

Since 2007, the Cepovett Group's policy has been based on a strong commitment to sustainable development, notably with the publication of a voluntary annual CSR report. For several years now, the Group has been committed to an innovative approach to product life cycle analysis, which aims to measure and reduce the environmental impact, to limit the use of materials and to propose alternative, ecologically responsible materials, including the recycling of textiles at the end of their life. It shares this vision with key stakeholders.

COMMITMENTS	DESCRIPTION	DECLINATION OF THE OBJECTIVES
GOVERNANCE	1- SHARE OUR CSR VISION	ALIGNING WITH THE 2015-2030 SUSTAINABLE DEVELOPMENT GOALS
SOCIAL - SAFETY - ENVIRONMENT / SUPPLIERS	2- BUY RESPONSIBLY	% SUPPLIERS WHO HAVE SIGNED THE RESPONSIBLE PURCHASING CHARTER CEPOVETT GROUP
		% STRATEGIC SUPPLIERS AUDITED
SECURITY	3- SECURE ASSETS, DATA AND PEOPLE	IMPLEMENT ACTIONS/POTENTIAL CRITICAL POINTS
		FREQUENCY RATE OF ACCIDENTS AT WORK
		SEVERITY RATE OF ACCIDENTS AT WORK
SOCIAL	4- GROW PEOPLE AND DIVERSITY	% OF EMPLOYEES WITH ANNUAL APPRAISAL INTERVIEW
		% OF INCOMING OR OUTGOING EMPLOYEES / TOTAL WORKFORCE
ENVIRONMENT / CUSTOMERS	5- RECOMMEND ALTERNATIVE AND ETHICAL MATERIALS	% TURN OVER OF ORGANIC, FAIRTRADE COTTON, RECYCLED MATERIAL
	6- EMPOWERING THE USERS OF OUR CLOTHES	NUMBER OF CONSUMER AWARENESS ACTIONS CEPOVETT GROUP
ENVIRONMENT	7- MEASURING AND REDUCING OUR ENVIRONMENTAL FOOTPRINT	% ENVIRONMENTAL REGULATORY COMPLIANCE OF THE APPLICABLE SITES
		CONTROLLING ELECTRICITY AND NATURAL GAS CONSUMPTION
		DEVELOPING ECO-DESIGN (ACV, SUSTAINABILITY, REPARABILITY, RECYCLABILITY, RE-USE)
		NUMBER OF AWARENESS-RAISING CAMPAIGNS FOR EMPLOYEES ON ECO GESTURES
	8- VALUING WASTE	% RECOVERED WASTE
		NUMBER OF EXCLUSIVE RECYCLING OPERATIONS FOR OUR CLIENTS
	9- VOLUNTARILY OFFSETTING OUR NEGATIVE EXTERNALITIES	CO2 EMISSIONS OFFSET: NUMBER OF TREES PLANTED
10- TAKING ACTION FOR BIODIVERSITY	BIODIVERSITY: NUMBER OF APIARIES IN THE VICINITY OF THE SITES	

I entrust the Group Quality/Environment Manager with the responsibility for the **evolution, the continuous improvement, the effectiveness of the ISO9001/14001** requirements necessary to **satisfy the customer and the relevant interested parties**, as well as the necessary authority to do so. I undertake to **provide the necessary** human and material resources to the extent possible.

I am counting on all our employees to commit to our approach and thus enable us to consolidate our position as market leader in our sector of activity.

AT Gleizé, 27/09/22
CEO. **N. SANDJIAN**