

2020-2022 GROUP CSR POLICY

The Cepovett Group policy has focused heavily on sustainable development since 2007 with the publication of its own annual CSR report. The Group has been involved in an innovative product life cycle analysis project for years. It aims to assess and reduce the environmental impact and use less material whilst providing alternative eco-friendly material until the garments are recycled at the end of their life. It shares this vision with key stakeholders.

VALUES	DESCRIPTION	RANGE OF OBJECTIVES
MANAGEMENT	1 - SHARE OUR CSR VISION	Conform to the 2015-2030 sustainable development objectives
SOCIAL - SAFETY- ENVIRONMENT / SUPPLIERS	2- RESPONSIBLE BUYING	% Suppliers signed up to the Cepovett Group's responsible buying charter
		% Strategic audit suppliers
SAFETY	3- SAFEGUARD PROPERTY, DATA AND PEOPLE	Implement potentially critical actions/points
		Work accident frequency rate
		Work accident severity rate
SOCIAL	4- BOOST EMPLOYEES AND DIVERSITY	% Employees with annual appraisals
		% Incoming or outgoing employees/total workforce
ENVIRONMENT / CUSTOMERS	5- PRIORITISE ALTERNATIVE AND ETHICAL MATERIALS	% Recycled fairtrade organic cotton turnover
	6- RAISE CONSUMER AWARENESS	Number of Cepovett Group consumer awareness campaigns
ENVIRONMENT	7- MEASURE AND REDUCE OUR ECOLOGICAL FOOTPRINT	% Regulatory environmental articles in accordance with sites/applicable law
		Manage electricity and natural gas consumption
		Number of eco-friendly awareness campaigns for employees
	8- RECYCLE WASTE	% Recycled waste
		Number of exclusive recycling operations for our customers
	9- VOLUNTARILY OFFSET OUR NEGATIVE EXTERNALITIES	Carbon offset: number of trees planted
10- UNITE TO SUPPORT BIODIVERSITY	Biodiversity: number of hives near sites	

I entrust the Group's Quality/Environment manager 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.