

G R O U P E  
BEAUMANOIR

**CORPORATE  
RESPONSIBILITY  
REPORT**

2017-2018

fashion starts with you



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# S U M M A R Y

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02

PREAMBLE

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PROVIDING responsible products & services that meet our clients' expectations

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PROVIDING our employees with a healthy, fair and motivating work environment

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CONSTRUCTING & DEVELOPING responsible partnerships

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REDUCING the environmental impact of our operations

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

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## A MESSAGE FROM OUR CHAIRMAN

# ROLAND BEAUMANOIR

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It is difficult for me to explain what our approach is in relation to the corporate responsibility of the Beaumanoir company. Me, a man who claims to be, politically, more or less a liberal, who considers that social development can only take place via economic development, (with everything which follows). And that low-wage countries can only move forward if the so-called rich countries accept that they have to pay, to the detriment of their own industries and everyday comfort.

All of this calls for a deep and honest humility because, at the end of the day, it is our clients who will positively or negatively judge whether or not we meet their expectations. The first sustainable development can be found in the continued existence of the company and all those who work with us.

If, during the life of the company, we had not relocated a large portion of our sourcing we would no longer be in existence, unless we had concentrated on luxury goods ... But that's not in our DNA. So we are in no position to preach.

Our current situation is forcing us to reduce the number of our partners and place considerably more value on each of them. For those we've retained it is good news. They will be able to better develop their business, but for others, we must try as hard as possible to exit as correctly as possible from former relationships that have lost their importance.

It is often very easy to say nice words, words which we can all agree with but which are often extremely difficult to put in action, and whose execution is generally slower and more difficult than our critics would like.

I have faith in the commitment of the Beaumanoir Group's employees to help this company focus attention on a more socially-minded world as regards the environment and financial morality, and to act on this.

It is more than ever the case that: "Nothing is finished, everything remains to be built"

**Roland Beaumanoir**

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# A WORD FROM THE CSR DIVISION

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For the Beaumanoir Group 2017 can be seen as a year of consolidation but also of innovation as regards corporate responsibility.

We have reaffirmed our values and the principles that we defend in relation to managing our business via our Ethical Charter. Our audit and support policy for our suppliers has been accelerated to reinforce and secure our partnership in terms of quality and social and environmental performance.

Our environmental efforts have been pursued with significant reliance on renewable energy and the launch of a notable energy efficiency policy in-store. Finally, and without being too exhaustive, we can underline the commitment of our brands and our clients alongside new associations, thanks, in particular, to Solidarity Rounding, now implemented across a large portion of our network.

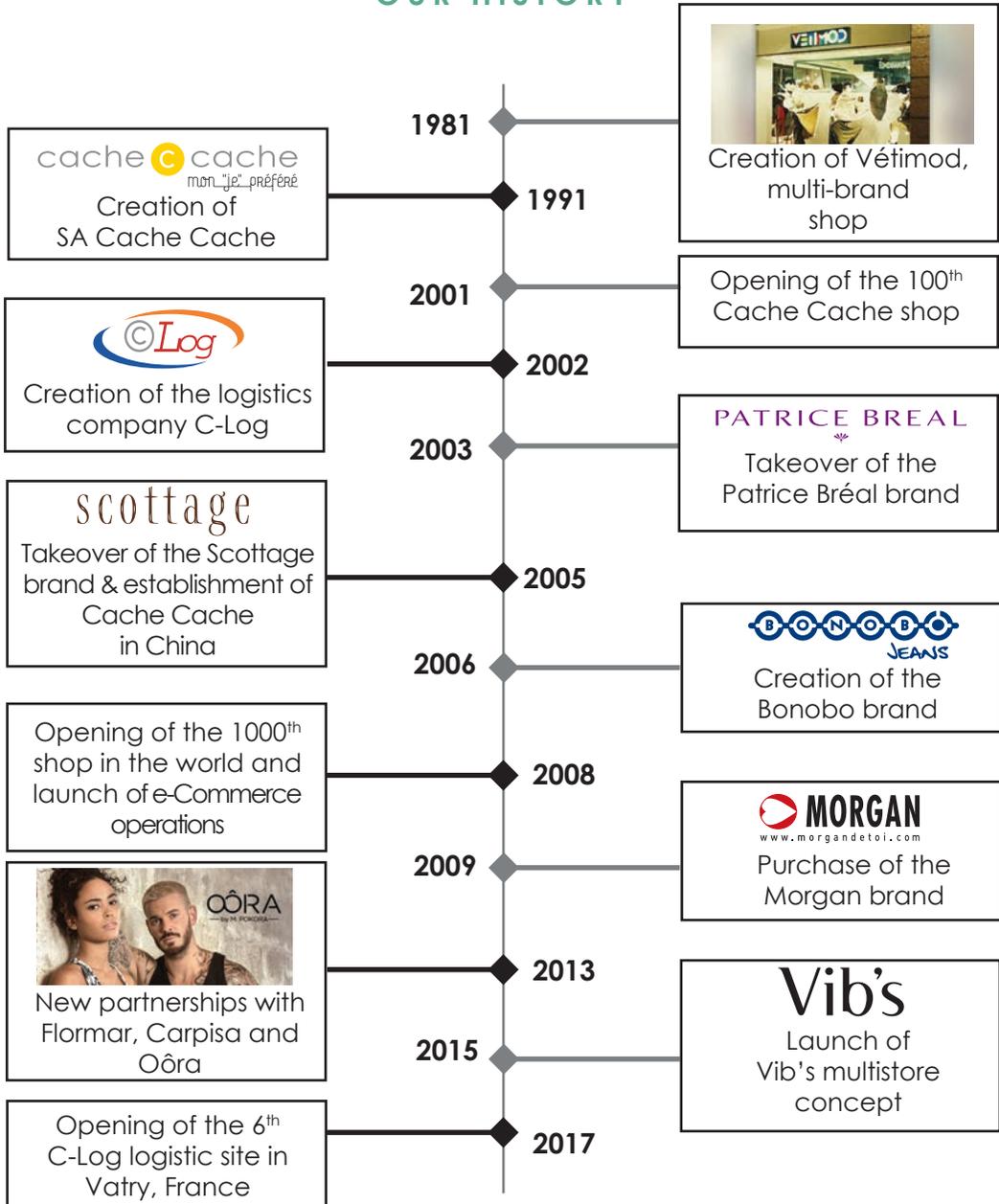
Offering new products and reliable services, testing alternative financial models, and shaking up the *modus operandi* are integral to any corporate responsibility strategy. This is what we have accomplished this year with the new instantaneous word translation service provided to our deaf or hard-of-hearing clients, with the launch of a jeans collection rinsed in fruit kernels, and a clothes bartering concept, not to mention our employees' involvement in our corporate project through shared challenges.

Our teams can be proud of the work carried out. In the future our goal is to continue to respond to and anticipate the expectations of our community as regards sustainable development, and to highlight to everyone, every day, in our scope, the formidable environmental and societal challenge we must face together.

# OVERVIEW

## OF THE BEAUMANOIR GROUP

### OUR HISTORY

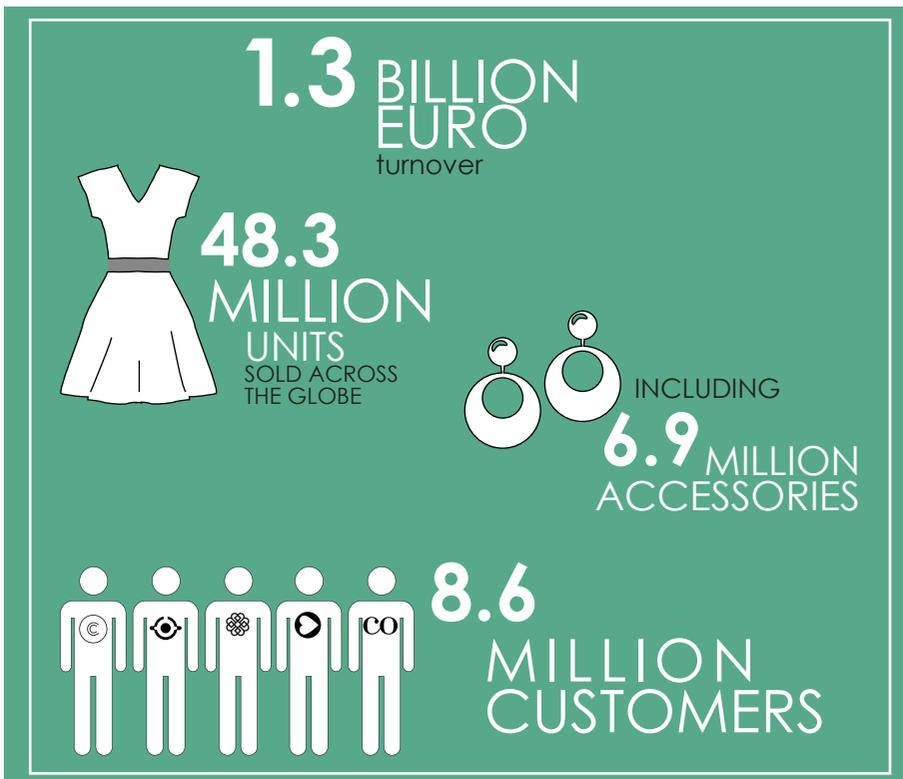


The opening in 1981 by Roland and Jocelyne Beaumanoir of the first Vétimod shop in Brittany marked the beginning of an incredible adventure. In the space of just a few decades our group has launched and developed several well-known fashion brands - **Cache Cache, Bonobo, Bréal, Morgan and Scottage** - created thousands of jobs and opened hundreds of sales outlets around the world.

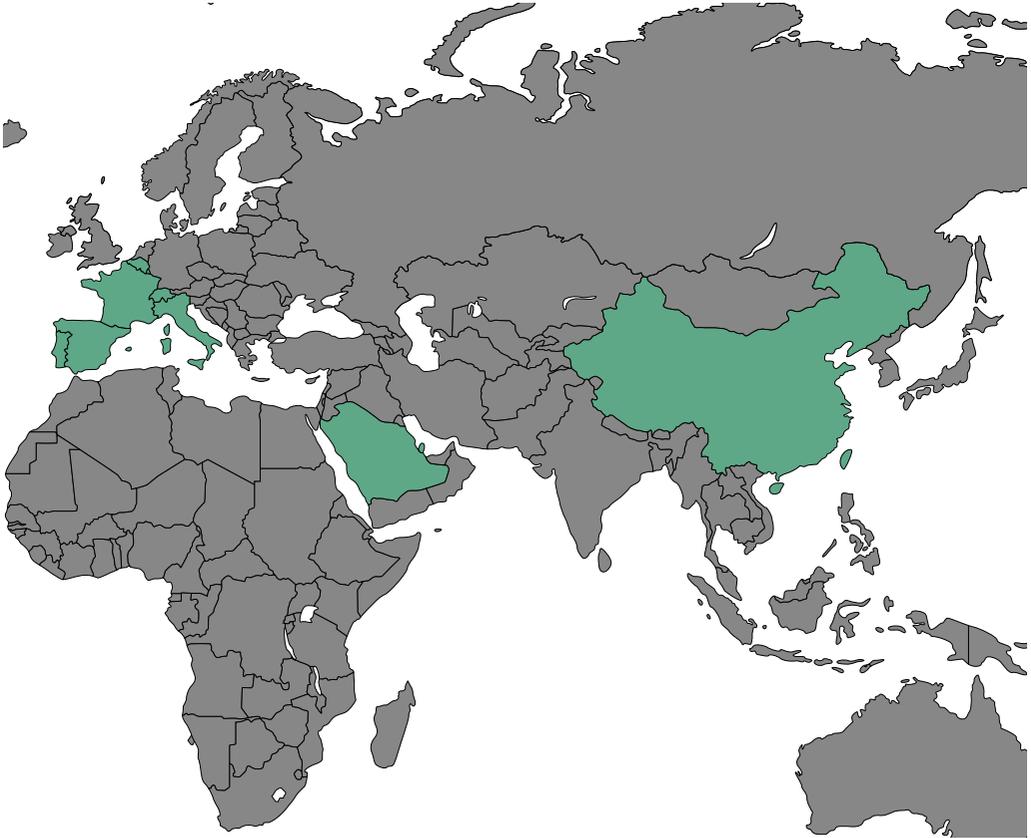
After having established itself all across **France**, particularly in the provincial towns, our group grew internationally, particularly in **China**. Cache Cache opened its first shop there in 2005 and numerous other openings followed.

Today our brands can be found in over 40 countries.

Our group largely owes this rapid growth to our affiliated partners who, since the beginning, have placed their trust in us, as well as to all of our employees and, of course, our customers, without whom none of this would have been possible.



OUR MAIN COUNTRIES OF OPERATION



**2687** \* POINTS OF SALE  
WORLDWIDE

**1484**  
IN FRANCE

**974**  
IN CHINA

*\* as of the end of February 2018*

## OUR OPERATIONS

Our operations are based around two business lines: **the creation and distribution of ready-to-wear fashion, and logistics.**

The items under our brands, namely, clothes and fashion accessories (shoes, jewellery, etc.), designed by our teams, are produced by our supply partners. They are sold in the Cache Cache, Bonobo, Bréal, Morgan, Scottage and Vib's shops that belong to the Group and to our affiliated partners, and on their e-commerce site.

Our logistics subsidiary, **C-Log**, takes care of their transit from our different supply regions to our seven logistics sites, and then onwards to our shops or directly to our e-commerce customers. C-Log provides its logistics and cross-channel order preparation expertise to other fashion brands.

CACHE CACHE .

BONOBONO

BRÉAL

Scottage

MORGAN  
MORGAN DE TOI

Vib's



**6** LOGISTICS SITES  
in France

**1** LOGISTICS SITE  
in Shanghai

**90** COUNTRIES  
covered

**51** MILLION  
UNITS  
dispatched

**18,500**  
POINTS OF SALE SUPPLIED

# CORPORATE RESPONSIBILITY WITHIN THE BEAUMANOIR GROUP

## CSR GOVERNANCE AND ORGANISATION

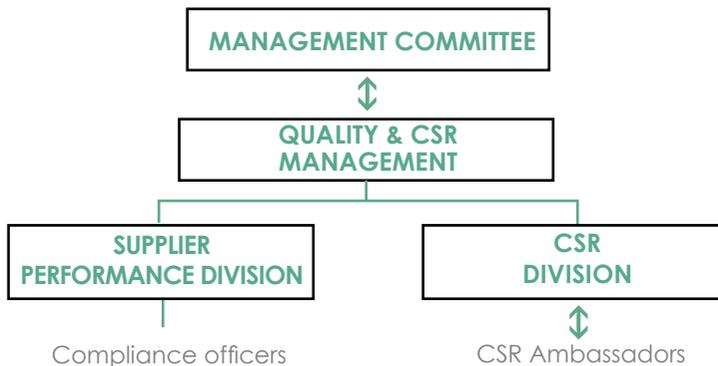
Our sustainable development strategy is provided by our **Quality & CSR Management**, under Thomas Beaumanoir, the Group's Deputy Managing Director.

The Quality and CSR Management, in line with the management teams of the brands, subsidiaries and support services, proposes the principle strands of the Group's CSR strategy to the **Management Committee**, which authorizes them.

The CSR division and Supplier Performance division are then charged with guiding, coordinating and motivating the strategy at the heart of the Group.

- The **CSR division** ensures the Group's regulatory conformity along with that of its brands as regards corporate responsibility, supports them in their progress and implements projects, and monitors and evaluates the steps taken, in conjunction with our stakeholders. For the implementation of certain operations on our sites, the division relies on an international network of **CSR Ambassadors**.

- The **Supplier Performance division** verifies the suppliers' ability to produce the items that we distribute and secures our brands' image in relation to the social and environmental performance of their manufacturing site(s). The division consists of a team based in the Saint-Malo headquarters and of several **Compliance Officers** charged with carrying out this task at a local level.



## PRIORITISATION OF OUR ACTIONS

At the start of 2015 we carried out an identification and prioritisation study on **our corporate responsibility challenges**. To do so we leant on the ISO 26000 standard, sector-monitoring, and an analysis of our stakeholders' expectations. 27 challenges were identified as important for our Group.

We then prioritized them according to risk and opportunity criteria and based on our maturity. This work allowed us to identify **15 priority challenges** and to define **5 commitments** that now structure our CSR strategy.

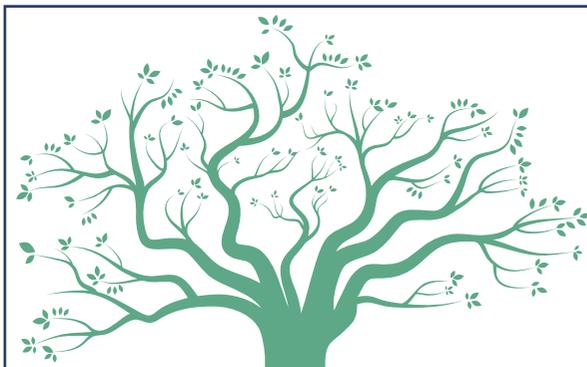
OUR 5 COMMITMENTS	OUR 15 PRIORITY CSR CHALLENGES
 <b>PRODUCTS SUPPLY</b> Providing responsible products and services that meet our clients' expectations	<ul style="list-style-type: none"> <li>• Security, product quality and customer satisfaction</li> <li>• Responsibly-sourced and produced fabrics</li> <li>• Provision of responsible products and services</li> </ul>
 <b>EMPLOYEES</b> Providing our employees with a healthy, fair and motivating work environment	<ul style="list-style-type: none"> <li>• Skills management</li> <li>• Diversity and equality</li> </ul>
 <b>PARTNERSHIPS</b> Constructing and developing responsible partnerships	<ul style="list-style-type: none"> <li>• Business ethics</li> <li>• Work and health conditions</li> <li>• Fight against forced labour, and against illegal and child labour</li> <li>• Fair pay and social protection</li> <li>• Promotion of the CSR</li> </ul> <p style="text-align: right;">} in the Supply Chain</p>
 <b>ENVIRONMENT</b> Reducing the environmental impact of our operations	<ul style="list-style-type: none"> <li>• Optimisation of energy usage and greenhouse gas effects</li> <li>• Waste reduction and reclamation</li> <li>• Water management and usage</li> <li>• Use and release of chemical products</li> </ul>
 <b>TERRITORIES</b> Contributing to the economic and social development of the areas in which the Group operates.	<ul style="list-style-type: none"> <li>• Territory development</li> </ul>

In 2018 we hope to refresh this prioritisation work in order to take into account our challenges and the expectations of our stakeholders as regards corporate responsibility.

The 15 CSR challenges identified as priorities have enabled us to define our **Essential Action Plan**, which corresponds to the joint and vital actions for our brands and operations and which commits to a strategy of continuous progress.

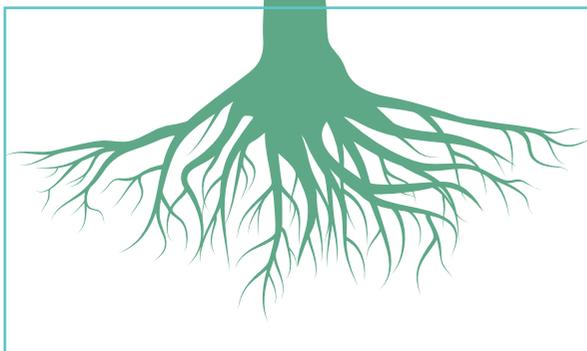
In parallel, every brand has the option of going further by implementing a **Booster Action Plan** as part of its strategy in its area.

#### OUR CSR ACTION PLANS



#### **BOOSTER ACTION PLAN**

Individual action plans defined by the brands and operations that want to commit to something beyond the Basic Action Plan



#### **ESSENTIAL ACTION PLAN**

An action plan defined at Group level that responds to our priority CSR challenges and embodies the Group's unique approach to corporate responsibility.



## PARTNERS

We work together with well-known partners and rely on their expertise to speed up the implementation of corporate responsibility programs and to commit to real progress.

Our Group is a member of **amfori**, the main association of international business supporting open and sustainable commercial transactions. We will improve the social and environmental performance of our supply chain thanks to **amfori BSCI** and **amfori BEPI**. For more information, see [www.amfori.org](http://www.amfori.org)

After Bonobo in 2016, all of our French brands intend to adhere to the **Better Cotton Initiative** in 2018. BCI aims to promote more responsible cotton that reduces the impact on both the environment and humans

Since January 2017, Bonobo has been participating in the **European Clothing Action Plan**, financed by the **Life** program run by the **European Union**. ECAP groups together numerous European key players in the textile industry wishing to improve the environmental provision of their products throughout their entire life cycle and to better commit to a circular economy. Within the scope of this project Bonobo also benefits from the renowned expertise in this area of the Made By office.

In 2015 we joined **Club Génération Responsable** (*Responsible Generation Club*), a space for holding conversations to support, with the aim of sustainable development, the improvement of the environmental and social quality of the brands and distribution networks in France. The Club allows us to benefit from the support of renowned experts, to share our experiences and to assess and evaluate our CSR commitment.



## RECOGNITION OF OUR ENGAGEMENT



Bonobo is our Group's flagship brand as regards corporate responsibility. In 2015 it was evaluated by an external office on the basis of the Responsible Brand Reference Framework provided by Club Génération Responsable, which designated it a **Responsible Brand**. At the end of 2017, for the third year in a row, Bonobo had its level two grade renewed (out of a three-tier scale).



For their part, Bréal, Morgan and Scottage received the **R-Awards Prize for Innovation** during the New Retail Forum, organized by Club Génération Responsable at the end of 2017. This prize acknowledged the accessibility of all the shops for deaf people and those who are hard-of-hearing.

Finally, a number of the logistics sites belonging to our logistics subsidiary, C-Log, have certification proving the energy efficiency of their buildings (**HQE Construction, THPE and HQE Production** certification). To go even further as regards the environmental management of its operations, at the end of 2017 C-Log committed to **an ISO 14001 certification process**.



**PROVIDING RESPONSIBLE  
PRODUCTS & SERVICES  
THAT MEET OUR  
CLIENTS' EXPECTATIONS**



# PRODUCT QUALITY AND SAFETY

## OUR ORGANISATION

Our “**Product Quality**” **Departments**, based in France and China have 60 employees, including almost 50 **Quality Controllers** present in our source countries. It is their task to guarantee conformity with the regulations, as well as the safety and the quality of the products sold under our brands.

**Specifications** thus define the partnership of our brands with their suppliers. Signed by 100% of our suppliers, they provide, in particular, the requirements for checking the quality of the products and their safety in order to guarantee the health and safety of our customers.

In order to verify the conformity of our products with our demands, tests and checks are carried out by external audit providers (SGS and Bureau Veritas) or by our own quality controllers, before shipping or upon the receipt of the wares in our logistic sites.

In 2017 our Group hoped to outsource some control and validation checks on deliveries to its suppliers as part of a procedure based on trust and increasing responsibility. We implemented an accreditation **system** for their checks.



DISTRIBUTION OF OUR QUALITY CONTROLLERS AROUND THE WORLD

## OUR QUALITY REQUIREMENTS

To guarantee our customers quality products, our Group has implemented a quality monitoring policy for its items.

This policy is split into different phases:

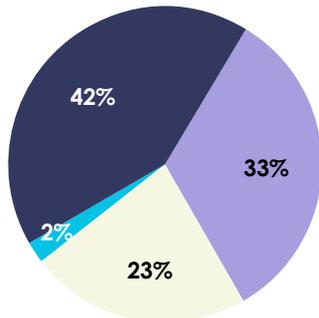
- Laboratory **Tests**, to check the quality of the materials and supplies and to verify conformity with the applicable regulations and the suitability of the product for normal usage

- Product **Quality Controls**, to check the conformity of the product (colours, appearance, measurements, etc.), the quality of the finished product and its durability, and adherence to the labelling and packaging. 100% of orders are subject to a quality control.

Should a quality issue be confirmed, the defective items may be repaired.



SELECTION OF ITEMS SOLD TESTED  
IN THE LABORATORY  
(EMO data)



- Durability
- Colour durability
- Technical features
- Accessory durability

PHYSICAL LABORATORY TESTS (EMO data)

With our customers' satisfaction being a priority, if the defect is deemed unacceptable the item is rejected.

## HEALTH AND SAFETY OF OUR CUSTOMERS



Our Group is committed to adhering to the applicable regulations in the countries where our brands' products are distributed. In Europe our products, of course, respect the European **REACH** regulation, which limits the use of chemical substances and defines the types and amounts permitted.

In order to protect the health and guarantee the safety of our customers and all of the workers involved throughout our production chain, in addition to our environmental protection goals, we have initiated a process to restrict or even remove chemical substances from our products and their manufacturing process. This may be even stricter than the regulations in force.

Any non-conforming product containing unauthorized substances is rejected and cannot be sold.



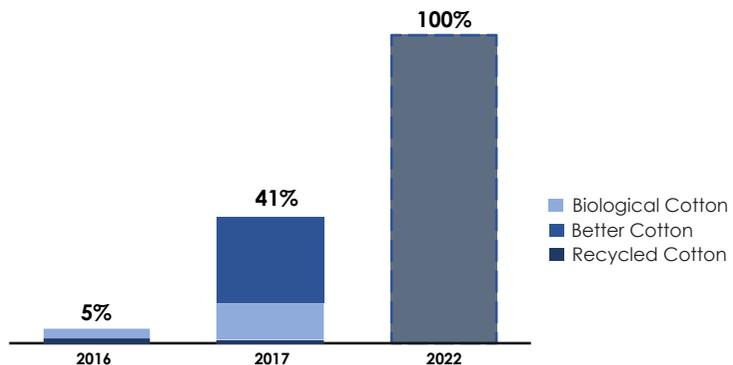
# MATERIALS THAT BETTER RESPECT THE ENVIRONMENT

## OUR TEXTILE FIBRES

**Cotton** is one of the principle materials used for the manufacture of our brands' textile products. Conscious of the high environmental and social impact of traditional cotton growing, all of our brands have chosen to comply with the **Better Cotton Initiative** in 2018 to support a sensible cotton cultivation method on a global level and to commit to progress.



Highly committed to this, our **Bonobo jeans brand** has set itself the goal of using solely environmentally responsible cotton in its collections by 2022, meaning either Better Cotton, biological cotton, or recycled cotton.



PERCENTAGE OF ENVIRONMENTALLY RESPONSIBLE COTTON IN THE BONOBO COLLECTIONS

In addition to cotton, Bonobo has also committed to developing the use of other environmentally responsible fibres in the manufacture of its products.

The brand's products containing at least 50% biological fibres or recognized for their less serious impact on the environment (linen, Tencel®, etc.) or 30% recycled fibres (cotton fibres which have come from used clothing or production cut-offs, recycled Repreve® polyester, etc.) are grouped together in the **Instinct range** and are easily identifiable in shops thanks to their labelling.



PERCENTAGE OF THE INSTINCT RANGE IN THE BONOBO COLLECTION

Our biological and recycled fibres correspond to the **international reference frameworks** (Global Organic Textile, Organic Content Standard, Global Recycle Standard or Recycled Claim Standard) and are certified by recognized independent organisations.

Through developing the fibres it uses, in 2017 Bonobo **reduced its products' water footprint by 10% and their carbon footprint by 3%** compared to the previous year<sup>1</sup>.



<sup>1</sup> Source: "Bonobo Jeans Fibre Footprint 2017" study carried out by Made By (ECAP program)

## TREATMENTS AND DENIM WASHING



For the textile industry the development of product manufacturing processes is a significant challenge as regards the conservation of resources, particularly water.

A pioneer, Bonobo is constantly innovating. For several seasons now the brand has been using the **air process for denim washing**, which uses the ozone obtained from transforming the oxygen in the air in order to age the jeans' fabric and give them the washed-out and used appearance loved by the customers. This procedure allows a considerable reduction in water and energy consumption, and in the use of the associated chemical treatments.

Bonobo also uses **laser technology** to create different effects on jeans in dry conditions and without the use of chemical products.

In 2017 the brand launched a jeans collection lightened using a wash-out process based on **recycled fruit kernels**, particularly olive pits. This technique, which is highly economical as regards water and energy, also softens the fabric thanks to the oil and the enzymes contained in the kernels. In 2018 Bonobo is once more at the forefront of innovation with the **e-flow procedure** for its new Jean Vert (Green Jean) range, launched in the spring.

In comparison with traditional procedures, these processes allow Bonobo to reduce the water consumption for each pair of jeans made by 70 to 100%.



## FUR, ANGORA AND MOHAIR

For several years now all of our Group's brand have **stopped the use of real fur and angora hair** in their collections.

In 2018 we also decided to gradually stop using **mohair** in our products. Our aim is to have completely stopped using it by 2020.

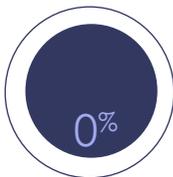


## OUR PACKAGING

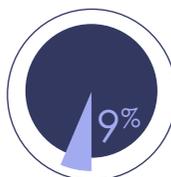


In 2017 we developed our bags and packaging to favour more recyclable materials. Whether in France or in China, all of our brands now only provide **paper bags** in their shops (with the exception of sale periods for certain outlets). In France, a proportion of the plastic pouches used for shipping online sales are also progressively being replaced by **cardboard boxes**.

To go even further, all of the employees involved in the production of packaging will be trained in environmental design during 2018.



2016



2017

PERCENTAGE OF CARDBOARD  
BOXES USED IN E-COMMERCE  
SHIPPING (FRANCE)

# LISTEN & WELCOME CUSTOMERS

## CUSTOMER SATISFACTION

Commercial spirit is one of our Group's core values. Today our goal is to become number one in customer relations; satisfying our customers is therefore more than ever a priority for our brands.

To better meet their expectations, we ask our customers for feedback



every day via our **satisfaction surveys**. The results of these surveys are essential for collecting customer opinions and responses. If a customer is not satisfied with our products or the customer experience, we commit to calling him/her back as soon as possible to better understand the cause of the discontent and do whatever is necessary to resolve the situation. All this information is highly valuable as it allows our brands to continually improve the products and services they offer.

Our **customer services** are also there to respond to customer queries and deal with any potential complaints as quickly as possible.

In 2017, in order to offer the same quality of service to everyone, our customer services became accessible to deaf people and those who are hard of hearing.



<sup>1</sup> Graded between 7 and 10 out of 10.

## POINT OF SALE ACCESSIBILITY

Making fashion accessible to everyone has been one of our Group's historical motivations. With this in mind, it seems important to us to be able to properly welcome those of our customers with disabilities into our shops and offer them the same quality of welcome and advice.

In 2016 we committed to a significant **program of works to increase accessibility to our shops** which will run over the next few years. Our goal is for those with reduced mobility to be able to access 100% of our points of sale in France by 2022.



80%

of our shops are accessible  
to people with  
reduced mobility  
(France)



Almost  
550

shops accessible  
to people who are  
hard of hearing  
(France)

In parallel, the Bréal, Morgan and Scottage brands wanted to make all of their shops **accessible to deaf people and those who are hard of hearing**. An instant word translation service has thus been put in place for face-to-face or telephonic conversations with the sales teams.



# OUR CUSTOMERS

## INSTIGATORS OF CHANGE

### CLEANING THE PRODUCTS

During a piece of clothing's life cycle, cleaning is the stage with the greatest impact on the environment. We thus wanted to inform our customers of the role that they could play and show them what action they could take.

As a result, our **labelling requirements for our clothing** evolved in 2018. Recommendations for taking care of the products while protecting the planet will, from now on, appear on all our washing labels, as well as the “clevercare.info” label, which refers to a website providing environmentally-friendly cleaning advice in different languages for international consumers.



In parallel, we have provided the in-shop tablets belonging to our sales teams with the “**Mon Etiquette**” (“**My Label**”) application from COFREET. This application allows them to provide customers with quality advice in relation to how to clean their clothes and to sensitize them to environmental protection.

Some of our brands also display these messages on their websites.

## RECYCLING AND A SECOND LIFE FOR PRODUCTS

Waste management linked to consumer goods is a serious challenge in all countries. We encourage our customers to recycle or offer a second life to the products we sell.

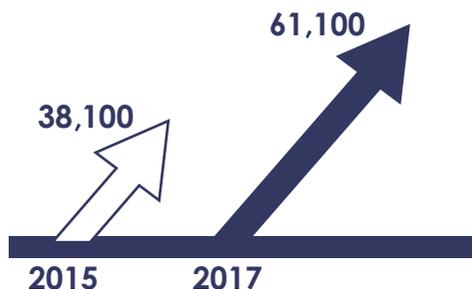
The **Triman logo** appears on all our textile products sold in France and for several months now we have been providing the **French advice for selective waste separation** on our new packaging (shopping bags, gift boxes, e-commerce packaging, etc.).

More generally, every year we donate to **producer responsibility organisations, in particular Éco-TLC and CITEO**. We are thus helping to support the recycling of the products we place on the market, in addition to R&D projects and public sensitisation programs.

Bonobo goes even further. Since 2009 the brand has been providing its customers with collection **boxes for used clothes** in all of its points of sale in France, and has been doing the same in Belgium since the start of 2018. In exchange for their donation, customers receive a discount voucher to use on the brand's products.

The clothes collected are given to **Relais** in France and to **Groupe Terre** in Belgium, which combine recycling with economic activity. Depending on their condition the clothes are either resold at a low price to give them a second life, or recycled and made use of in another form

Our jeans brand also launched the **Vide Dressing by Bonobo** concept in October 2017. The idea: organize a swap evening with customers in a shop where everyone can exchange clothes they no longer want and have some fun together. The first evening, launched in 7 pilot shops went down well, so Bonobo hopes to organize others in 2018.



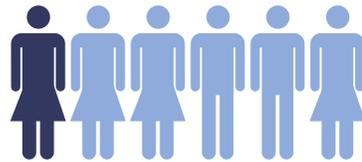
"RECYCLING" DISCOUNT VOUCHERS USED IN THE BONOBO NETWORK

## SOLIDARITY

Each in turn, Cache Cache, Bréal, Bonobo and Vib's, implemented Solidarity Rounding from microDON across their networks. Thanks to this solution, our customers now have the option of making a little gesture of their generosity by rounding up their receipt to the next Euro in almost **900 points of sale in France**. 100% of donations are used to help partner associations.



As a result, since the launch of the program, Planète Urgence, the Jardins du Cœur, Joséphine pour la beauté des femmes and the Cap'Jeunes program run by France Active have benefitted from our customers' generosity and commitment.



1 customer out of 6 took part

During the Christmas festivities our customers were able to support the Restos du Cœur, a partner association of Bonobo for several years now, by purchasing beautiful **gift boxes**, profits from the sales of which were donated to the charity. Over 47,000 meals were financed in this way in 2017 for the Restos du Cœur.

**Flash product sales** organized online also enabled the collection throughout the year of several thousand Euro for Joséphine pour la beauté des femmes, an historical partner of Bréal.





**PROVIDING OUR  
EMPLOYEES WITH A HEALTHY,  
FAIR AND MOTIVATING  
WORK ENVIRONMENT**



# OUR EMPLOYEES

## WORKFORCE

Today over 11,000 employees work for our Group across the world, whether employees of our companies\*\* or our affiliated partners.

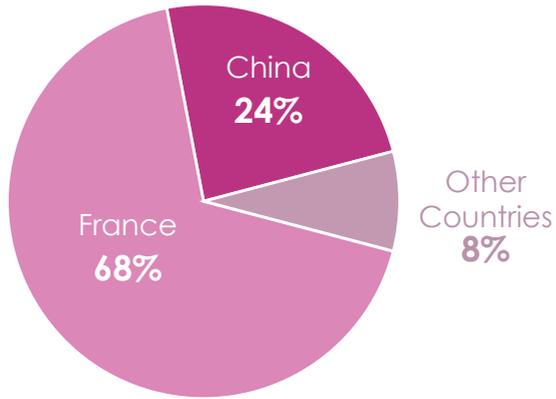


*\*including salaried employees of our affiliated partners*

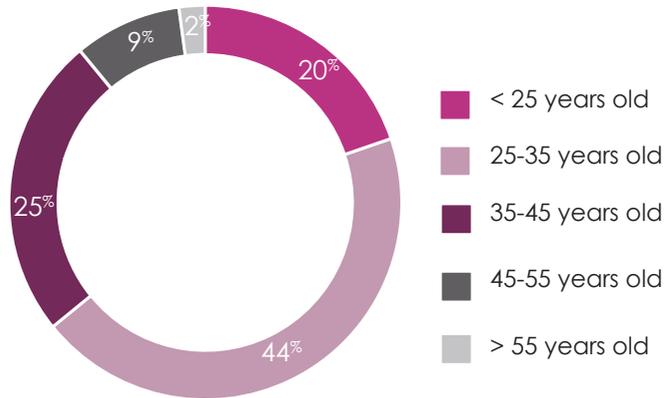
In France we are involved in the economic dynamism of several pools of employment, particularly in Brittany, our home region, where our headquarters and three of our logistics sites are located. Abroad we can be found in China.



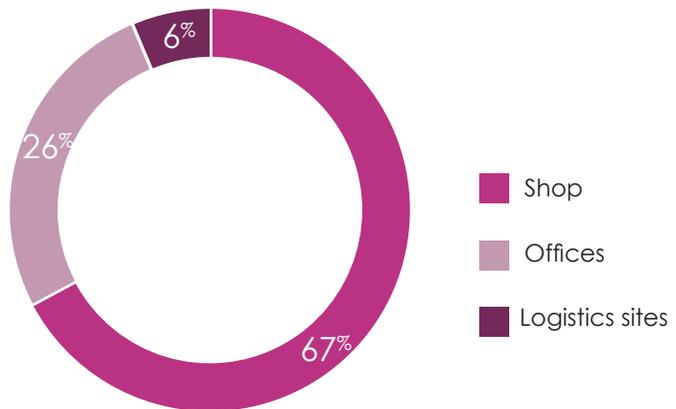
\*\* See the Appendices



GEOGRAPHIC DISTRIBUTION OF EMPLOYEE WORKFORCES\*



DISTRIBUTION OF EMPLOYEE WORKFORCES\* BY AGE



DISTRIBUTION OF EMPLOYEE WORKFORCE\* BY JOB

\*Data as of 02/28/2018

## EMPLOYMENT POLICY

Every year we hire several hundred employees across our three main business lines and throughout our companies and territories.

To attract talent, several mechanisms were put in place in France during 2017:

- Job **Dating days**. The chance for teams from headquarters to meet candidates in a more informal context. This form of recruitment, orientated around sharing and exchanging, is strongly appreciated by candidates and will be used again in 2018.

- A **co-opting program**. Every employee has the option of recommending persons in his/her network for any new employment opportunity at the heart of the Group, and will be rewarded with vouchers in the case of a successful recruitment. This program also supports internal mobility, with the employees being able to very easily apply for roles that interest them.

- Participation in various school forums and the implementation of partnerships with ENSAIT, ESC Rennes, Mod'Spé Paris etc. via the local French "professional tax". In 2018 the aim is to develop the **relations with schools even further** by, in particular, organizing business visits for the students and practical business trips within the context of training courses.

### JOB DATING DAYS FRANCE

**3** days

**175** people  
met

**15** people  
recruited

### CO-OPTING PROGRAM FRANCE

**90** candidates  
met

**10** desire for  
internal mobility

**9** people  
recruited

# DEVELOPMENT AND TRAINING

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## CAREER PATHS

To facilitate the uptake of a role and integration into the heart of the “Beaumanoir Tribe” **integration courses** are frequently run for employees. When they start, new employees are taken to meet the different departmental managers in the company who explain their structure and their operations. Shop managers are also trained in the key tools and processes in the shop and in team management. The brands' goal is to fully develop these integration courses for all of the shop teams.

Furthermore, our numerous employees benefit from **a mentor system** that allows them to profit from the experience and advice of their mentor and create strong links with someone who is already well integrated into the group.

There are several programs to then support our employees along their career path. Our **career review mechanism** (“People Review”) allows the definition of individual support plans, further honed during **annual review and development interviews**, to better respond to the ambitions of each employee and offer professional development opportunities.

The diversity of our job roles and our policy favouring **internal promotion** allows us to offer a career plan and real development opportunities to employees who are interested, responsible, and keen to get stuck in. There are a great number of examples of employees who have changed post since entering the firm, in our shops as much as in our offices and logistics sites.

## SKILLS DEVELOPMENT

Training is a highly important performance element for our Group. In France our employees' skills have continued to undergo development in relation to **the four main structuring themes** defined in 2016: Management, Sales, Key Business Tools & Processes, and Critical Skills. In 2018 the emphasis was placed on management, with the implementation of the Beaumanoir Talent Program, an internal managerial course.

In parallel, employees were selected and then trained to better support the in-shop employees in certain **business skills**. In 2018 Bonobo has thus launched the "Denim Academy" to provide, in particular, shop teams with a better understanding of the jean products.

Finally, we are implementing new training methods which are more flexible and better adapted to our in-shop operations.

France	2017
Number of training hours	20,434
Number of employees trained during the year	1,750
% of employees who have benefited from at least one training course during the year	48%
Number of interns	4,786

In France we started to implement **e-learning courses during 2017** with different modules (Customer Loyalty, Multi-Channel Methods, Morphological Advice, etc), which we will enrich during the next few years.

In China an **interactive application**, accessible via smartphone, was recently made available to our teams to enable them to gain new skills in sales, product knowledge, marketing, etc. and to share the brands' values and latest news.



## RAISING AWARENESS TO THE CSR

In order for our employees to become the main players and ambassadors for our corporate responsibility strategy, we have set up sustainable development sensitisation modules. Within the context of the **integration course** we present the Group's aims and certain key programs to new arrivals to headquarters and shop managers and hold conversations about the good practices to adopt on a daily basis in order to significantly reduce environmental impact.

Training **sessions on the Better Cotton Initiative and on the traceability of environmentally-responsible fibres** (Better Cotton, organic or recycled cotton, etc.) have also been provided to the purchasing teams in our offices in France and abroad. For our employees this means understanding the mechanisms for tracing these materials and the associated certifications required, as well as how to use the monitoring tools implemented within our Group.

In parallel, events put on each year at our sites in France during the **European Week of Sustainable Development** or on **Earth Day** in China help sensitize our employees to and engage them with the current environmental and societal challenges.

Our internal newsletter, the welcome leaflet, the **environmental acts charters** on our sites and in our shops and certain articles in our Group newsletter all contribute to this.



WORKSHOP ON  
WORM COMPOSTING,  
SHANGHAI, EARTH DAY  
2017

WORKSHOP ON BIKE  
REPAIR, SAINT-MALO,  
EWS 2017



# WORKING CONDITIONS

## EMPLOYEE HEALTH AND SAFETY

For our Group it is essential to guarantee the safety of our employees and protect their health within the context of their professional activities.

In our shops the main causes of work accidents and Musculoskeletal Disorders (MSDS) are connected with risks linked to carrying heavy loads, handling, falls from a height, and home-work transits.

To prevent these accidents and improve working conditions the Planning Department frequently integrates **ergonomic criteria** for the checkout furniture and additional work tables into the design of new shops and takes into account the weight of movable accessories, etc. The recent deployment of an RFID system in a large number of our shops has also allowed us to significantly reduce handling requirements for our teams.

Our logistics subsidiary C-Log has also been working for several years on improving the working conditions of its employees thanks to the adaptation and **planning of work stations**, the development of the multiple skills of our logistics agents, and the daily **"muscle warm-up"** when starting a shift, etc.

In addition to this, in September 2017 an ergonomics expert was hired to analyse the operations and the different work stations in the logistic sites and to help the operators come up with improvement solutions.

Furthermore, in China, a **Health & Safety leaflet** was distributed this year to employees in the Chinese headquarters in order to make them aware of emergency and fire procedures.



# DIVERSITY AND EQUALITY OF OPPORTUNITY

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## FIGHT AGAINST DISCRIMINATION

Respect is one of our Group's core values.

At the start of 2018 our Group developed its own **Ethics Charter**, and this was distributed to all employees and made available on our website. In this guiding document we reaffirm our commitment to fighting against any form of discrimination as regards employment and promoting, in all our branches, real professional equality between women and men, diversity and the right to work for all, focusing our social policy on skills and performance.

Thus each individual should have the opportunity for access to employment, training and promotion in our Group, regardless of age, sex, ethnic or national origin, religion, trade union activity or state of health

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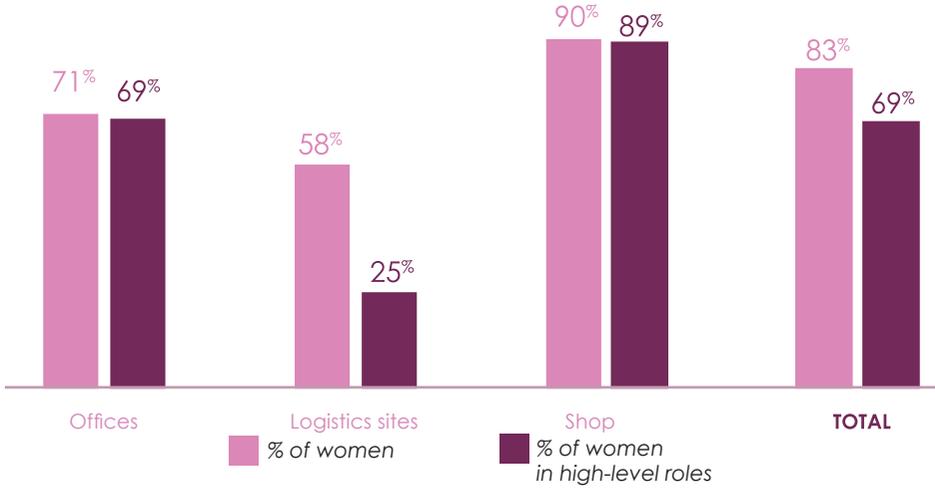
## MALE-FEMALE EQUALITY



To ensure the equal treatment of women and men we make sure that our hiring processes only focus on skills criteria.

As regards pay, salaries are regularly analysed based on employment category and gender. Any potential discrepancies are pointed out to managers so that they can take them into account and address the situation. An important task was also completed in 2017 in relation to the employment classification grid. Implemented in 2018, the aim of the new grid will be that of ensuring equality between employees, of objectively assessing employment categories and pointing out any salary discrepancies.

In parallel, other initiatives have been implemented in co-operation with staff representative within the context of the Male-Female equality action plans (job titles and jobs descriptions) to avoid sexual discrimination, sensitize recruitment teams, etc.) and reports are prepared each year to identify any potential areas requiring improvement.



PERCENTAGE OF WOMEN IN THE EMPLOYEE WORKFORCE

## DISABILITY

For several years now our Group has been active in promoting the integration of persons with disabilities and in keeping them in the job. This is achieved in particular via different programs such as workstation planning, recruiter training, the purchase of services and products from the protected sector, informing employees on how to acknowledge disabilities, etc. In parallel, we also employ some severely disabled employees who are able to work from home to carry out certain administrative tasks.

Today our want to bring our strategy to a new level. To do so we created a **Disability Program** in 2018 and initiated co-operation with employee representatives with the purpose of concluding company disability agreements for a number of our companies.

The aim of these company agreements is to create a real dynamic by setting ourselves goals and committing to implement a certain number of actions over the coming years.

In order to involve our employees in this process we organized different events at our headquarters in Saint-Malo during the **2017 European Week for the Employment of Persons with Disabilities**: team quizzes on the theme of disability, a seminar with a top athlete who came to talk about the fight he faced and resilience he showed following an accident that left him paralysed, a charity collection for the Un Regard pour Toi charity, a sale to employees of products made by the young people of the Tréleau Medical School (one of our partner institutions), etc.



AXEL ALLÉTRU CONFERENCE



TRÉLEAU MEDICAL SCHOOL SALE

# #TEAMBEAUMANOIR

## COLLABORATIVE INNOVATION

Our teams are the essential resource for our performance. It is thanks to their talent and commitment that our Group has been able to grow as it has. In 2017 we wanted to link them even more closely with our strategy. For this we set them several challenges, including the **Motto Challenge** which

aimed at reinventing our Group's motto. This challenge saw great success with more than 110 entries received and helped us find a new motto - "Fashion Starts With You", which expresses our whole Group vision and our goal of engaging our stakeholders.



The **Disruption Challenge**, launched at the start of 2018, has the aim of collectively reinventing our model by querying our usual roles and practices in order to create radically innovative products or services. Over 30 employees voluntarily got involved in exploring all of the new growth trajectories for the Group in an entrepreneurial manner.



LAUNCH OF THE DISRUPTION CHALLENGE

## PARTICIPATION AND CONVIVIALITY

**Informing** our employees about the latest Group news, performance, projects and objectives is now part and parcel of our modus operandi. This information related to the life of the company life, shared during meetings led by management or disseminated in the Group newsletter or on on-site screens, helps reinforce our tribal spirit.

**Internal events** also punctuate the year and allow us to meet up and share good times: evening parties, celebratory meals, photo competitions, etc.



AMBASSADOR DAY, FRANCE



BEAUMANOIR FAMILY DAY, CHINA

Our **sports club** (ASGB), run by and for employees on the sites in Brittany and sponsored by our Group, offers numerous sporting activities throughout the year, tournaments, and other opportunities to have fun together.

Locally, **collaborative projects** are also underway, and these strengthen the links between our employees. In Cambrai, a vegetable patch was planted by employees in 2017 who were then able to pick and enjoy tomatoes, courgettes, peppers, strawberries, herbs and other seasonable fruits and vegetables. Six beehives have also been installed on the ground around the logistic site in partnership with a local beekeeper.



THE BEEHIVES AND PRODUCE FROM THE VEGETABLE PATCH  
AT C-LOG CAMBRAI



# CONSTRUCTING AND DEVELOPING RESPONSIBLE PARTNERSHIPS



# LOYALTY OF PRACTICES

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## BUSINESS CONDUCT

Following the cartographic work carried out on risks in 2017, our Group established an **Ethical Charter** aimed at all of our employees, suppliers and partners.

This Ethical Charter is available on our website <https://www.groupe-beaumanoir.com/le-groupe-et-ses-valeurs/>, and highlights the principle values, (respect, humility, commercial spirit, reactivity, and sense of responsibility) and ethical principals (trustworthiness, sincerity, equality, corporate responsibility and the fight against corruption) to which we adhere as regards our business conduct, and specifies the rules which should guide the behaviour of our employees in their professional activities and, in particular, with our partners.

So that the employees could best get to grips with the Ethical Charter an information and sensitisation campaign has been initiated and an e-learning module will reinforce the current strategy in 2018.

In parallel, an **Ethics Committee** composed of the Group's leaders and led by our senior management has been set up. This committee is intended to deal with potential warning signs, with a **notification procedure** available to all employees, and also to guarantee continuous progress as regards conformity.



## PREVENTING CORRUPTION

Our Group applies a “**zero tolerance**” policy towards corruption. This principle is explicitly highlighted and detailed in our Ethical Charter, as is the procedure to follow should suspect actions be discovered.

To support our teams, a **training** module is currently being deployed for those most at risk (purchasing teams, quality controllers, etc.) particularly in our main purchasing and liaison offices. Almost 50 people have already been trained in our classrooms in Turkey, Bangladesh, China and France.



*"SAPIN II" LAW TRAINING, BANGLADESH, FEB. 2018*

# OUR POLICY FOR RESPONSIBLE PURCHASING

## OUR SUPPLY CHAIN

In 2017 we carried out a cartography task for level 1 and 2 factories in which our textile products are produced.

In order to strengthen partnerships with our suppliers and secure the manufacture of our products in factories that meet our expectations in terms of social and environmental performance, quality products and other requirements, we are going to continue to adjust our pool of suppliers (textiles and fashion accessories) over the next few years.

## SPECIFICATIONS AND CODE OF CONDUCT

In order to align our textile and fashion accessory suppliers with us on these subjects, our **Specifications** specify our brands' requirements in relation to production sites, manufacturing conditions (social and environmental requirements, transparency, prohibition of sub-contracting, etc.) and the products (prohibition of real fur, of jean sanding, of cotton from Uzbekistan or Turkmenistan, etc.).

The Specifications also include the **amfori BSCI (Business Social Compliance Initiative)** Code of Conduct, of which we have been a member since 2013<sup>1</sup>. The Code of Conduct states our requirements in relation to society and the environment: prohibition of child labour and forced labour, special protections for young workers, work hours and pay, health and safety and work, freedom of association, non-discrimination, lack of precarious employment, environmental protection, and corporate responsibility policy.

To work with our brands all of our partners must sign our Specifications and Code of Conduct and thus commit to respect the social and environmental norms included therein. They must also share it with and have it signed by their own sub-contractors and suppliers ("cascade effect" **mechanism**).

<sup>1</sup> amfori BSCI is an international organisation that groups together contributors from different business sectors with the objective of improving working conditions in their supply chain and in at-risk countries. amfori BSCI suggests a shared Code of Conduct based on recognized international conventions in relation to the protection of workers' rights.

# amfori BSCI Code of Conduct

Our enterprise agrees to respect the following labour principles set out in the amfori BSCI Code of Conduct.

## amfori BSCI Principles



### The Rights of Freedom of Association and Collective Bargaining

Our enterprise respects the right of workers to form unions or other kinds of workers' associations and to engage in collective bargaining.



### Fair remuneration

Our enterprise respects the right of workers to receive fair remuneration.



### Occupational health and safety

Our enterprise ensures a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it.



### Special protection for young workers

Our enterprise provides special protection to any workers that are not yet adults.



### No bonded labour

Our enterprise does not engage in any form of forced servitude, trafficked or non-voluntary labour.



### Ethical business behaviour

Our enterprise does not tolerate any acts of corruption, extortion, embezzlement or bribery.



### No discrimination

Our enterprise provides equal opportunities and does not discriminate against workers.



### Decent working hours

Our enterprise observes the law regarding hours of work.



### No child labour

Our enterprise does not hire any worker below the legal minimum age.



### No precarious employment

Our enterprise hires workers on the basis of documented contracts according to the law.



### Protection of the environment

Our enterprise takes the necessary measures to avoid environmental degradation.

## amfori BSCI Approach



### Code Observance

Our enterprise is obliged to protect workers' rights as mandated by the law and the amfori BSCI Code.



### Workers' Involvement and Protection

Our enterprise keeps workers informed about their rights and responsibilities.



### Supply Chain Management and Cascade Effect

Our enterprise uses the amfori BSCI Principles to influence other business partners.



### Grievance Mechanism

Our enterprise provides a system to collect complaints and suggestions from employees.

[www.amfori.org](http://www.amfori.org)

**amfori**  BSCI  
Trade with purpose

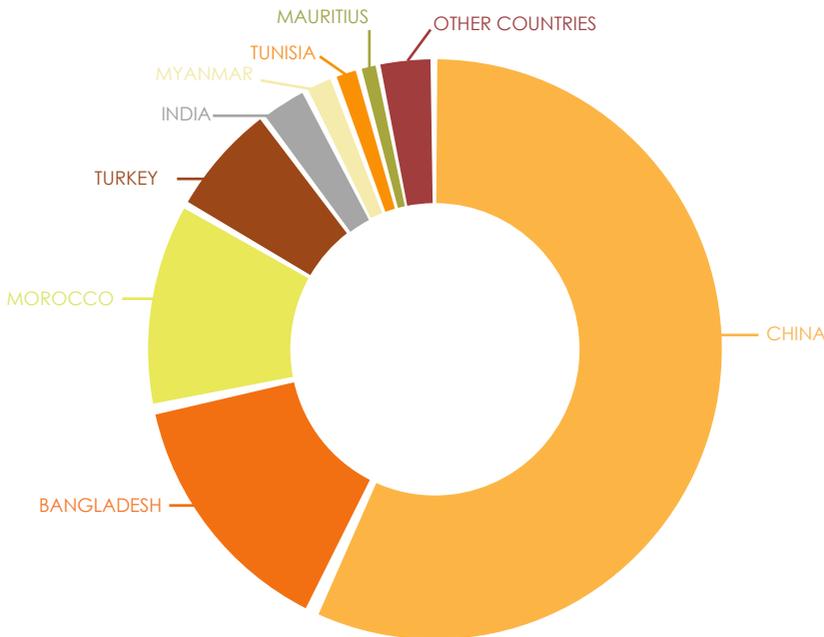
## AUDIT OF OUR SUPPLIERS

In order to verify adherence to our social and environmental standards, we regularly audit the conformity of our suppliers' production sites.

**Social audits** are carried out regularly in the factories identified as priorities in relation to order volumes, the country of production, and the type of the products made, etc. These audits are either carried out internally by our 5 social auditors established in China, Turkey, Bangladesh, Morocco and in France, or by recognized external providers accredited by amfori BSCI.

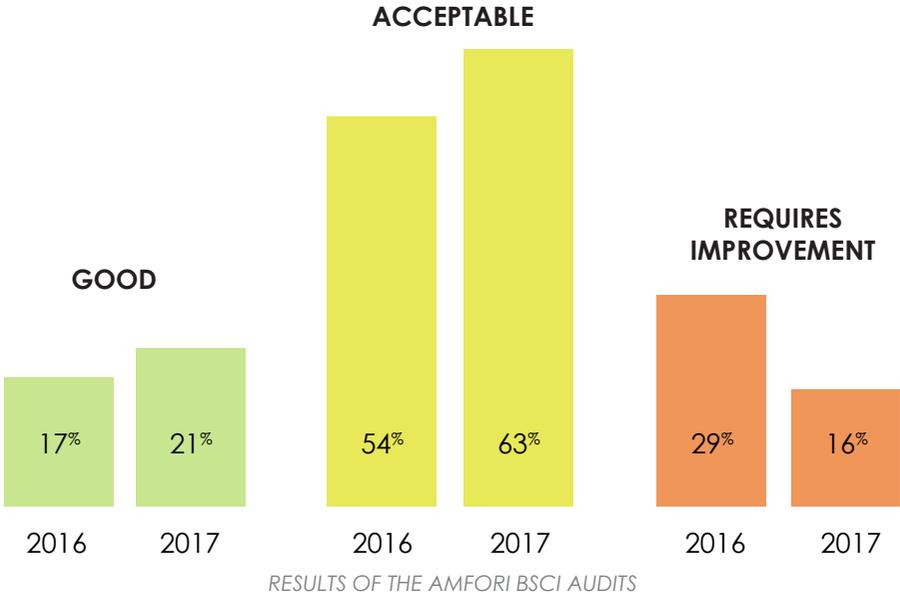
Furthermore, the employees in our purchasing and liaison offices, spread across the main sourcing countries, ensure a sustained presence on the ground and check upon each visit to a factory the main points of social conformity using our internal tool, the **"Factory Checklist"**.

Currently we have audited the factories of the suppliers (not including accessories) that produce 89% of the purchasing value of all of the Group's brands. Our aim is to reach 100% by the end of 2018.



GEOGRAPHIC DISTRIBUTION OF THE FACTORIES COVERED BY AN AUDIT

Of all of the external factories audited, 84% had an acceptable or good result in relation to the criteria defined by amfori BSCI.



FACTORY AUDIT, FRANCE, MARCH 2018

## AMFORI BEPI PROGRAM

We have joined **amfori BEPI (Business Environmental Performance Initiative)**, an international organisation created in 2014 by the Foreign Trade Association (FTA) that groups together businesses from all sectors with the aim of improving the **environmental performance** of their factory/factories or their supply chain in at-risk countries.

The approach of amfori BEPI is based around a comprehensive strategy that includes, in particular, **a self-evaluation system** for production sites, the **support** of expert consultants to improve critical points and **audits** carried out by independent accredited organisations. Currently this initiative has more than 360 members, including our Group.

Our ambition is to prioritize the commitment to this strategy for progress of our textile suppliers with units for jean wash-out or dyeing procedures, as the environmental impact of these production units is significant.

### 11 ENVIRONMENTAL PERFORMANCE AREAS



Environmental Management System



Pollution prevention and chemicals



Energy use, transport and greenhouse gases (GHG)



Major incident prevention and management



Water use



Contaminated land/soil and groundwater pollution prevention



Wastewater/effluent



Land use and biodiversity



Emissions to air



Environmental nuisances



Waste management

# SUPPORTING SUPPLIERS IN MAKING PROGRESS

## SUPPORT MECHANISMS

Our Group is committed to a progress strategy for the creation of secure and trusting partnerships with our suppliers, whatever their social or environmental performance.

In relation to social audits, all of our suppliers are informed in advance of the amfori BSCI process, and of the audit procedure carried out by our teams or external providers and their evaluation criteria. They also have the option of carrying out preparatory training for the audit and self-evaluation to improve certain points in advance, if necessary.

Once the audit has been carried out, and if the results are not sufficient, we support them in implementing a **corrective action plan** that will allow them to trigger a continuous improvement process.

The managers for compliance and production in the factories can also attend general **training** sessions for free (Introduction to the amfori BSCI Code of Conduct/Drafting of a corrective action plan, etc.) or specific sessions (Fire & Health protection/Security, timetabling & salaries), organized by amfori BSCI in the sourcing countries. Our Supplier Performance Division orientates our partners towards these different training courses based on their needs or the nature of the non-conformity discovered during audits.

The development of the results of our audits clearly attest to the **progress seen in relation to conformity** on the part of our partners over the past few years.

The BEPI program that we are about to start with some suppliers is also part of a constructive and shared improvement strategy.

## OUR CONFORMITY REQUIREMENTS



The adherence of our suppliers to fixed social and environmental standards is essential for all our brands.

For production sites with a confirmed serious deviation from the Specifications and Code of Conduct, we apply a **graded sanctions system** which extends from the sending of a warning, for sites undertaking to implement sufficient corrective actions, to the definitive cessation of commercial relations for sites refusing to commit to a progress strategy.



# REDUCING THE ENVIRONMENTAL IMPACT OF OUR OPERATIONS

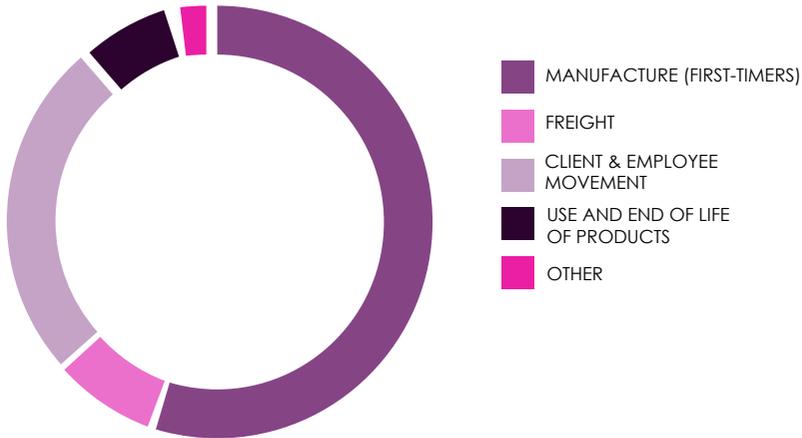


# THE FIGHT AGAINST CLIMATE CHANGE

## GREENHOUSE GAS EMISSIONS

In 2016, the Bonobo brand produced a **Bilan carbone®** report for all of its operations. This task took into account direct and indirect greenhouse gas emissions (emitted by the brand or emitted by its customers and suppliers), and enabled us to identify the main emission sites and gain insights for all of our brands.

It also helped us to prioritize our actions with the aim of reducing our contribution to climate change.



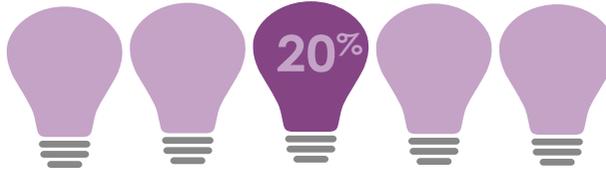
MAIN SOURCES OF GREENHOUSE GAS EMISSIONS

## ENERGY EFFICIENCY

The **energy consumption of our shops** (100% electric) is an economic and environmental challenge that we are dedicated to reducing. When a point of sale is renovated or opened, traditional lights are now systematically replaced by LED lights and heating facilities or air-conditioning by devices with good energy performance.

Our Planning Department also ensures the optimisation of lighting schemes for shop windows and luminous signs, as well as the implementation of heating and air-conditioning systems.

At the end of 2017, to take us even further, in partnership with a specialized company, we launched a pilot project across all of our shops in France.

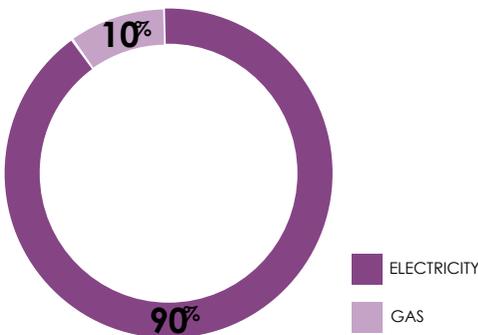


PERCENTAGE OF OUR SHOPS IN FRANCE  
LED TEAMS IN 2018

Different measures aiming at reducing **energy consumption in the C-Log logistics sites** based in France have also been put in place over the past few years: LED light installation, lighting zoning installation, handling heat loss, IT management tools based on consumption, the sensitisation of staff, etc.

Two of our businesses are **certified by both** HQE Construction and THPE on the one hand, and by HQE Production on the other hand.

In **our offices**, the majority of our administrative teams meet the international standards of Energy Star, EPEAT Gold or Silver, which attests to their good energy-related performance. Our computers and screens are programmed to be under automatic monitoring, and we regularly sensitize our employees to the need to turn off their lights at their evening work stations.



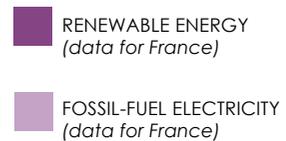
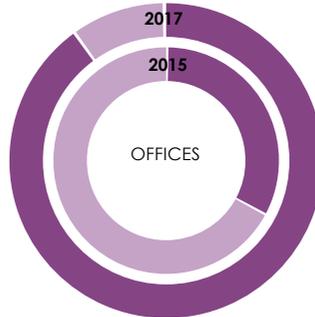
mwh	2016	2017
Offices	1,789	1,820
Shop	24,376	28,213
Logistics sites <sup>1</sup>	5,692	7,460
<b>Total</b>	<b>31,858</b>	<b>37,493</b>

<sup>1</sup> Opening of the Vatry logistics site (France) in 2017

ENERGY CONSERVATION IN FRANCE AND IN CHINA

## RENEWABLE ENERGY

For two years we have been buying electricity that is exclusively derived from renewable energy sources for use in our headquarters in Saint-Malo and all our C-Log logistics sites in France. At the start of 2017, we laid out the strategy for our Bonobo and Vib's shops, and our **aim is to have 100% of our sites based in France** (offices, logistics sites and shops) supplied with green power by 2020.



# REDUCTION AND EVALUATION OF WASTE

## WASTE REDUCTION



Based on the principle that the best waste is that which does not exist we started to implement initiatives aiming at avoiding the generation of excess waste:

- in our logistics sites in France and China, for several years, we have used a proportion of the **cardboard boxes** provided by our suppliers, which were previously discarded, for our provision of in-shop products.
- In 2018 we will gradually remove certain **items of individual plastic packaging** used for the logistics of our textile items (about 10%)
- in our offices, we have systematized two-sided printing, implemented a secure printing system on all our copiers, and distributed reusable cups and mugs to our staff, to reduce our **paper** waste and to avoid, as far as possible, disposable **cups**.



*\*in relation to 2015*

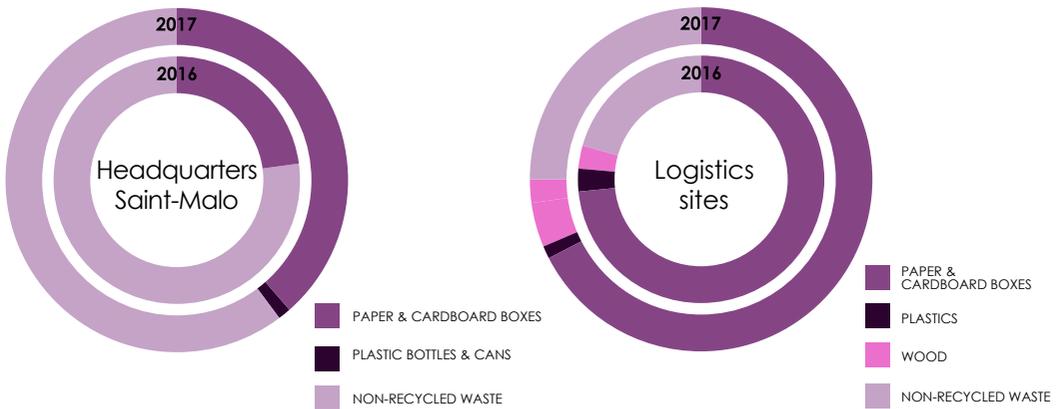
## RECYCLING AND REUSE

The separation of waste has already been implemented in almost all of our **offices** and **logistics sites**, with a waste-sorting level that varies depending on the country and on the existing recycling branches.

The CSR Ambassadors played an essential role in the improvement of waste management on our foreign sites in 2017 and the sensitisation of our employees to the importance of waste separation.

The recycling rate of our Saint-Malo headquarters achieved 38% in 2017 and continues to grow; that of our French logistic sites averages at 79%, a slight fall from previous years.

As a result we recycled more than 1,000 tons of material over the year.



PERCENTAGE OF RECYCLED WASTE  
(data for France)

In our **shops** based in France, we have a waste collection system for furniture in partnership with the environmentally-friendly group Valdedia. In 2017 this partnership allowed us to recycle almost 45 tons of furniture of which we divested ourselves during the renovation or closure of our shops.

Current waste management depends on the town and positioning of the shop, (town centre, commercial centre, Zone of Commercial Activity). In 2018 we have the aim of improving the separation and recycling endeavours of our points of sale.



**CONTRIBUTING TO  
THE ECONOMIC AND SOCIAL  
DEVELOPMENT OF THE AREAS IN  
WHICH THE GROUP OPERATES**



# OUR CHARITY PARTNERSHIPS

## PROFESSIONAL INTEGRATION

A number of our brands have committed to professional integration

For several years Bréal has been supporting the **Joséphine pour la beauté des femmes** association, which helps women faced with serious difficulties (precarious status, job loss, victim of domestic violence, migrants, modern slavery) to cope with their situation with the aid of professional care provided by a beauty salon that aims to help their reintegration into society.

In 2017 the support provided by Bréal allowed the association to offer even more services and events aiming to cultivate a social link between women and prevent isolation.



In 2017 Cache-Cache, for its part, chose to help **Cap'Jeunes**, the program run by **France Active**. This program promotes female leadership. It allows young female creatives under 26 years of age who do not have access to a credit loan to benefit from the support of a start-up premium. This commitment echoes the brand's new motto "Cache-Cache, Aim High", the objective of which is to encourage young women to express and realize their ambitions.

**CACHE CACHE**  
 met à l'honneur des femmes remarquables et ambitieuses  
 en partenariat avec



**CLAIRE CHOURAQUI**  
 26 ans  
**DIANE SCEMAMA**  
 27 ans  
 Co-Fondatrices d'une e-boutique  
**DREAM ACT**  
 Paris

Grâce à l'accompagnement Cap'Jeunes, elles ont pu passer du rêve à la réalité en créant leur propre e-boutique de produits de créateurs engagés.

*"Cap'Jeunes nous a aidé à passer du rêve à la réalité"*

On leur souhaite beaucoup de succès !



At the start of 2018, Cache Cache brought its support to more than 20 young women in their entrepreneurial projects.

Via its business foundation, the **Jeans Foundation**, Bonobo has committed, alongside Restos du Cœur, to supporting the Jardins program. Genuine workshops for integration the 41 gardens of **Jardins du Cœur** are spread across France and offer the chance for those far away from the labour market to be active. The goal of the program has been to create the desire and opportunity to reintegrate the relevant people, who will regain some self-confidence, and a feeling of being useful in society.



The help provided by the foundation allowed us, in 2017, to finance diverse purchases (greenhouses, grains, plants, smaller pieces of equipment, etc.) required for the proper functioning of the gardens throughout the year.

In parallel, some of our employees had the chance to spend half a day in one of the gardens to share with the teams and help them out with their work.

## ENVIRONMENTAL PRESERVATION AND DEVELOPMENT

In 2017 the Jeans Fondation continued to support the **Awely** association in its bonobo conservation program in the Democratic Republic of Congo. Thanks to the sensitisation project carried out with local populations and the development of economic activities to replace hunting (in particular, market gardening, livestock farming, and fish farming), the association aims to prevent the fall in the population of the great apes.



Bonobo also maintained its support of **Planète Urgence** project and its restoration and protection project for the mangrove forests, rich in fauna, on the island of Borneo in Indonesia. The teams are simultaneously working in partnership with the villagers to develop responsible and sustainable economic activities, such as aquaculture.



## HELPING CHILDREN



For more than a year we have already been supporting the **Hold my hand** project **from the Maya Foundation**, project which aims to help the children of Syrian refugee families in Turkey. The aim of the program is to support children in their resilient approach to their situation and to help them to overcome the trauma they have experienced. It also aims to support their integration into their new home country.

In China, Beaumanoir China organized a **“Cache Cache IT and art class”** in a disadvantaged primary school. About thirty of our employees provided the children with computers, school equipment and art materials on this charity day for the company. In December children from a poor quarter also were able to spend a day in our headquarters, and took part in numerous Christmas-based activities run by our teams.



## HEALTH AND RESEARCH

Faithful to its commitment to women's rights, Bréal engaged, at the end of 2017, with **Vivre Comme Avant**, donating 100% of its micro-donations from solidarity rounding to this cause. The association is run by charitable women who have gone through breast cancer and who support women who, in their turn, are affected by this illness and share their experiences. The association also sensitizes health authorities and medical institutions to the needs and expectations of ill women and takes part in preventative work and the promotion of breast cancer screening.

Our Group continues to bring its support to **Bretagne Atlantique Ambitions Foundation**, which it helped create with three other Breton companies in 2014. This fund encourages patronage in research and innovation in the West of France. Its purpose is to support projects, particularly in the medical field, such as research programs for the Institute of Clinical Neuroscience in Rennes.

2017 was marked by the successful defence of a doctoral thesis related to Parkinson's Disease which was financed over three years by BAA. Medical research into brain diseases also became, in 2017, the main cause of the Rennes Urban Trail charity, which donates to the BAA and to highly visible research.



# PRODUCT DONATIONS

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## CLOTHES AND FASHION ACCESSORIES

Our leitmotiv has always been that of making fashion accessible to everyone. To allow persons who do not necessarily have the means to purchase new clothing, or to dress fashionably, our brands donate a large amount of clothing and fashion accessories each year.

In France, the Secours Populaire Français, the Restos du Cœur, the Relais, the French Red Cross, the Secours Catholique, or even Donnons-leur une Chance are thus charged with distributing or selling these clothes at a reasonable price in their own shops or networks **to the benefit of those in need of charity.**

In China, it is the A Pleines Mains and Shanghai Charity Foundations that provide our clothes with a second life.

**160,000**  
items donated in 2017  
including:

**120,000**  
In France

**40,000**  
In China

Within the scope of its partnership, Bréal also donates clothing each year to Joséphine pour la beauté des femmes in order to complete fitting out the Paris social beauty salon. These clothes help women, accompanied by the association in their recruitment interviews.

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## MATERIALS

In 2017 we continued to provide the Tréleau Medical Institution, based in Morbihan, with boxes made from fabric samples for which our purchasing teams no longer have any need. These fabrics are used by the Institute's students in their sewing workshops. This year the young people offered our staff bags, pouches and bracelets that they came up with during a small sale organized at the Saint-Malo headquarters for the Disability Week.



# APPENDICES

## SCOPE OF THE REPORT



The “Beaumanoir Group” is not a legal entity. This term covers CCV Beaumanoir Holding, the holding organisation for the group and all companies controlled by the Group.

The information published in the report covers the period from 1 March to 28 February, corresponding the companies’ fiscal year. Due to availability of information, some indicators may, nevertheless, correspond to the calendar year.

The performance indicators featured in the report correspond to all of the companies and sites run by the “Beaumanoir Group”, unless otherwise stated in the text.



## OUR CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The Sustainable Development Goals designate the 17 objectives established by the Member States of the United Nations, joined together under the 2030 Agenda adopted by the UN in 2015.

Of the 17 Sustainable Development Goals, these are the ones to which our Group contributes the most.

OUR 5 CSR COMMITMENTS		PRODUCTS SUPPLY	EMPLOYEES	PARTNERSHIPS	ENVIRONMENT	TERRITORIES
	No poverty			●		●
	Good health and well-being	●	●			●
	Quality education		●	●		
	Gender equality		●	●		●
	Clean water and sanitation	●		●		
	Affordable and clean energy				●	
	Decent work and economic Growth		●	●		●
	Industry, innovation and infrastructure	●				
	Reduced inequality			●		●
	Responsible consumption and production	●				
	Actions specific to fighting Climate Change'				●	
	Life on land					●
	Peace, justice and strong institutions			●		
	Partnerships to achieve the Goal	●	●	●	●	●



G R O U P E  
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