

## 2020-2022 GROUP POLICY

The CEPOVETT Group has been working in the industry since 1946. It now designs and makes workwear, PPE, uniforms, corporate clothing, accessories, safety wear and bags.

The CEPOVETT Group aims to maintain its **leader position** and has a long-term vision to expand in the European and international workwear market.

This growth strategy involves key factors such as:

- Having textile **product solutions** and **bespoke services** for professionals.
- Developing **Corporate Social Responsibility** in the Management, Social, Environmental and Safety sectors.
- Having a good **relationship** with **employees** and **suppliers**.
- **Respecting** regulations.

Process review, structuring and streamlining the organisation, performance levers form the core of our business:

- **Listening to our customers'** needs and **adapting to them**.
- **Simplifying** and seeking out **opportunities to manage and speed up** our processes.
- Interdepartmental **communication**.
- Striking the right balance between customer and operational focus.
- Positive **team spirit** with a **performance and ethics-based vision**.
- **Controlling the impact** of our business on the textile industry.
- Monitoring and developing **innovative solutions to meet** demand.
- Sharing and building **expertise**.

FACTORS	AREAS FOR IMPROVEMENT
Operational performance	Ensure the success of the Group/processes
CSR	Implement the CSR policy including ISO 14001 and ensure it is complied with
Customer satisfaction	Manage product standards and delivery times
	Meet our customers' expectations

The Board of Directors **monitors the company's different processes** to comply with this policy. Department managers are in charge of implementing the different processes, **continuous improvement and efficiency** bearing in mind the **risks/opportunities** to achieve the **expected results**.

The **policy** and objectives are defined based on **external and internal factors** and the **needs of interested parties**. Any changes and updates are made during the management review.

I entrust the Group's Quality managers to ensure the **evolution, continuous improvement and efficiency** of the ISO9001/14001 standards required to **satisfy the customer and relevant interested parties** as well as the necessary authority. I agree to **provide the human and material resources** required where possible.

I count on every **employee to commit to our project** and help us strengthen our position as market leader in our industry.