

CORPORATE SOCIAL RESPONSIBILITY REPORT

2015 - 2016

G R O U P E
BEAUMANOIR



CSR REPORT

CONTENTS

04

INTRODUCTION

11

OFFERING responsible goods and services that meet the requirements of our customers

17

ENSURING that our employees work in a healthy, fair and inspiring environment

25

BUILDING and DEVELOPING responsible partnerships

31

REDUCING the environmental footprint of our operations and those of our supply chain

37

CONTRIBUTING to the economic and social development of territories in which the Group operates





CHAIRMAN'S EDITORIAL ROLAND BEAUMANOIR

Whatever the subject, I always seem to find writing editorials very difficult. I'm always concerned that the best intentions, the most sincere desires, could run into difficulties in light of our social and economic reality. I'm concerned that the demands of our businesses are not always consistent with the social and environmental guarantees that are required of our least questionable responsibility: so let's be modest and realistic.

As company leaders, my wife and I have always had the wellbeing of our employees and customers at heart. That was relatively easy when – within what would later become the Group Beaumanoir – there were just a few dozen of us, but today, our responsibility covers more than 14,000 people “sporting our colours”, with the addition of our partners, suppliers and service providers. Due to our own economic constraints, we contract out to countries with low costs and, with no say in the laws of these countries, must ensure that the manufacturing

conditions are, at the very least, a source of economic development for the local communities and respectful of their environment.

For a long time now, we've been committed to a progressive approach with our suppliers and we've been supporting a range of charitable initiatives. Since 2006, when the Bonobo brand was created, the Group has been aware of the CSR issue...Yet we must humbly admit, there's still a long way to go.

“Nothing is finished, everything remains to be built”, but I'm convinced of our ability to move forward together a little more each year.

Roland Beaumanoir.

MESSAGE FROM THE CSR DIVISION

Having spent several years initiating and deploying numerous programmes on the different components of Corporate Social Responsibility, the Beaumanoir Group decided to restructure its initiative in 2015.

Our objective was to give greater meaning, both internally and externally, to what was being implemented, and so to create a new dynamic.

This phase involved prioritising CSR issues, from which five key commitments emerged. These were shared among our employees and they now provide us with a framework for action plans for the Group and its companies.

The last few months have also been marked by some great accomplishments and new projects – big and small – that demonstrate the gradual appropriation of the initiative by our teams and businesses.

Without being exhaustive, we can mention signing up to the Better Cotton Initiative, the launch of the Rebirth collection at Bonobo, the recycling of anti-theft devices following the roll-out of RFID in sales outlets, the new green energy contracts for our main sites, and the waste recycling system at Group headquarters.

We can also be proud of the work we've done with our textile suppliers in the context of the Business Social Compliance Initiative (BSCI), of the Responsible Retailer Label awarded to Bonobo at the COP21 event for their CSR initiative, and for the implementation of the Arrondi® solution over a part of our network, the clear success of which relies particularly upon the generosity of our customers.



This report establishes the Group's current status in terms of sustainable development.

We are aware that we still have a lot of ground to cover, but we remain confident. Last year, in our status report, we wrote “The man who moves a mountain begins by carrying away small stones”: so thanks to everyone who, this year, helped to carry away small stones! Every day there's a growing impression that more and more of our customers, employees and partners share our desire to act and to commit to responsible and sustainable commerce.

Eric Soroka, Quality and CSR Director
Natacha Arnaud-Battandier, CSR Manager

SOME FIGURES AND KEY DATES

5

FASHION BRANDS










6 MILLION CUSTOMERS

14,370 COLLABORATORS WORLDWIDE

3 PROFESSIONS

READY-TO-WEAR DISTRIBUTION

LOGISTICS SERVICES

E-BUSINESS



1.41 BILLION EUROS in turnover

1 MILLION PAIRS SOLD WORLDWIDE

43 MILLION ITEMS OF CLOTHING SOLD WORLDWIDE

4 MILLION ACCESSORIES SOLD WORLDWIDE

1991

Creation of the S.A. Cache Cache

2002

Creation of the logistics company C-Log

2005

Acquisition of the brand Scottage and arrival of Cache Cache in China

2008

Opening of the 1000th store worldwide and the first e-store

2013

New partnerships with Flormar and Oôra

1981

Creation of Vétimod, a multi-brand store

2001

Opening of the 100th Cache Cache store

2003

Acquisition of the brand Patrice Bréal

2006


Creation of the Bonobo brand

2009

Buyout of the brand Morgan

2015

Launch of the VIB's multi-store concept and opening of the 900th Cache Cache store in China



2860^{*} SALES OUTLETS WORLDWIDE

1570 IN FRANCE

1030 IN CHINA

* April 2016

OUR INITIATIVE

IN CORPORATE SOCIAL RESPONSIBILITY

THE PRIMARY STAKES AND COMMITMENTS OF THE BEAUMANOIR GROUP

At the beginning of 2015, the Beaumanoir Group carried out the task of identifying and prioritising its stakes in corporate responsibility, from a social, environmental and societal perspective.

In order to characterise our CSR stakes, we based our work on the ISO 26000 standard and on an industry surveillance and analysis of stakeholders' expectations. We then prioritised these stakes in terms of the risks and opportunities that they represented for our Group and their economic impact.

This work has enabled the Beaumanoir Group to define 5 commitments, that today structure and clarify our CSR initiative:

OFFER

Offering products and services that are **RESPONSIBLE AND INNOVATIVE** and meet our customers' requirements

EMPLOYEES

Ensuring that our employees work in a healthy, **FAIR AND INSPIRING** environment

PARTNERSHIPS

BUILDING AND DEVELOPING responsible partnerships

THE ENVIRONMENT

REDUCING THE ENVIRONMENTAL FOOTPRINT of our operations and those of our supply chain

TERRITORIES

Contributing to the **ECONOMICAL AND SOCIAL DEVELOPMENT** of territories in which the Group operates

THE CORNERSTONE AND BOOSTER ACTION PLANS

The Beaumanoir Group is keen to pursue an initiative of ongoing progress in sustainable development. Its ambition is to promote progress in all the Group's companies, while leaving each of them some margin to define their level of commitment, depending on their strategy.

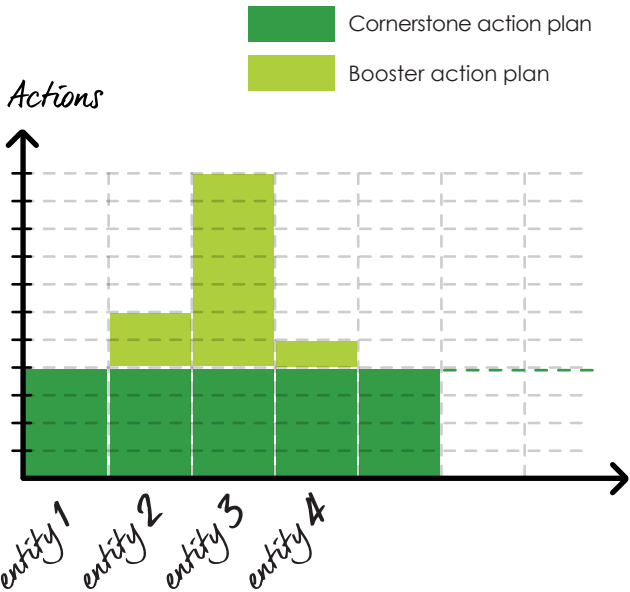
Thus, the CSR roadmap for each entity includes:

A "CORNERSTONE" ACTION PLAN

Which corresponds to key actions, particularly in view of regulatory constraints and risks.

A "BOOSTER" ACTION PLAN

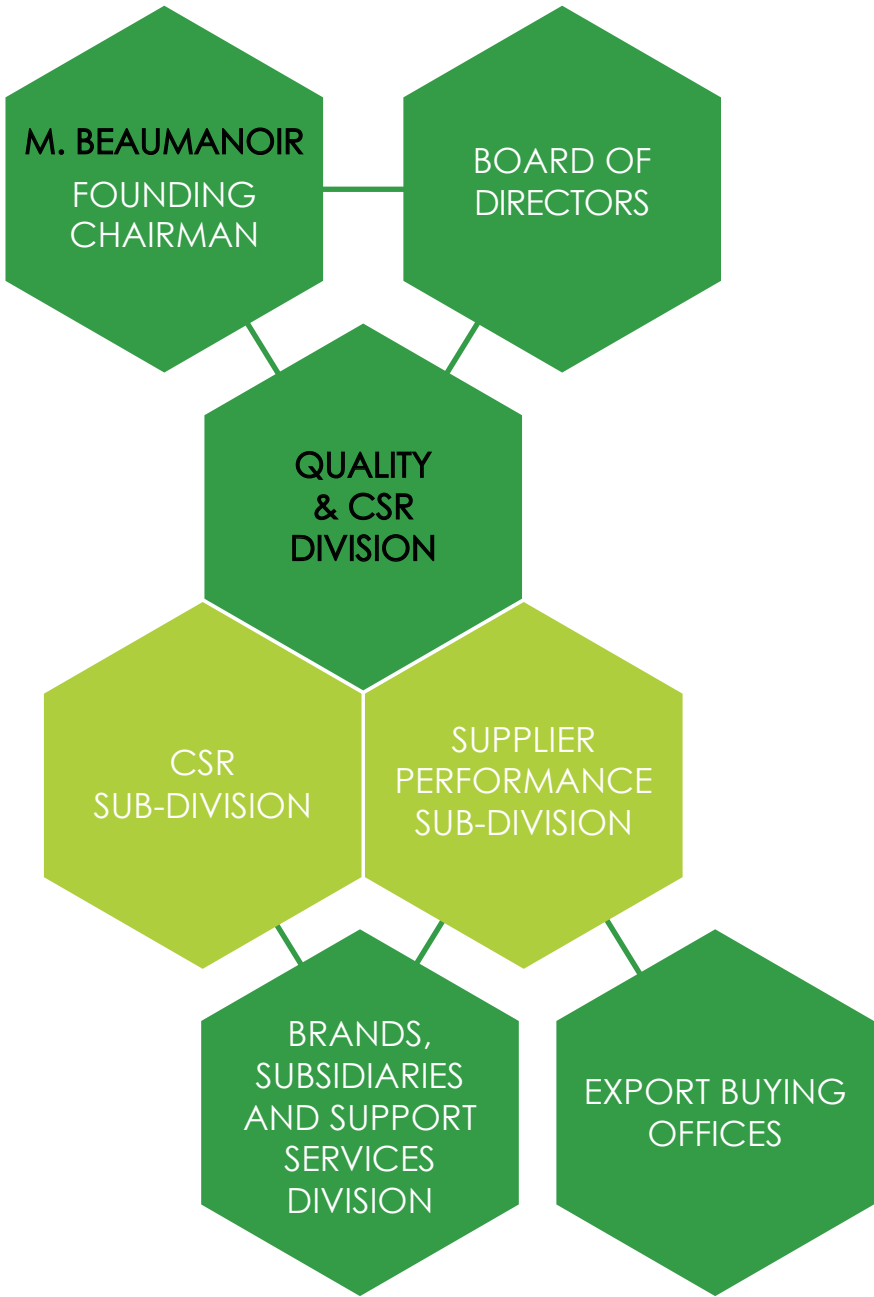
Corresponding to CSR actions that each entity wishes to implement across its field of influence, in addition to the cornerstone action plan, to take better advantage of the benefits that a CSR initiative can bring.



ORGANISATION OF THE CSR MISSION WITHIN THE BEAUMANOIR GROUP

The Group's CSR initiative is driven and coordinated by the Quality & CSR Division, currently made up of 2 sub-divisions, the CSR division and Supplier Performance division, and validated by the Board of Directors. The CSR division works in close cooperation with the brands, the subsidiaries and the other Group support services to accompany them in defining and implementing their action plan in the field of social responsibility.

In 2016, in the desire to further reinforce its action with its suppliers, the Beaumanoir Group created the Supplier Performance division, one of the main tasks of which is to ensure the Group's duty of vigilance by guaranteeing compliance with its code of conduct in all the sites that manufacture goods for its brands. In order to do so it is supported by teams from the buying and liaison offices, spread across the main sourcing countries.



COLLABORATIONS AND AWARDS

In order to consolidate and accelerate the roll-out of CSR programmes, the Beaumanoir Group has chosen to work with recognised partners and benefit from their expertise.

A member of the **Business Social Compliance Initiative (BSCI)** since 2013, the Group works alongside this international organisation that brings together contractors from all over the world, to assess its suppliers from a social point of view and to engage them, where necessary, in a progress initiative.



In early 2016, Bonobo commenced the process of joining the **Better Cotton Initiative (BCI)**. For several years, the brand has been working on finding eco-friendly alternatives to conventional fibres, and in particular cotton, which represents a significant proportion of its products. Their objective is to use an increasing amount of Better Cotton, from sustainable agriculture, in its future collections.



BEPI
An initiative of the Foreign Trade Association (FTA)
Business Environmental Performance Initiative

The Group today intends to instigate a progress initiative with its business partners in the environmental sphere. To achieve this, in 2015 it joined the working group of the **Business Environmental Performance Initiative (BEPI)**, with the aim of engaging suppliers who are using denim washing factories to identify potential improvements to their factories, from 2017.

In 2015, the Group joined the **Responsible Generation Club**, a discussion forum that promotes the improvement of the environmental and social quality of brands and distribution networks from the perspective of sustainable development. In addition to sharing their experiences, the Club enables its members to benefit from the support of renowned experts and to assess, reinforce and gain recognition for their CSR commitment.



In 2015 Bonobo chose to use the framework offered by the Responsible Generation Club to assess its level of CSR commitment and to enter the process of **"Responsible Brand" labelling**. Following assessment



Photo credit: ATYPIX

by an external firm, Bonobo was awarded a level 2 label (on a scale of 3). The first labels were awarded at the COP21 event in December 2015 at the Grand Palais in Paris, in the presence of the Ministry of Ecology, the French Franchise Federation (FFF) and the Associated Federation of Commerce (FCA).

In addition, Bonobo received an award for its innovative initiative in the field of circular economy with the launch of its Rebirth collection, jeans made from used, recycled jeans. It was awarded the **Crisalide Trophy for Eco-activity – Western France** in May 2016.



OFFER

Offering responsible goods and services that meet the requirements of our customers.

From the beginning, the ambition of the Beaumanoir Group has been to propose affordable clothes and fashion accessories to the greatest number of people. This commitment goes hand in hand with our desire to offer our customers high quality goods and services that meet their expectations and respect the environment.

We want to associate our customers with this initiative and expand our Group with them. With this in mind, their opinions and suggestions are very important, as is their implication in the life of our brands, that we work hard to encourage day after day.

ENSURING THE INNOCUOUSNESS AND THE QUALITY OF OUR PRODUCTS

The Beaumanoir Group's "Product Quality" department is made up of a team of 12 people, based at head office in Saint-Malo and in the four warehouses across France. It is also supported by the quality teams from our Buying Offices located in our various sourcing countries, for product development, finalisation and the monitoring of order manufacturing. Its mission is to guarantee compliance with regulations, and the innocuousness and quality of products sold by our brands.

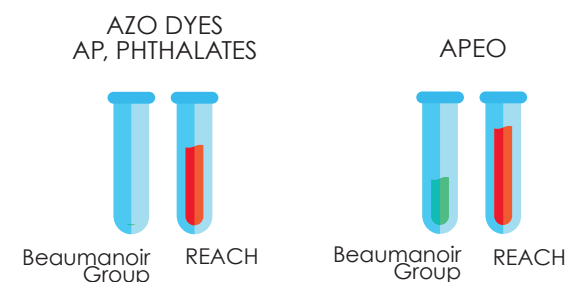
GUARANTEEING THE INNOCUOUSNESS OF PRODUCTS

Naturally, our products comply with the European REACH directive, which regulates the use of chemical substances and the authorised forms and quantities thereof, as well as the rules and regulations that exist in the countries in which we operate. The Beaumanoir Group goes beyond regulations for some substances that we believe to be potentially dangerous for humans and the environment.

The list of substances banned or authorised in limited amounts in our products or manufacturing processes is given in our Specifications, signed by 100% of our suppliers.

In order to validate their compliance, we test our goods before delivery in independent international laboratories (SGS and Bureau Veritas). Any product that is found to be non-compliant and containing non-authorised substances is rejected and cannot be sold.

Chemical substances for which the Group has stricter standards than REACH



GUARANTEEING THE QUALITY OF GOODS

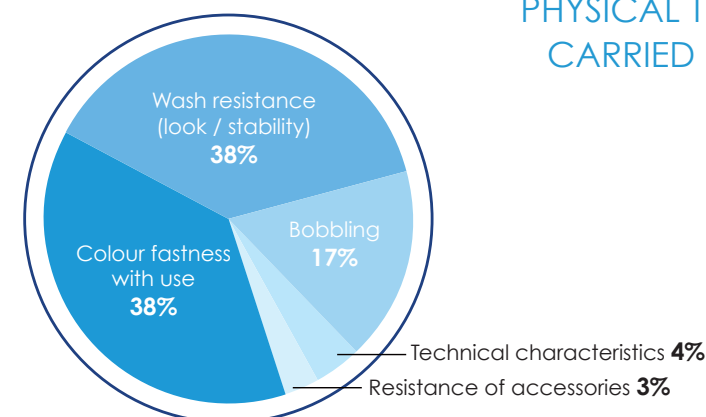
In order to ensure a level of quality for our products that meets customer expectations, 100% of our orders are inspected.

Physical tests are carried out on more than 50% of ordered product references, either upstream by external service providers, or by our suppliers, or in-house. By way of tests for pilling, disgorging, deterioration of colour, etc., we verify that the products meet our requirements in terms of the articles' durability over time and the durability of accessories (buttons, press-studs, zips, etc.).

Visual inspections then check for defects, conformity with the product's specification sheet and the fit. In the event of a quality problem, the sorting and/or the repair of faulty articles may be carried out. If the defect proves to be unacceptable, the goods are rejected. Customer satisfaction is a priority.

9,700 PRODUCT REFERENCES
TESTED IN 2015

PHYSICAL TESTS CARRIED OUT



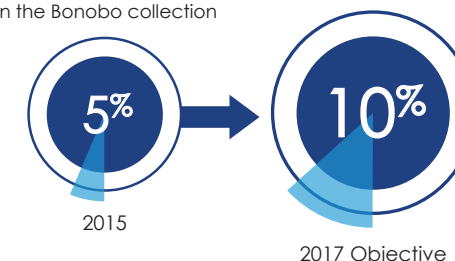
CLOTHING ECO-DESIGN BONOBO AS A PIONEER

One of the main environmental challenges for a textile distribution Group like ourselves is the products that we market. The choice of raw materials and manufacturing processes in particular have a significant impact. We are aware that our brands have a part to play in contributing to the preservation of natural resources. Bonobo has paved the way within the Beaumanoir Group and for several years now has been committed to offering clothes that are more environmentally friendly.

THE INSTINCT RANGE BY BONOBO

Launched in 2013, the Instinct range included all Bonobo Jeans items that offered environmental benefits (ecological materials and manufacturing processes) until 2015. In 2015, with a view to clarification, it was decided that the range would retain only the items containing at least 50% eco-friendly textile fibres – organic or recycled – that meet international standards (GOTS, OCS, GRS ou RCS) and certified by recognised independent bodies, or fibres whose low impact on the environment is recognised, such as Modal®, Tencel®, Repreve®...

Share of the Instinct range in the Bonobo collection



A WATER-SAVING FADING PROCESS FOR JEANS

In order to give to some of their jeans the faded and used look customers like, for several seasons Bonobo has been using the "Airwashed" fading process. This process uses ozone, obtained from the oxygen in purified and enriched air, to age the jean canvas. It uses significantly less water (at least 80% less per faded pair), energy and associated chemical treatments.



THE REBIRTH COLLECTION FROM BONOBO

A pioneer of responsible textile innovation, Bonobo Jeans launched the Rebirth collection, the first jeans made from used, recycled jeans, in September 2015.

Thanks to industrial partnerships, and in particular the occupational integration firm Le Relais and the company Les Filatures du Parc, based in the Tarn, Bonobo has succeeded in creating a collection which fully integrates the circular economy approach. Used jeans, some of which are collected in Bonobo outlets, are taken by Le Relais for sorting. Les Filatures du Parc unravel the material and combines it with polyester made from recycled plastic bottles and cotton in order to make a fibre that's long enough to be woven into fabric. This fabric is then used to manufacture new jeans.



Two new collections have been designed for the Spring-Summer 2016 and Autumn-Winter 2016 seasons. Eventually, the idea is to broaden the collection to include other products and other materials.



2,500 LITRES
OF WATER SAVED FOR
A PAIR OF REBIRTH JEANS

3.4 MILLION
LITRES OF WATER
saved in 2015-2016 using
the Airwashed procedure

RESPECTING ANIMAL WELL-BEING

The Beaumanoir Group wants animals to be treated humanely and with respect and has adopted a procurement policy to that effect.

BAN ON REAL FUR

The Beaumanoir Group does not condone the breeding of animals for their fur alone.

In view of this, in 2014, all Group brands stopped using real fur in their collections destined for Europe and the Middle-East. At the beginning of 2016, this ban was enforced for the totality of our products and the geographic areas in which our brands operate.

STRICT FRAMEWORK FOR THE USE OF ANGORA WOOL

Alerted by animal protection organisations to the suffering of Angora rabbits in some Chinese breeding farms, the Beaumanoir Group decided to put a total ban on the use of Angora wool from China for the European and the Middle Eastern markets commencing with the Spring-Summer 2015 collection.

Real Angora wool continues to be used in a handful of our models, but in this case it comes exclusively from Germany or France, where breeding conditions are strictly controlled. Our traceability requirements are therefore very high.



WORKING WITH OUR CUSTOMERS

For Beaumanoir Group brands, informing customers and listening to their opinions and comments on the products and events that punctuate the year is essential. Today, they want to go further and be even closer and more attentive to their customers by involving them in their sustainable development initiative, in the creation of collections, or in the representation of their identity.

CUSTOMER INFORMATION

The Beaumanoir Group uses a labelling programme for its products, in compliance with existing guidelines on materials used, price, size, etc. and provides care instructions for all products, whatever the country requirements. The labelling procedure is detailed in the specifications for each brand, to which the suppliers are required to commit.

All products that mention environmental benefits are supported by recognised external certifications, such as the Organic Content Standard (OCS), the Global Organic Textile Standard (GOTS), the Global Recycle Standard (GRS) and the Recycled Claim Standard (RCS).

The customer is also informed in various ways of the possibilities for returning an item purchased online and obtaining a full refund or compensation in the event of a quality problem. They also have the option of contacting Customer Service by e-mail, telephone or post in the event of a claim or question. All of this information can be found on the brands' websites.

RAISING CUSTOMER AWARENESS TO INVOLVE THEM IN OUR CSR INITIATIVE

All research shows that clothing care is the stage of the product lifecycle that has the greatest impact on the environment.

Beaumanoir Group brands recommend that their textile products should all be washed at low temperatures in order to reduce energy consumption.

Bonobo takes this a step further and gives some key advice on their products in order to save energy and water, and also encourages recycling at end of product life.



SATISFACTION SURVEYS AND CONTINUED IMPROVEMENT



Whether it's Cache Cache, Bonobo, Bréal, Morgan or Scottage, all our brands regularly ask their customers what they think of the products and services offered to them.

+650,000
CUSTOMERS
REPLIED TO
SATISFACTION
SURVEYS
IN 2015

THE CUSTOMER AMBASSADORS OF OUR BRANDS

For the last 7 years, the Bonobo brand has chosen its customers to represent them rather than professional models. As in previous years, an online and in-the-field casting was organised in 2015, in which approximately **5,000 people** participated. Four muses (2 men and 2 women) were chosen by a jury to represent the brand over the year.

At the end of 2015, Bréal also made the decision to involve its customers. In November, the brand launched a major contest on the web and in store to find its ambassadors for 2016. Their emotion, their ease in portraying their femininity, their attachment to the brand and their motivation for representing it were all decisive criteria in selecting the 15 ambassadors from among the **1,700 participants**.



CO-CREATION OF PRODUCTS

For the first time, in April 2016, Scottage and Bonobo launched a co-creation campaign in partnership with La Boutonnière.

Web users were invited to become stylists for the two brands, creating the top of Summer 2016 for Scottage, and for Bonobo, a take on the Breton top. Sketches of the creations were shared on social media and submitted to a community vote. The most popular creations were then sent to be manufactured and sold in sales outlets.



COLLABORATORS

Ensuring that our collaborators work in a healthy, fair and inspiring environment.

It is first and foremost thanks to our collaborators, to their talent and their commitment, that the Beaumanoir Group has been able to develop in the way that it has since it was established a little over thirty years ago.

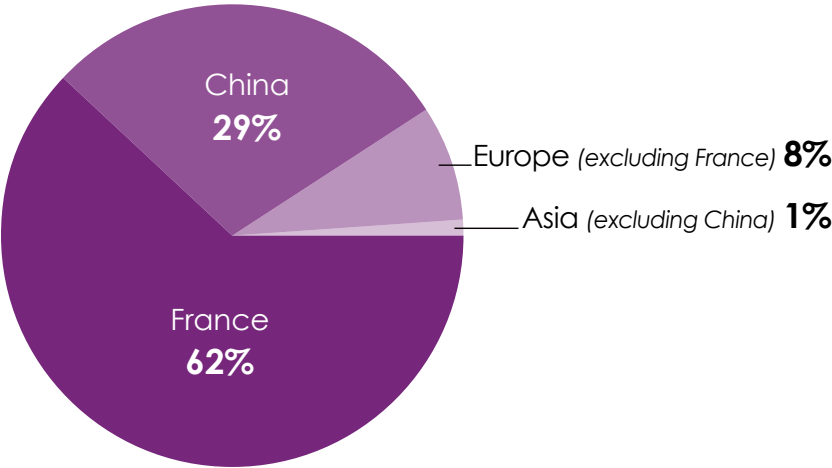
To preserve and strengthen this dynamic, the social policy of the Group's companies aims to promote the training and development of employees' skills, whether they work in store, in the warehouse or in the offices, as well as equal opportunities and to provide them with a healthy and high-quality working environment.

CREATING AND SUSTAINING JOBS

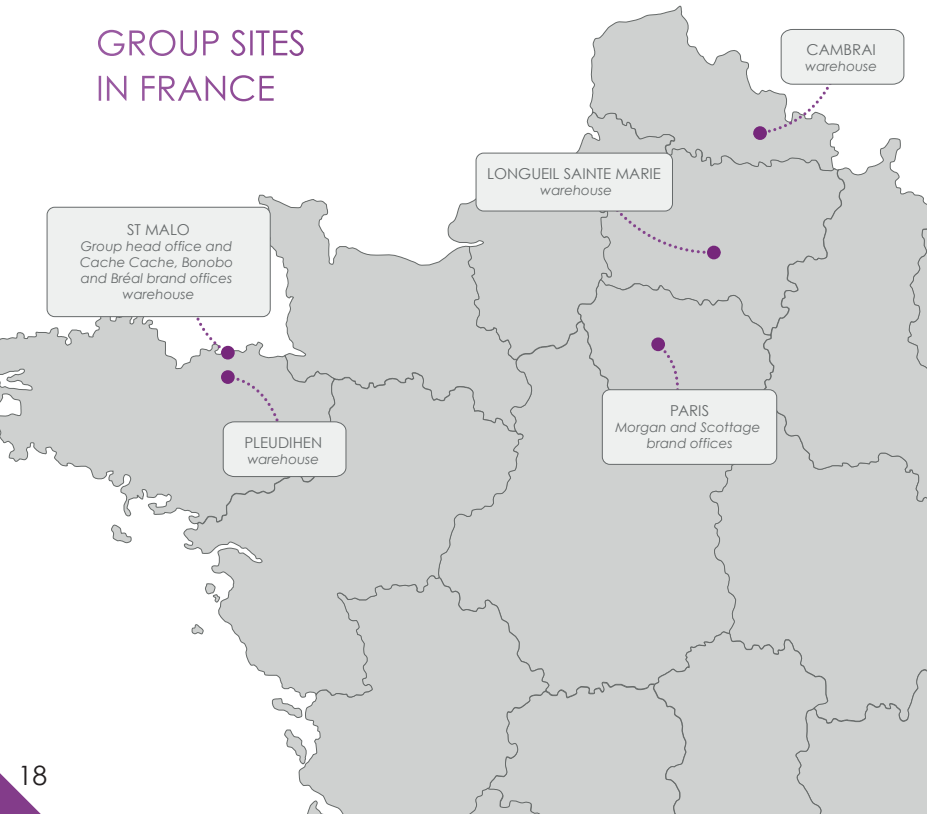
In the space of 20 years, the Beaumanoir Group has contributed to the creation of thousands of jobs throughout the world, whether directly or via its affiliated outlets.

Approximately 14,000 collaborators in 29 countries currently work for the Group. It is China that we have achieved the strongest growth over the last few years. Indeed, more than 350 sales outlets have been opened there in just three years.

GEOGRAPHICAL DISTRIBUTION OF SALARIED EMPLOYEES



GROUP SITES IN FRANCE



In France, the Beaumanoir Group continues to participate in the economic development of several employment areas, and in particular in Brittany, its native region. It has retained its head office in Saint-Malo and several of its logistics warehouses, one of which, located in Pleudihen-sur-Rance in the Côtes d'Armor area, opened a new building at the beginning of 2015.

14,000
COLLABORATORS



OF WHICH
6,400
SALARIED EMPLOYEES



OF WHICH
5,700
ARE WOMEN



DEVELOPING OUR COLLABORATORS' SKILLS

Faced with the rapid pace of change in the fashion sector and the emergence of new buying and communication practices, it is crucial for the Beaumanoir Group to encourage and support its collaborators in developing their skills, in order that they remain proficient and that they retain their employability, as much internally as externally. It is with this in mind that the induction programme and training plan are designed.

INTEGRATION OF NEW COLLABORATORS

Starting work in a new company is an important step for any new collaborator. In order to ensure that the transition to their new position goes as smoothly as possible and that the collaborator feels rapidly integrated within the "Beaumanoir Tribe", the Group has implemented an induction programme.

Thus, during their first few weeks, every new recruit at head office has the opportunity to meet the different company Divisions, to hear an explanation of how they work and their business activity, and to visit a logistics warehouse.

Store managers are invited to spend a week at head office. As well as being presented the different Divisions, they are trained in the use of store tools and key processes, and in team management. In addition, they benefit from a mentoring system that allows them to take advantage of the experience and advice of their mentor and to form close ties with another store manager.

A welcome booklet is also available for new collaborators when taking on their role, which presents the essence of the Group and/or their brand, the rules that apply within it and practical information.

TRAINING FOR CHANGE IN PROFESSIONS

Training is a key element for the Beaumanoir Group. At the end of 2015, six strategic training areas were defined with the Group's Divisions for 2016. These areas for focus enable managers to ensure the development of their collaborators' skills that best support change in the various professions, in management methods, organisation, tools and processes.

THE TOPICS COVERED BY THE SIX STRATEGIC TRAINING AREAS

MANAGEMENT

SALES

TOOLS AND KEY COMPANY
PROCESSES

CRITICAL SKILLS

In order to support major transformation projects and to remain close to activity in the field, in 2015 and 2016 the training service trained experts from the professions in teaching skills.

And finally, in 2015 the Group began to explore the possibilities of e-learning, a flexible training method that enables larger numbers of people to be trained and travel to be limited, while maximising teaching efficiency. A pilot project was launched at the of beginning 2016 across the Cache Cache, Bonobo, Bréal and Vib's brand network with a first module on Customer Loyalty. Its success has meant that this training method will be developed rapidly over the coming years.

27,330 HOURS OF TRAINING

OUR AFFILIATED PARTNERS

Beaumanoir Group affiliated partners can also, should they desire and on payment of enrolment fees, sign up for training sessions held for the network, at head office or in regional offices.

PROFESSIONAL APPRAISALS AND CAREER PATHS

In order to better respond to individual aspirations and offer the possibility of long-term professional development, the Beaumanoir Group chooses to carry out professional appraisals every year, and not every two years as stipulated by the law.

The "PeopleReview" project, launched with our collaborators in 2014 and continued in 2015 and 2016, along with the associated Management Support Plans, also help to encourage the development and promotion of employees. In 2016, career reviews will also be carried out for most of our collaborators at head office (for managers, in particular) and will result in individual action plans with ongoing follow-up over time.

The logistics company C-Log also encourages internal mobility with its employees wherever possible, including within other Group entities. At the same time and in order to promote professional development, they offer their employees additional assignments in order to broaden their everyday work and acquire new skills. In 2015, two employees were trained in this way to become in-house trainers and were able to give training sessions to other Group collaborators.

DISABLED EMPLOYEES

The Beaumanoir Group aims to promote the integration and safeguarding of jobs for disabled people. To achieve this it is implementing various actions:

- Installing workstations at headquarters, in the warehouse or as a part of its network in alliance with occupational health and the Sameth
- Training recruiters to the particularities of recruiting disabled workers
- Using homeworking to employ severely disabled people for certain administrative tasks
- Accommodating a disability-friendly workshop on the C-Log site in Saint-Malo
- Purchasing services and goods from specific special needs companies and from ESAT
- Raising awareness and informing collaborators about disability

83 DISABLED EMPLOYEES

13 DISABLED HOMEWORKERS

THE "TUTORING" INITIATIVE AT C-LOG

In 2015, an individual support initiative for employees with disabilities or restrictive medical constraints was set up at the warehouse in Pleudihen-sur-Rance. These employees have a whole range of different roles, all accessible within the warehouse, and benefit from individual support from the site manager and the human resources department. The objective is to limit exposure to the risk of professional fatigue and to increase their versatility. This multi-skilling also allows collaborators to gain more confidence in their abilities.

PROMOTING EQUAL OPPORTUNITIES

MALE/FEMALE PARITY

Women represent 90% of the Beaumanoir Group's workforce. This female over-representation can be explained by a high predominance of female store staff and by a business sector that historically has always attracted women.

Within the framework of action plans for male/female parity, defined in consultation with staff representatives, actions adapted to each of the Group's companies have been identified for roll-out, such as avoiding job titles and/or job descriptions that contain gender discrimination, applying a code of good conduct for recruitment, monitoring and analysing performance indicators for promotion and salary.

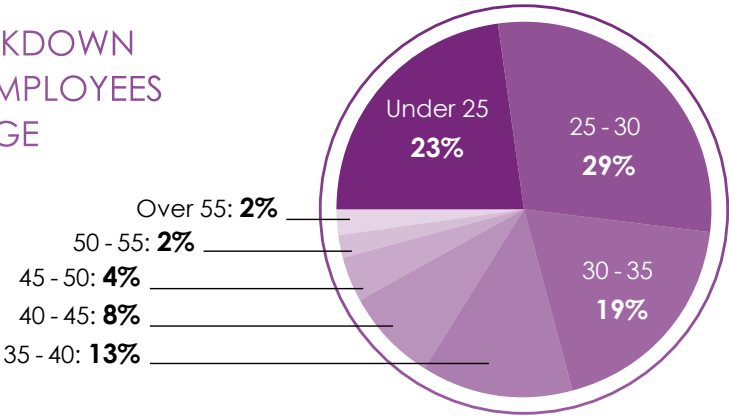
Beyond the preservation of these equality best practices, some Divisions are committed to the reduction of gaps based on indicator figures, for example training rates (to the detriment of men or of women depending on the company).

YOUNG PEOPLE AND SENIORS

Professional integration for young people has always been important for the Beaumanoir Group and the very young age pyramid demonstrates this ambition. In 2015, more than 422 young people under the age of 26 were recruited on permanent contracts.

Within the framework of the regulatory initiative for the "Generation Contract", several Group companies also defined an action plan for the period 2013-2016 to promote the employment and safeguarding of jobs for seniors and the transmission of knowledge and skills within the company. In 2015, many of them set objectives for the recruitment of seniors which were subsequently exceeded.

BREAKDOWN OF EMPLOYEES BY AGE



PROVIDING GOOD WORKING CONDITIONS

WORKING ENVIRONMENT

A little over 10 years ago, the Beaumanoir Group entirely remodelled the building that today houses its head office as well as the offices of the brands Cache Cache, Bonobo and Breal. Located in Brittany, on the edge of the town of Saint-Malo, the building stands out with its contemporary architecture. Working spaces, arranged around an atrium where the Group's brands are showcased, offer employees a pleasant working environment.

In Paris, the head offices of the brands Morgan and Scottage are housed in a listed "Eiffel" building, ideally located in the heart of town in the Sentier quarter, traditionally the textile district of the capital.



The Beaumanoir Group head office in Saint-Malo

HEALTH AND WELL-BEING OF EMPLOYEES

Since 2017, performance and development appraisals have included a discussion between employees and their managers about well-being at work. A more systematic use of this data should enable us in the future to define an action plan, if deemed necessary.

The logistics company C-Log has been taking steps for several years to improve working conditions in its warehouses, to avoid MSDs (Musculoskeletal Disorders) and accidents at work, and promote well-being on a daily basis:

- constant adjustment and improvement of work stations
- development of multi-skills for logistics officers
- implementation of proximity management, etc.

In 2014, C-Log also launched a "muscle wake-up" programme, which was rolled out to all sites in 2015. Designed with the help of a physiotherapist, this warm-up has been adapted to each workstation according to the specific physical constraints involved.

Muscle wake-up "leaders" were then trained. Today, it's become part of the daily routine, performed on arrival at work. It offers a good-humoured start to the day that contributes to a positive working atmosphere.

C-LOG NUTRITION PROJECT

Diet and physical activity are key elements for good health, which is fundamental to physical, mental and social well-being and contributes to the improvement of everyone's quality of work. In 2016, C-Log started the process of joining the French "Active company charter of the National Programme for Nutrition and Health" in order to obtain support for opening discussion with its employees on the subject, and propose actions.



3-star* Afilog ranking
for the C-Log site in Saint-Malo

RAISING EMPLOYEE AWARENESS OF THE CSR INITIATIVE

It seems essential to the Beaumanoir Group to bring all of its employers on board with the CSR initiative, in order that they subscribe to it, adopt it and become its principal players and ambassadors.

CSR TRAINING

As part of the induction programme, all new arrivals at the Saint-Malo head office follow a CSR awareness module, during which they are presented with the aims and some of the key programmes of the Group as well as the right behaviours to adopt in the office to reduce their everyday environmental footprint.

In 2015, this module was also deployed for all employees of the C-Log logistics subsidiary.

At the same time, training sessions on Social Compliance are regularly held for buying teams in France and in our offices overseas. It aims to increase employees' awareness of compliance, and in particular of the BSCI initiative, so that they in turn may explain it to suppliers, and of the use of our internal assessment tool for factories ("Compliance Factory Checklist").

ECO-BEHAVIOUR CHARTER AND WELCOME BOOKLET

In 2015, eco-behaviour charter posters were displayed throughout our offices and warehouses in France and in China. They encourage our collaborators to recycle their waste, optimise their business trips, reduce their consumption of paper, water and energy, etc. Each store located in France also has its own charter, specific to its brand.

The welcome booklet given to all new recruits based at head office sets out this charter and presents the CSR commitments of the Beaumanoir Group that structure its CSR initiative. In 2015, this information was also included in the welcome booklet given to our Chinese collaborators.



TRIBU VERT AND COMPANY SOCIAL NETWORK

Two communication media enable us to regularly increase our employees' awareness of CSR and to inform them of the initiatives and actions rolled out within the different Group companies.

Twice a year, the internal magazine La Tribu is distributed to all employees in France. The back page of each issue features the section La Tribu Vert, dedicated to the Group's CSR news.



Since 2015, the CSR Division has also used the company's new social network to share information related to sustainable development, communicate on new programmes or remind staff of certain guidelines.

NUMBER OF EMPLOYEES TRAINED IN 2015

CORPORATE
SOCIAL
RESPONSIBILITY **270**

SOCIAL
COMPLIANCE: **+200**

*Maximum rating, promotes the optimisation of working conditions and the company's ability to adapt the building to the logistics process.

EVENTS AND IN-HOUSE EXPERIENCES

Two events marked 2015 and allowed us to further raise employees' awareness of sustainable development in a convivial manner.

The European week of sustainable development was thus held for the first time at head office in Saint-Malo and resulted in various events:

- A photo exhibition to (re)discover the Group's charity partnerships
- A meeting with ADIE, a charity and partner of Bonobo which helps people without access to bank loans to start their own company
- A group order for locally-grown organic fruit & veg boxes, etc.



Exhibition during the Week of Sustainable Development 2015

The COP21 Big Quiz, launched a few days before the international conference held in Paris in December 2015, was an opportunity for the 280 employees who signed up, to compete online in teams to answer a set of questions related to climate change.



Prize-giving for the winning team of the Cop21 Big Quiz

PARTNERSHIPS

Building and developing responsible partnerships

Keen to optimise the working conditions in which our products are manufactured, the Beaumanoir Group accompanies its suppliers and their subcontractors with the aim of improving social practices along the entire supply chain.

This initiative, deployed in a spirit of partnership, cooperation, continuing progress and responsibility (empowerment), is structured around a number of tools, such as the Supplier Specifications, the on-site execution of audits and the support and training of suppliers and of their factories.



INTEGRATING RESPONSIBLE BUYING CRITERIA

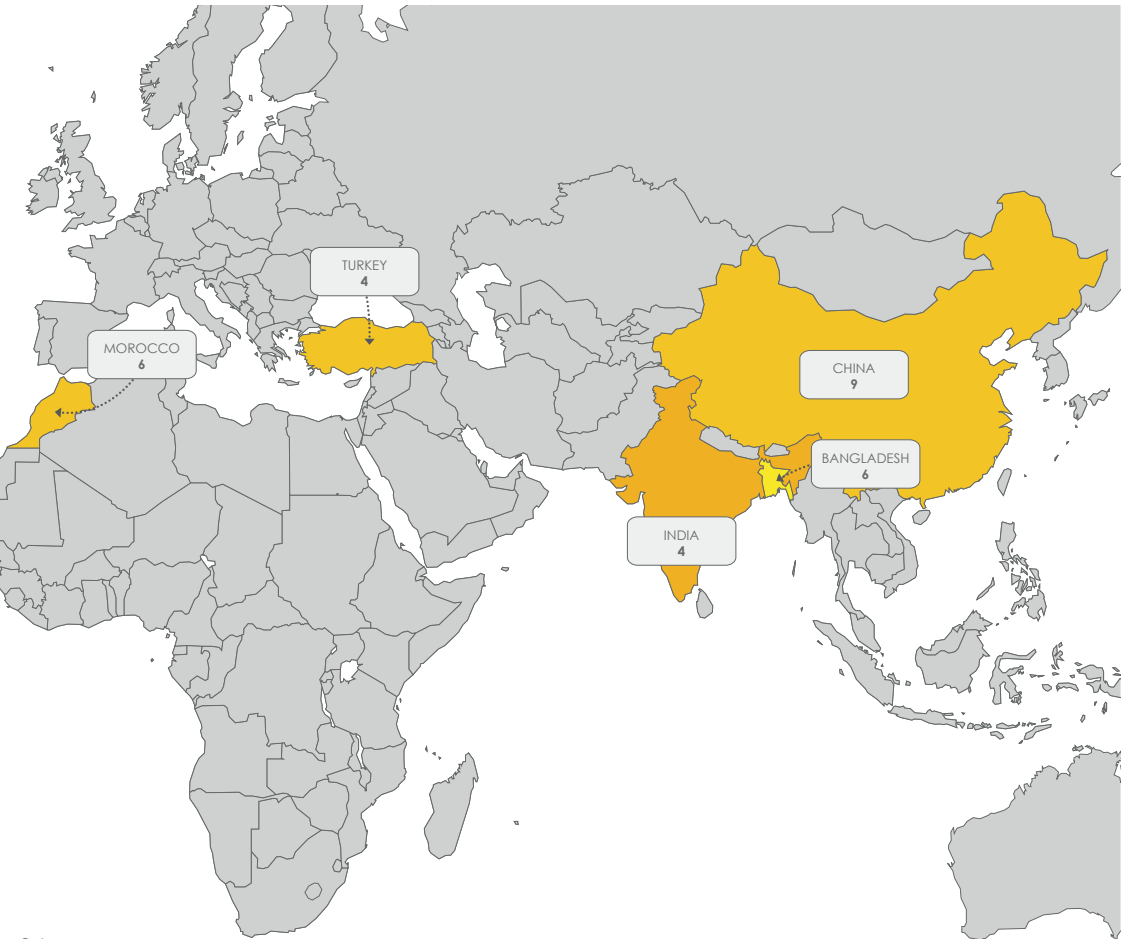
SPECIFICATIONS

The "Quality and CSR" Specifications allow the Beaumanoir Group to formalise and provide a framework for the relationship with its textile and fashion accessories suppliers. It specifies our requirements in terms of product quality and our logistical requirements, and also covers aspects relating to our CSR initiatives.

The Specifications stipulate in particular our requirements concerning production sites and manufacturing conditions (social and environmental requirements, transparency, ban on sub-contracting...) and also concerning products (animal welfare, ban on real fur, ban on sand-blasting...).

Orchestrated from our head office, the social conformity initiative for factories mostly relies upon teams from the buying or liaison offices, spread across our main sourcing countries. These offices employ almost 160 people in all, more than 30 of whom are quality inspectors and who ensure a constant presence in the field. The 6,500 audits carried out have enabled the systematic monitoring of the main points of social conformity with the help of the "Factory Checklist", our internal tool, and reducing the risks of undeclared sub-contracting.

In 2015, in order to increase awareness of its CSR initiative among its suppliers, the Group included social responsibility criteria in its call for tender Specifications for transport and quality services. This approach should be applied to other calls for tender over the coming financial years.



NUMBER OF QUALITY CONTROLLERS IN THE GROUP'S OFFICES

CODE OF CONDUCT

In order to strengthen its CSR initiative with regard to its textile and fashion accessories suppliers, the Beaumanoir Group became a member of the Business Social Compliance Initiative (BSCI) in 2013.

BUSINESS SOCIAL COMPLIANCE INITIATIVE

The BSCI is an international organisation uniting ordering parties from different business sectors who are committed to improving the working conditions throughout their supply chains in at-risk countries. The BSCI offers a collective Code of Conduct based upon internationally recognised conventions in terms of the protection of workers' rights. A number of textile companies are members of the BSCI: Otto Group, Kindy, E. Leclerc, Etam, Esprit, Intermarché, and more. Its internet platform enables brands to share audit results and thus avoid the need for multiple corporate audits of the same factory.

In this context, the BSCI code of conduct has been included in the Group's Specifications and signed by 100% of our suppliers. The latter must themselves communicate this to their subcontractors and their own suppliers, creating a **cascade effect**.

The Code of conduct covers the following key concepts: CSR policies, freedom of association, working hours and overtime, non-discrimination, ban on child labour and forced labour, special protection for young workers, payment of a minimum wage, measures to guarantee health and safety at work, environmental protection and the absence of precarious employment.

SOCIAL AUDITS AND BSCI COMMITMENT

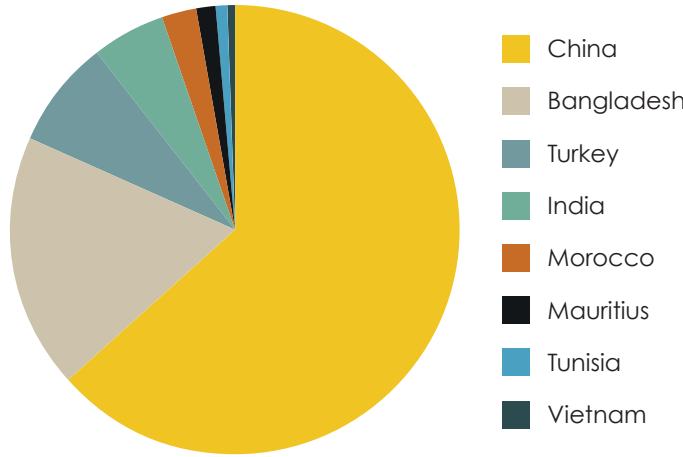
In order to verify compliance with the code of conduct in the factories that manufacture its products, the Beaumanoir Group orders social audits, carried out by external service providers recognised and endorsed by the BSCI.

The objective set by the Group in 2013 within the BSCI framework was to inspect the factories producing two-thirds of its purchase value in at-risk countries before September 2016. This objective will have been comfortably achieved.

In the coming years, the objective is to increase this coverage by implementing a risk matrix analysis which will prioritize the factories that require auditing (depending on the country of production, the type of goods manufactured, etc).



GEOGRAPHICAL DISTRIBUTION OF BSCI AUDITED FACTORIES



DRIVING CHANGE WITH OUR SUPPLIERS

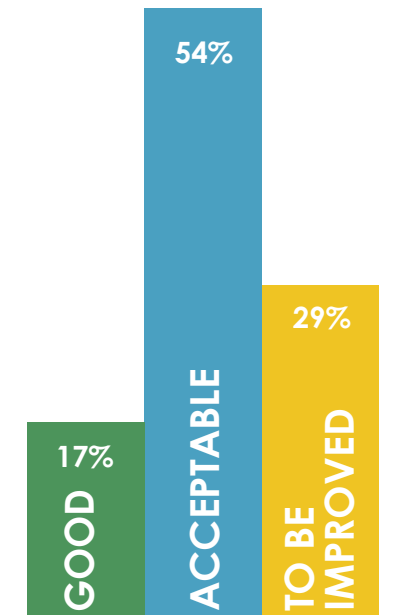
AUDIT RESULTS

To date, across all the factories inspected, **71% achieve an acceptable or good result** with regards to the criteria defined by the BSCI.

For those that have an lower audit result, the Beaumanoir Group is guiding them in drawing up a corrective action plan which will enable them to commit to a programme of continued improvement.

For 2015, we focused our efforts on the factories of our strategic suppliers obtaining positive results. For example, the support provided by the teams in France and in Bangladesh to one of the Group's biggest jeans suppliers enabled a considerable reduction in working hours for workers in the factories concerned, with a reduction of 57% in overtime.

BSCI AUDIT RESULTS



SUPPORT AND TRAINING

The Beaumanoir Group aims to provide the best possible support for its suppliers. Prior to audit, suppliers are informed about the BSCI initiative, the audit process and the assessment criteria.

They are also given the opportunity to undertake a training course in preparation for the audit and to self-assess in order to improve certain points if necessary.

Once the audit has been carried out, and wherever necessary, the compliance and production managers of the factories in question can participate, free of charge, in training sessions organised by the BSCI in the sourcing countries. There are general training courses (introduction to BSCI / drafting a remediation plan) or more specific ones (fire safety and Health & Safety, working hours, wages, etc.). The Supplier Performance Division orients the factories towards these different training courses according to their needs or to the nature of the non-compliance discovered during audit.

FOCUS ON TURKEY

Like many other textile distribution groups, in light of the huge influx of Syrian refugees, the Beaumanoir Group has been particularly vigilant regarding the social compliance of its suppliers in Turkey. This issue with an international geopolitical dimension goes beyond the reach of straightforward Group responsibility. However, in order to best secure its supply chain in this country, the Group, along with the local office, has implemented a substantial action plan:

- Important work on raising awareness and training for local teams, suppliers and subcontracted factories. "Supplier Compliance Training" held in Istanbul in March 2016, for strategic suppliers, to remind them of the requirements and basic rules of social compliance
- Visits to subcontracted factories with our suppliers' production monitoring teams, in order to explain our requirements, in concrete terms and on site.
- The full time assignment of someone from the Istanbul office to the management of compliance in Turkey.

Significant improvements have already been observed, but the topic remains a priority for the coming years.

SANCTIONS

For manufacturing sites where a serious breach to specifications or to the code of conduct is observed, the Beaumanoir Group applies a system of gradual sanctions going from a warning, for sites that agree to take appropriate corrective action, to the definitive termination of business relations, for sites that refuse to commit to a programme of improvement.



Supplier and Beaumanoir team head office
and liaison office Bangladesh

DEVELOPING SOLID PARTNERSHIPS

THE FIGHT AGAINST CORRUPTION

The Beaumanoir Group attaches enormous importance to the honesty of the business relationship. It also rejects any form of corruption, whether in regard to its employees, its service providers or its business partners.

In order to combat these practices, a grievance mechanism can be found in the Group Specifications. Any supplier who finds himself the victim of a corruption attempt has the opportunity to report the incident. The Group is committed to handling them in a professional, confidential and impartial manner.

In 2015, all buying teams in France and abroad, as well as all service providers and suppliers, received an awareness letter, reminding them of the Group's obligations and requirements in terms of the fight against corruption.

THE FIGHT AGAINST THE FALSIFICATION OF DOCUMENTS

The Group's Quality and CSR Division has set up measures to be taken in the event of the falsification of lab test reports on their products. When a report sent by a supplier appears to have been potentially tampered with, the Division first checks the information with the laboratory that carried out the tests.

Should non-compliance be proven, it then sends a warning notice to the supplier and immediately makes contact with them in order to set up a corrective and awareness action plan with its teams.

SUPPLIER QUALITY INSURANCE INITIATIVE

In 2015, in order to strengthen the alliance with our suppliers and to make them more accountable for product quality and customer expectations, a programme for the delegation of quality controls at end of production was initiated.

This programme has been rolled out in China and in Bangladesh in about thirty factories, who now carry out the visual inspection at end of production internally (tailoring, fit, labelling, etc.) in-house. The Beaumanoir Group objective is to gradually extend the programme to other mass import factories over the coming seasons.

ENVIRONMENT

Reducing the environmental footprint of our operations and those of our supply chain.

Environmental issues, such as climate change, pollution and loss of biodiversity, are today acknowledged by all. The worldwide textile and clothing industry is an economic activity known for its substantial impact on the environment.

As a major player in the sector, the Beaumanoir Group is aware that it has a role to play in order to ensure that its business, and that of its suppliers, is more respectful of the environment. It is committed to a progress initiative, as much in terms of its products (see Offer commitment), as its energy consumption, its waste management and its assorted purchases, that it would like to consolidate and strengthen over the coming years.



REDUCING OUR ENERGY CONSUMPTION

Climate change, extensively discussed at the COP21 conference in Paris at the end of 2015, is a major challenge for our planet. Energy consumption contributes significantly to this phenomenon and every company is responsible for optimising its operations in order to consume less energy. The Beaumanoir Group has been working on this issue in its stores, warehouses and offices.

ENERGY AUDITS

In accordance with regulations, seven companies in the Beaumanoir Group in France underwent an energy audit in 2015. Five of these audits involved Group brands and their network of outlets.

They revealed that the two items that consume the most energy are lighting and heating, and that the average consumption of sales outlets remains high, particularly due to the energy inefficiency of the buildings (structure and windows in particular).

Although the Group cannot act on this particular point, where premises are leased, it can optimise shop fittings. The audits have in this sense enabled us to validate current opening and renovation practices.

The goal now is to use this work to identify what could be done on a short- to medium-term basis to further improve the energy performance of our outlets.

ENERGY EFFICIENCY IN STORE

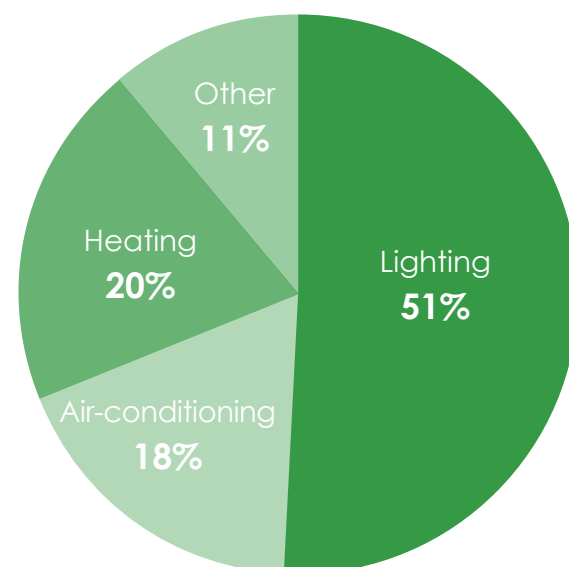
Various measures have been taken by Group brands to reduce energy consumption in their shops when renovating or opening:

- Gradually implemented over the past few years, the replacement of traditional light bulbs by LED bulbs has been standard since 2015 for all our brands.
- Heating and air-conditioning equipment is also being replaced by machines with better energy performance.

Window and sign lighting operating times have been optimised, and heating and air-conditioning systems have been timed to better coincide with store opening times.



AVERAGE BREAKDOWN OF ENERGY CONSUMPTION IN STORE



ENERGY EFFICIENCY IN WAREHOUSES

The logistics subsidiary C-Log has been working on reducing energy consumption in its warehouses for several years.

Two of them have been awarded certification that attests to their energy efficiency inside the buildings. Thus the Saint Malo-La Janais site (Ille-et-Vilaine) is HQE Construction and THPE certified, and the Longueil-Sainte Marie site (Oise) is HQE Production certified. The new Pleudihen-sur-Rance site (Côte d'Armor) should obtain LEED certification in 2016.

The other warehouses are not eco-certified, however numerous measures have been implemented in order to reduce their environmental footprint:

- The installation of LED bulbs and the use of zoning to optimise lighting
- Solar energy for hot water in sanitary facilities
- The treatment of heat loss in loading bays and the replacement of heating equipment
- Computerised consumption management tools to improve piloting and facilitate the detection of possible malfunctions
- Raising awareness of staff to eco-friendly behaviour

EMPLOYEE TRAVEL

The Beaumanoir Group head offices are spread over three sites in Saint-Malo, a few hundred metres apart.

In order to reduce the use of cars to travel between sites, a pilot project using electric bikes was tested on one site during Summer 2015. However, the experiment was not extended, nor maintained, given the low use made of the bikes and the mixed feedback from the teams.

In June 2016, the Group provided each site with an electric car (Bluecar) available to employees for intra-site and local travel. An initial assessment of their use will be established at the end of the year.



IN 2015

the Beaumanoir Group's five warehouses and their headquarters in Saint-Malo signed up to green energy contracts. Henceforth, 100% of the electricity they use comes from renewable energy sources.

GREEN-IT

Office equipment represents one of the main sources of energy consumption for an office building. For several years now the IT Systems Division has been dedicated to selecting high-performance energy-efficient materials. For example, practically all desktop and laptop computers satisfy EPEAT Gold or Silver standards.

In 2015, automatic standby mode for computers was rolled out to all workstations, as well as double-sided printing by default and the set-up of a secure printing system on the photocopiers to avoid unnecessary printing. At the same time, new employees are systematically informed of best practices for equipment use during the induction programme.

IMPROVING THE REUSE AND RECYCLING OF WASTE

The Beaumanoir Group's line of business generates the production of all sorts of waste material, whether in the warehouse, in stores or in the offices. The Group aims to recycle or reuse as much of its waste as possible, so as to reduce to a minimum the amount that ends up in landfill or being incinerated.

ECO-CONTRIBUTIONS

The Beaumanoir Group supports the recycling sector through contributions paid by several of its companies every year to eco-organisations, in particular Eco-TLC for textiles, and also Eco-Emballages and Eco-Folio.

RECYCLING OF WASTE IN WAREHOUSES

For several years, our logistics warehouses have been recycling cardboard boxes and wooden pallets in particular, and some have recycling for plastic film and strapping. In 2015, the recycling of plastic film was generalised to all the warehouses in France, which means an average recycling rate of more than 90% was reached for all the sites combined.

In parallel, actions have been rolled out over time to reduce waste materials in our warehouses, including in Shanghai (China), with a system for the re-use of suppliers' cardboard boxes in good condition, which has led to a substantial decrease in the number of boxes bought.



MORE THAN 1,000^T
OF MATERIALS RECYCLED



**AVERAGE RATE OF RECYCLING
IN WAREHOUSES IN FRANCE**

RECYCLING IN OFFICES

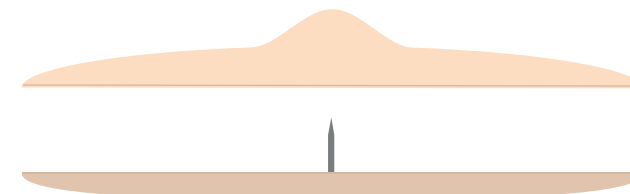
In April 2016, around thirty eco-designed recycling stations were installed on the three sites of our Saint-Malo offices. These stations enable our employees to sort papers, plastic bottles and drink cans, as well as cardboard boxes and clothing and fabric samples separately, with a view to being recycled.

In Paris, a collection system for paper and cardboard has existed in the offices for several years now, but should be reviewed in the coming months to improve its effectiveness.

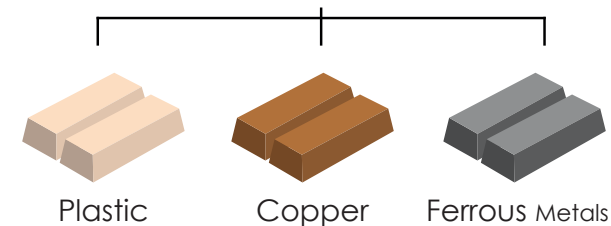


REUSE AND RECYCLING OF PRODUCTS RETURNED BY STORES

In 2015, the deployment of the RFID solution over a part of the network of Group stores was directly responsible for the removal of anti-theft devices on goods. These anti-theft devices, collected by store teams, then centralised in one of our logistics warehouses in Brittany, were later retrieved by a collection operator to be recycled.



**1.5 MILLION ANTI-THEFT DEVICES
RECYCLED IN 2015**



25 TONNES
OF MATERIALS RECYCLED

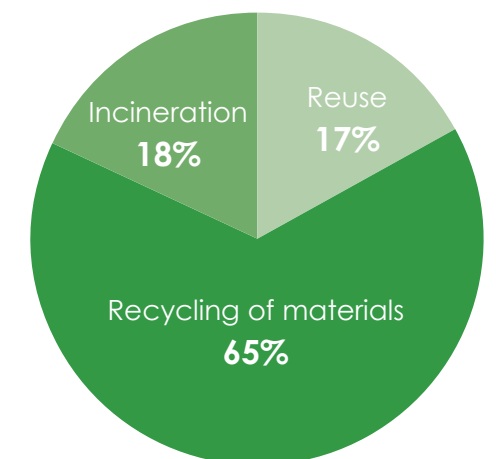
In 2016, it was the mannequins, busts and coathangers no longer required by stores that the Group endeavoured to recycle or reuse. Most of them were still in good condition, so a solution allowing these products a second life was sought and a proportion of the stock has already found takers.

RECYCLING OF PRINTER CARTRIDGES

For several years a recovery programme for used printing consumables has been set up in our stores and warehouses with a specialised company, which sorts and recycles them. Thus, a proportion of the cartridges is "remanufactured" to give them a second life, another proportion recycled, and the remaining waste incinerated.

This programme was extended in 2015 to all Beaumanoir Group offices based in France.

REUSE AND RECYCLING OF PRINTER CARTRIDGES IN 2015



ENCOURAGING THE USE OF ECO-FRIENDLY PRODUCTS

In order to create a working environment that is coherent with its commitments, the Beaumanoir Group is increasingly choosing to use products that meet environmental criteria on its sites.

CLEANING AND HYGIENE PRODUCTS

For several years, cleaning products used in our outlets have been European eco certified. In 2015, this practice was extended to all our logistics warehouses and Group offices in France.

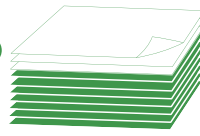
Detergents, soap and toilet paper used in our offices are also, as of this year, chosen according to their impact on the environment (eco-labelled products, recycled paper...). Stickers placed around our premises inform our employees of this initiative.



MORE THAN **80%** OF CLEANING PRODUCTS
USED ON OUR PREMISES ARE ECO-LABELLED*

ECO-LABEL PAPER

In our offices, it was decided during 2015 to favour printing on recycled paper wherever possible, or when absolutely necessary, paper from sustainably managed forests (labelled PEFC or FSC). We hope to continue and reinforce this initiative in 2016.

20% 
OF PAPER USED IN OUR OFFICES
IS RECYCLED OR ECO-LABELLED*

REUSABLE CUPS

Just like all disposable tableware, plastic cups from water or drinks dispensers represent a real problem for the environment. In order to use as few as possible, our employees were given a reusable cup during the Sustainable Development Week in 2015. In addition, all drinks dispensers have been equipped with cup detectors to ensure no-one uses disposable cups.



Furthermore, we have asked our suppliers to provide organic coffee in our coffee machines.

SUNDRY PURCHASES

Wherever possible and in order to reduce consumption and transport of water containers, certain water fountains located in our offices have been connected to the mains water supply. The Group also decided in 2015 that all office mail destined for France will be sent at the "green letter" rate, which is a more environmentally friendly postal service (no air travel involved) and is more economical.

* France 2015 data

TERRITORIES

Contributing to the economic and social development of the territories in which the Group operates.

Since its creation, the Beaumanoir Group has been very involved in the economic and social development of its native region, Brittany.

Today present throughout France and in several other regions of the world, the Group and its brands remain committed to helping the territories in which they operate, and to creating and reinforcing ties with society, particularly via solidarity projects.



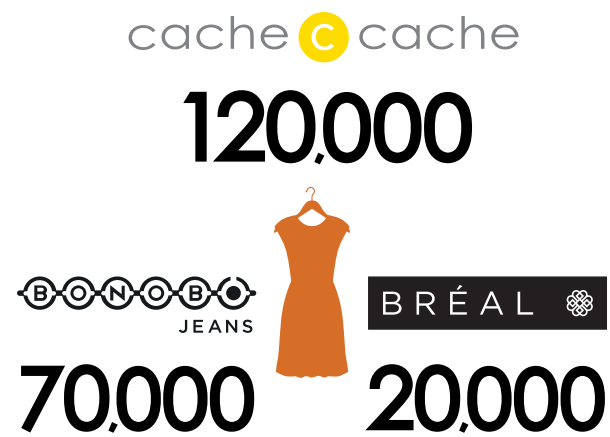
DONATING PRODUCTS-IN-KIND

The Beaumanoir Group has set up partnerships with several charitable organisations in order to help those in need and to promote professional integration with donations of textile goods.

CLOTHING DONATIONS

Facilitating access to fashion is one of the founding principles of the Beaumanoir Group. It is also committed to giving those who do not necessarily have the means to come to our stores the possibility of dressing in the latest fashions.

NUMBER OF ITEMS OF CLOTHING DONATED



Every year, the Beaumanoir Group brands donate significant amounts of clothes and fashion accessories to French charities, who then give them away or sell them at low prices in their own stores or through their own networks, in aid of people in need.

Several thousand items of clothing or accessories were thus donated to Le Relais, Les Restos du Coeur, Le Secours Populaire, Le Secours Catholique and Les Enfants du Maroc in 2015.

CLOTHING COLLECTION IN STORES

Even when they have already been worn and used, clothes or their fabrics can still be useful and of value.

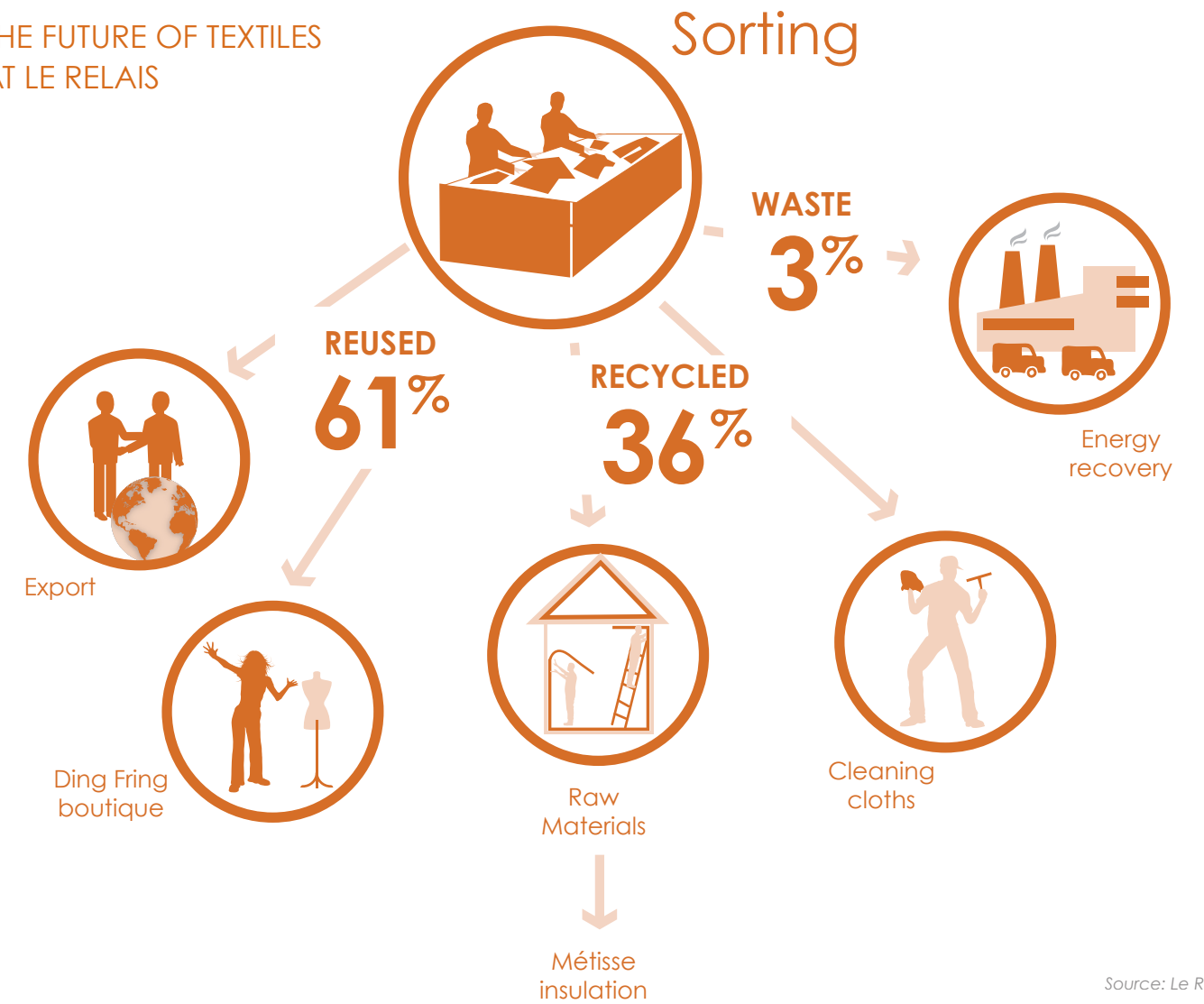
Since 2009, the Bonobo brand has deployed a collection system for used clothes in its stores, in association with Le Relais, a company for professional integration through economic activity.

A collection box is available to customers in every store in France. In exchange for the clothing donation, customers receive a voucher to spend on the brand. The clothes are then taken away by Le Relais to be sorted in one of their sorting centres. Depending on their condition, most will be resold at low prices in the Ding Fring stores belonging to the Le Relais network, or sent abroad where they get a second life, or recycled and reused in another form.

38,100 "RECYCLING" VOUCHERS USED IN 2015 ACROSS THE BONOBO NETWORK



THE FUTURE OF TEXTILES AT LE RELAIS



Source: Le Relais

RE-USING FABRIC SAMPLES FROM BUYING OFFICES

For every collection, Beaumanoir Group buyers receive fabric samples from suppliers. Once the selection is made, these samples are of no further use to the teams.

At the beginning of 2016, a partnership was set up with the Medico-Educative Institute (IME) in Tréleau, in the Morbihan area, that offers sewing workshops to young mentally disabled people.

Some of these fabric samples are now passed on to the IME. They are then used by these young people, who can give free rein to their creativity without having to worry about wasting fabric, to make bags, aprons and other small items as gifts for their friends and family.



COMMITTING TO CHARITY PARTNERSHIPS

Two of the Beaumanoir Group brands support charity initiatives that aim to help people in need, to promote company start-ups and access to jobs, or to protect the environment.

THE BONOBO JEANS FOUNDATION

Through its company foundation, the Bonobo brand has given its support in 2015 to:

- AWELY and its Nkala project in the Democratic Republic of Congo, which aims to promote the protection of bonobos with local populations and also to improve the diet of villagers with the help of training in crop cultivation
- The ADIE to accompany 25 new micro-entrepreneurs involved in sustainable development and support the "There's no right age to start your own business" competition
- BABYLOAN by funding more than 90 new micro-business projects, thanks to the reallocation of funds paid in previous years.



Pioneering micro-credit organisation that helps those with no access to bank loans to start their own company in France.



Conducts actions in Africa and Asia for the protection of endangered wild animals, including the bonobo, a great ape, and for the development of local communities.

BABYLOAN

A social enterprise specialising in solidarity loans, which supports micro-entrepreneurs in about 15 countries and helps them to start their own subsistence businesses.



Seed Gardens from Nkala © Awely, of animals and men

BONOBO'S OTHER SOLIDARITY ACTIONS

In 2015, Bonobo once again offered customers the chance to buy a beautiful gift box over the Christmas period. Profits from these sales were donated to the charity Les Restos du Coeur and it enabled them to fund more than 55.000 meals for people in need.



In early 2016, Bonobo tested the Arrondi (round-up) solution by Microdon at their checkouts in store, to involve customers in their CSR initiative and offer them the opportunity to make a small gesture of generosity.

When paying for their goods, customers can choose to round up their bill to the next euro and thus make a micro-donation to a partner organisations. Given the positive response from both customers and in-store teams, Bonobo decided, in 2016, to roll out the solution to its entire store network, mono-stores and multi-stores.

100% of the funds collected are donated to Planète Urgence, to support the reforestation and development of sustainable aquaculture in Indonesia.

BRÉAL AND JOSEPHINE POUR LA BEAUTÉ DE FEMMES

In 2015, Bréal once again gave its support to the women's beauty charity *Josephine pour la beauté des femmes*, through flash sales on the brand's website and the sale of Christmas gift boxes, the profits of which were all given to the charity.



Supporting environmental preservation and the development of local communities in the South.



Making beauty accessible and boosting the self-esteem of women in need via solidarity beauty salons.



Helps and provides voluntary assistance to those in need, particularly with food via access to free meals, and by helping with their social and economic integration.

SUPPORTING RESEARCH IN WESTERN FRANCE

BRETAGNE ATLANTIQUE AMBITION



At the end of 2014, four companies including the Beaumanoir Group and the Samsic Group came together to create the endowment fund Bretagne Atlantique Ambition (BAA).

This fund encourages patronage that supports research and innovation in Western France. It is intended to support projects particularly in the medical field and aims to contribute to the international reach of Brittany and the Western France region.

Several new patrons joined the project in 2015 and early 2016, bringing the total to around twenty members. In June, the endowment fund had an available budget of 2 million euros.

The fund provides support for researchers at the Rennes Institute for Clinical Neurosciences (INCR), that specialises in neurodegenerative diseases (Alzheimer's, multiple sclerosis and Parkinson's). Their recent work focuses on a model for predicting therapeutic effects and an application platform for help in decision-making, using 3D, for neurosurgeons. Used in Rennes, these solutions are currently being implemented at La Salpêtrière in Paris and in Norway.



G R O U P E BEAUMANOIR



La Moinerie - 10, impasse du Grand Jardin
CS 11887 / 35418 Saint-Malo Cédex

Tel: +33 (0)2 99 19 98 98

<http://www.groupe-beaumanoir.com>

Contact: sd.contact@groupe-beaumanoir.com

