









COMMITMENT TO SUSTAINABLE DEVELOPMENT & QUALITY SAFETY ENVIRONMENT POLICY**CONTRIBUTING TO SUSTAINABLE DEVELOPMENT****EXERCISING OUR ACTIVITIES WITH INTEGRITY & ETHICS****WHILE ENSURING THE SUSTAINABILITY OF THE COMPANY AND OUR FUTURE INVESTMENTS**

Our activities have impacts on our environment, our teams, our neighbourhood, our customers and our suppliers. If we did not include a logic of sustainable development in our approach, we would be jeopardising the durability of our company, our families and our whole civilisation. Our desire is not to flaunt fictitious ecological claims, our approach consists of becoming aware of our responsibilities, committing ourselves to defining objectives for continuous improvement, and sharing our values with all our suppliers and partners, particularly in the social, economic and environmental fields. We cannot envision our company developing further without us defending our values.

As CEO of the company, I pledge to put in place the means to:

-  Comply with identified legal, regulatory, contractual or other requirements,
-  Guarantee the conformity of our products,
-  Contribute to the dissemination of a sustainable QSEDD culture¹,
-  Prevent potential environmental pollution, minimise resource consumption and waste generation,
-  Listen to the needs and expectations of our customers, employees and suppliers
-  Constantly improve the efficiency of our management system.
-  Promote the ethical and social standards included in the Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child, and the elimination of all forms of discrimination against women.
-  Implementation of eco-design principles in our product development processes.

We are currently looking at ways of setting up a sustainable supply chain:

1. Not to use a cascade of subcontractors to make our clothes.
2. Favour European sourcing of materials and components. Opt for non-European sourcing only if the alternative is not relevant (economically or technically);

Through an analysis of the product design phases, we have identified a number of levers for action:

3. Incorporate recycled materials;
4. Anticipate the restriction or banning of certain chemicals;
5. Optimise the use of materials and components;
6. Include elements at the design stage to increase the product's lifespan: facilitate repair, use components adapted to the product's use, etc;
7. Reuse packaging

¹ QSE CSR SD: Quality Safety Environment / Corporate Social Responsibility / Sustainable Development

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In addition to the three traditional pillars of sustainable development (ECONOMIC, ECOLOGICAL and SOCIAL), we have added the CORPORATE MANAGEMENT and QUALITY pillar to highlight the need for a company management system and to take account of our customers' expectations.

We have created our CSR SD evaluation grid to measure our positioning in this area. This grid can be distributed to any relevant interested party who requests it.

I would ask all our partners, suppliers and production sites to commit to respecting these values and principles and to promoting them among their employees and their own partners.

Marie-Emilie LANG

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