



+ OUR CSR POLICY

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Since 2007, the **CEPOVETT GROUP** has been pursuing a sustainable development policy structured around 10 commitments that cover all the Group's entities and activities and our stakeholders.

OUR AMBITION:

Contribute to a better **quality of life and protect through innovative solutions.**

OUR ACTION is based on ethical business conduct, social management that promotes diversity, integration, well-being and development of employees, as well as respect for human rights, health and safety throughout the value chain to the end user.

OUR TRANSVERSAL APPROACH integrates the vulnerability of environments to climate change, pollution and pressure on natural resources and ecosystems, throughout the activity cycle.

OUR STRATEGY must adjust its business model by offering less impactful solutions that are valued and shared with its stakeholders.

To comply with this policy, I entrust the **CEPOVETT Group's Quality/Environment Manager** with the necessary responsibility and authority to ensure the implementation, maintenance, **evolution and continuous improvement** of the management system in accordance with the requirements of the ISO 9001 and ISO 14001 standards.

In this role, I ensure the compliance of the system, its effectiveness as well as its ability **to meet the applicable requirements of customers and relevant stakeholders**.

I am committed to **making available the necessary resources**, as far as possible, to achieve the objectives set.

The policy and performance of the management system are reviewed at least once a year during the management review to ensure their adequacy, relevance and effectiveness.

I am counting on the **involvement of all employees** and the commitment of **managers** to integrate these requirements into our businesses, contribute to the improvement of the **overall performance** of the organization and **consolidate our position as a market leader** in our sector of activity.

In Gleizé, 15/06/26

The Director General N. SANDJIAN

Our base of 10 commitments:

*SDGs/ Sustainable Development Goals, known as Global Goals.

SDG *	PROJECT	COMMITMENT	CATEGORY	INDICATORS
	GOVERNANCE	SHARE OUR CSR VISION	SHARE DIVERSITY ETHICS	PUBLISH AN ANNUAL CSR REPORT DIVERSITY IN GOVERNANCE BODIES CONVICTION FOR CORRUPTION AND BRIBERY
  	SOCIAL	GROWING EMPLOYEES AND DIVERSITY PROMOTING QUALITY OF LIFE AND WELL-BEING AT WORK	DIVERSITY PROGRESSION AWARENESS WELL-BEING PROGRESSION	% MEN , WOMEN / TOTAL WORKFORCE % DISABLED EMPLOYEES / TOTAL WORKFORCE AVERAGE NUMBER OF HOURS OF TRAINING PER PERSON NUMBER OF CAMPAIGNS TO RAISE EMPLOYEE AWARENESS OF ECO-GESTURES % OF INCOMING OR OUTGOING EMPLOYEES / TOTAL WORKFORCE % EMPLOYEES ON FIXED-TERM CONTRACTS / TOTAL WORKFORCE % OF EMPLOYEES WHO HAVE HAD THEIR REMUNERATION CHECKED
	HEALTH and SAFETY	PROTECTING HEALTH, DATA AND PROPERTY	HEALTH AND SAFETY EMPLOYEES HEALTH AND SAFETY CONSUMERS POLLUTION DATA AND PROPERTY SECURITY	FREQUENCY RATE OF ACCIDENTS AT WORK SEVERITY RATE OF ACCIDENTS AT WORK NUMBER OF RECALLS RELATED TO PRODUCT SAFETY % COMPLIANCE WITH ENVIRONMENTAL REGULATIONS APPLICABLE TO CEPOVETT SITES TEST EVALUATION and MONITORING of CRITICAL situations (fire, data security, etc.)
 	CO2 CLIMATE PLAN ECONOMIC MODEL	ATTENUATE and ADAPT TO CLIMATE CHANGE	GREENHOUSE GASES GREENHOUSE GASES POLLUTION AVOIDED	MEASURE,DEFINE OUR CARBON TRAJECTOIRE: % TCO2eq /total scope 1-2-3 for 2030-2050 REDUCE OUR GREENHOUSE GAS EMISSIONS: % TCO2eq /total scope 1-2 for 2030 INCREASING THE USE OF LOW-CARBON ENERGY ON OUR SITES: INCREASE THE SHARE OF RENEWABLE ELECTRICITY USED

Our base of 10 commitments (continued):

SDG *	PROJECT	COMMITMENT	CATEGORY	INDICATORS
	PRESERVING WATER RESOURCES	REDUCING OUR WATER FOOTPRINT	DRINKING WATER	REDUCE OUR DRINKING WATER CONSUMPTION: %m3 REUSE WATER: %m3
  	PRESERVING SOIL RESOURCES	DEVELOPING THE CIRCULAR ECONOMY	WASTE POLLUTION AVOIDED	% RECOVERED WASTE FROM CEPOVETT SITES TONNES OF TEXTILE WASTE COLLECTED AND RECYCLED FROM CUSTOMERS
			RECYCLED RESOURCE:	% PURCHASES LINEARY METER USING RECYCLED MATERIALS USING RECYCLED MATERIALS
			RE-EMPLOYMENT RESOURCE:	NUMBER OF ITEMS SOLD AS A RESULT OF RE-EMPLOYMENT
  	PRESERVING LIVING ENVIRONMENTS	SAFEGUARDING BIODIVERSITY AND ECO-SYSTEMS	POLLUTION and BIODIVERSITY	NUMBER OF INITIATIVES TO RAISE AWARENESS OF TERRESTRIAL AND AQUATIC BIODIVERSITY TONS OF ORGANIC FIBERS AND/OR FLAX IN OUR RAW MATERIAL PURCHASES
			GHG and BIODIVERSITY	NUMBER OF TREES PLANTED / REFORESTATION PROGRAMME ENDEMIC VARIETIES
	SUPPLIER DEPLOYMENT	SUPPORTING OUR SUPPLIERS AND BUYING RESPONSIBLY	GOVERNANCE / SOCIAL / SECURITY / ETHICS ENVIRONMENT / VIGILANCE / TRANSPARENCY	% SUPPLIERS WHO HAVE SIGNED THE CEPOVETT GROUP RESPONSIBLE PURCHASING CHARTER % STRATEGIC SUPPLIERS AUDITED
			HEALTH AND SAFETY CONSUMERS	% OF TEXTILE PURCHASES COVERED BY REACH
			SHORT CIRCUIT	% EUROMED PURCHASE VALUE
			GREENHOUSE GASES	% ITEMS MADE IN SITES USING DECARBONOUS ENERGY (reuse - renewable, etc.)
			PLASTIC POLLUTION	% MADE-UP ITEMS PURCHASED WITH PACKAGING MADE FROM RECYCLED MATERIALS
	CLIMATE and RESOURCES PLAN: CUSTOMER	EMPOWERING THE USERS OF OUR CLOTHES	POLLUTION AVOIDED	NUMBER OF INITIATIVES TO COLLECT AND RECYCLE TEXTILE WASTE FROM CUSTOMERS
			AWARENESS	NUMBER OF CONSUMER AWARENESS CAMPAIGNS
			ARGUMENTATION	% ITEM WITH A HIGHLIGHTED ENVIRONMENTAL FOOTPRINT