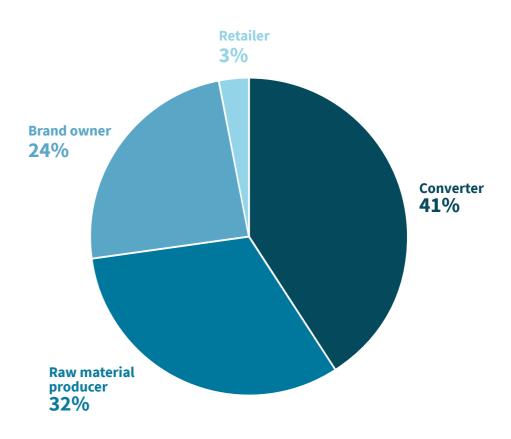
8 NEW SUPPORTERS

21
SUPPORTERS
IN TOTAL

RECYCLASS MEMBERS, PER CATEGORY



RECYCLASS MEMBERS, PER BUSINESS SECTOR



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THANK YOU FOR YOUR SUPPORT

LOOKING FORWARD TO **WORKING WITH** ALL OF YOU IN 2023!

MEMBERS









































































































































SUPPORTERS











































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