

2023-2024 CSR Report

G R O U P E
BEAUMANOIR





CONTENTS

1. THE BEAUMANOIR GROUP	5
Preamble	6
Its business activities	8
Its values	10
Our business model	12
2. THE GROUP'S CORPORATE SOCIAL RESPONSIBILITY APPROACH	15
Main CSR risks and challenges	16
CSR commitments	18
Our partners	19
Local actions	21
3. RISK MANAGEMENT	23
Quality of service and customer service	24
Customer health and safety	28
Textiles materials	32
Attracting and developing talent	36
Diversity and equal opportunities	40
Business ethics	44
Traceability and transparency	46
The clothing industry value chain	48
Human rights and working conditions in the supply chain	50
Climate change	54
Energy	58
Preserving water and the oceans	62
Circular economy	64
4. CSR RESULTS	69

1 THE BEAUMANOIR GROUP



PREAMBLE

Over the last 2 years, the Beaumanoir Group¹ has continued to demonstrate its agility and ability to adapt by expanding and developing its business. The last few financial years² have been marked by significant changes in the scope of business:

In October 2021, the Group acquired the **Caroll** brand, consolidating its Premium Accessible division alongside the Morgan brand.

In November 2022, **Sarenza.com** joined the Beaumanoir Group. As France's leading shoe and clothing retailer, the merger was part of the Group's strategy to develop its e-commerce offering. SARENZA's activities in France have been included in this report for the first time this year. To enable comparisons to be made between the last two financial years, the key performance indicators are presented with and without SARENZA.

In October 2023, the Beaumanoir Group acquired the logistics business of the SARENZA brand.

Finally, in February 2024, **Pégase**, which designs and distributes the La Halle brand, was integrated into the Group.

As a reminder, the La Halle brand, along with a large part of its shops, its Paris and Lille headquarters and the warehouse located in Montierchaume, was acquired by the shareholders of the Beaumanoir Group in July 2020.

Due to their recent integration, these two businesses are not included in this report.

1. The «Beaumanoir Group» does not have a legal existence as such. This name is used to designate the Group's holding company and all the companies controlled by the latter.

2. Financial years from 1 March N to 28 February N+1



ITS BUSINESS ACTIVITIES

Business lines

The Beaumanoir Group's business is organised around the following business lines:

- Design and distribution of ready-to-wear clothing
- Supply chain

The brands' products - clothing and fashion accessories (shoes, jewellery, bags, etc.) - are designed by its teams based in Saint-Malo and Paris, then produced in conjunction with its supplier partners and with the local support of the Group's purchasing and sourcing offices, based in the main sourcing countries.

They are sold mainly in the Cache Cache, Bonobo, Bréal, Vib's Morgan and Caroll shops operated directly by the Group or by its affiliated partners and franchisees, and on the internet, via the Group's own e-commerce sites, Sarenza.com and those of partners.

Its logistics subsidiary C-Log transports products from the various supply regions to its nine logistics sites, then distributes them to shops or directly to customers for all e-commerce activities. As a freight forwarder and registered customs representative (RDE - représentant en douanes enregistré), C-Log also offers its logistics, import, distribution and cross-channel order-picking expertise to other fashion and luxury brands.

Ambition

The transformation of the global textile market, in the midst of major change and catalysed by the COVID 19 health crisis, intensified even further in 2023.

The competitive landscape is continuing to change, particularly under the regulatory impetus of the European Green Deal. Transparency and how it is communicated have thus become an essential standard. Companies need to structure themselves to meet the challenges of today and tomorrow, while responding to new trends in corporate citizenship.

As consumer habits and expectations evolve, the Beaumanoir Group is continuing its digital and omnichannel transformation, in particular through the integration of SARENZA, and is becoming even more assertive as a company at the service of its partners, responding to the needs of its customers.

ITS VISION

To become a major player
in omnichannel textile distribution

Key data

1,595

billion euros in
business volume

7

brands and chains

6 008

employees

44,5

million units sold

201

affiliated and franchised
partners in France

1 661

sales outlets (branches,
affiliates and others)

5

purchasing and sourcing
offices

9

logistics warehouses

ITS VALUES

The Beaumanoir Group structures its management around seven key values, defining its commitment to its customers, employees and partners.

Retail spirit

Retail spirit is our DNA and guides everything we do. Every day, we harness our skills to satisfy our customers and bring our entrepreneurial spirit to life: taking on new challenges, thinking outside the box and taking the initiative are our *raison d'être*.

Humility

Humility is a strong human value within the Beaumanoir Group. Openness to others, the ability to challenge ourselves and the desire to improve our practices are important factors in ensuring the company's long-term future.

Closeness

Closeness is the key to building solid, lasting relationships with our employees, our customers and our suppliers. We are convinced that it is only by being close to our partners that we can understand their needs, meet their expectations, gain their mutual trust and benefit from the sharing of experience.

Respect

Respect is a means of accepting people's diversity, of adapting to different cultures, and of being rigorous about our rules and best practices.

Responsiveness

Responsiveness is a necessity and a strength in a constantly changing market. The Beaumanoir Group implements an organisation based on speed in identifying new ideas, taking decisions and putting them into practice.

Passion

Our passion for our job, our enthusiasm, the «pleasure of winning together», that's what drives us. Joining the Beaumanoir Group means joining the «TRIBE»!

Progress

Progress, both technical and human, to which each of us actively contributes. By entrusting our employees with real responsibilities and relying on the continuous acquisition of knowledge, we are building dynamic organisations that look to the future.



HOW WE CREATE VALUE

OUR VISION

to become a major player in omnichannel textile distribution

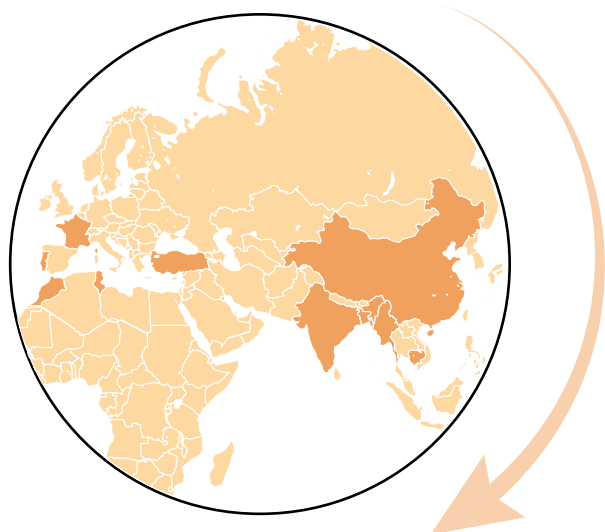
OUR VALUES

Retail spirit - Humility - Closeness - Respect
Responsiveness - Passion - Progress

CACHECACHÉ. BONOBOS BRÉAL Vib's

MORGAN CAROLL C-stock SARENZA.com

MAIN PRODUCTION COUNTRIES



THE RESOURCES WE NEED

EMPLOYEES
8,609 people, including
5,696 employees

FINANCIAL RESOURCES
100% family shareholding

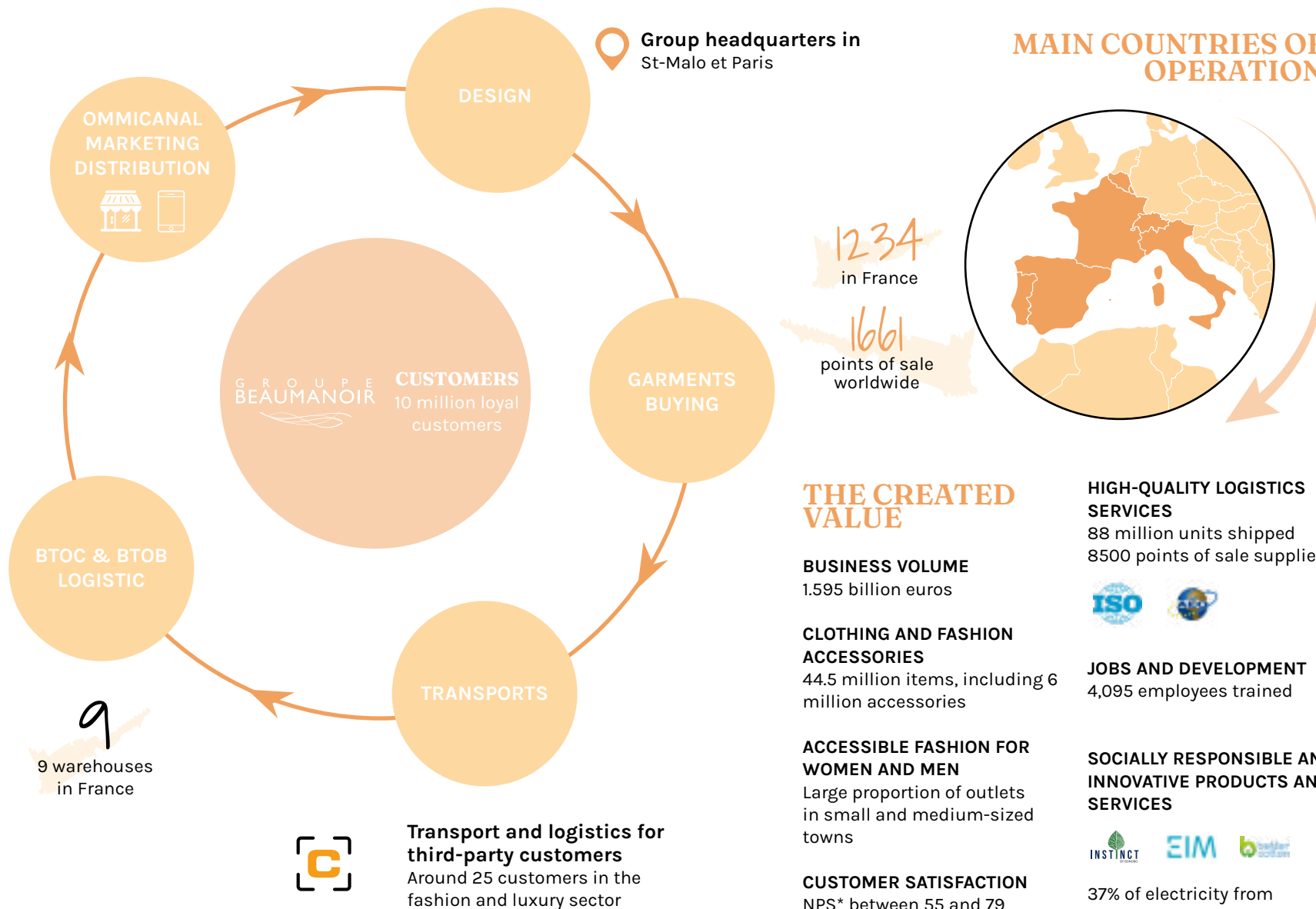
TANGIBLE AND INTANGIBLE ASSETS
Shops
Logistics warehouses
Services
5 purchasing and sourcing offices

SUPPLIERS
334 suppliers of finished products

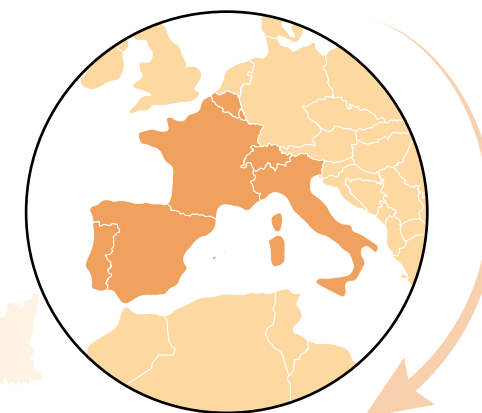
AFFILIATED AND FRANCHISED PARTNERS
201 partners in France

RAW MATERIALS
4,400 tonnes of cotton purchased

ENERGY
26.0 GWh of electricity
2.7 GWh of gas



MAIN COUNTRIES OF OPERATION



THE CREATED VALUE

BUSINESS VOLUME
1.595 billion euros

CLOTHING AND FASHION ACCESSORIES
44.5 million items, including 6 million accessories

ACCESSIBLE FASHION FOR WOMEN AND MEN
Large proportion of outlets in small and medium-sized towns

CUSTOMER SATISFACTION
NPS* between 55 and 79

*net promoter score

HIGH-QUALITY LOGISTICS SERVICES
88 million units shipped
8500 points of sale supplied



JOBES AND DEVELOPMENT
4,095 employees trained

SOCIALLY RESPONSIBLE AND INNOVATIVE PRODUCTS AND SERVICES



37% of electricity from renewable sources
42% of sustainable textiles fibers



2 THE GROUP'S CORPORATE SOCIAL RESPONSIBILITY APPROACH



THE MAIN CSR RISKS AND CHALLENGES ¹

Approach and methodology

A DPEF (Déclaration de Performance Extra-Financière - Non-Financial Performance Report) working group, bringing together representatives from the various divisions, was set up in 2018. Its role is to identify and assess the main CSR risks and challenges - social, environmental and societal- associated with the Beaumanoir Group's business model.

In order to make this work as relevant as possible, and even though the Group is not a listed company as referred to in Article L 225-102-1, it was decided to include in the analysis the extra-financial risks relating to human rights and the fight against corruption.

Initially, the working group defined the scope of extra-financial issues relevant to the company, based on the ISO 26000 standard, sector and media monitoring and global CSR guidelines². Twenty-two risk drivers were selected and their impact on the Group's value chain specified.

Food insecurity, socially responsible, fair and sustainable food and the fight against food waste have not been included as these risks are not applicable to the business.

The Group's materiality matrix was then drawn up and each non-financial issues prioritised according to two aspects:

Its importance on the Beaumanoir Group's economic performance, assessed by the DPEF working group according to three criteria: the seriousness of the impact for the Group, the frequency of threats and opportunities linked to the issue and the degree of control of the risk by the Group,

Stakeholders' expectations regarding these issues. To do this, three of the stakeholders identified as priorities were interviewed by e-mail or telephone: employees, brand customers and textile suppliers.

This work made it possible to identify the most significant regulatory, financial, reputational or operational risks for the Beaumanoir Group and its stakeholders.

Since then, the working group has met every year to reassess the challenges in terms of the business risks and opportunities they present, and to take account of overall changes in the market, the Group's activities and the expectations of stakeholders. The materiality matrix has therefore changed slightly, highlighting some issues as priorities and others as less so.

Twelve priority CSR issues

The DPEF working group met at the end of 2023 to review the twelve CSR challenges facing the Beaumanoir Group in its DPEF for 2022/2023. The aim was to ensure that they were still significant and to see whether any other risks had emerged during 2023, particularly in the light of changes in the general context (economic, environmental, social, health or regulatory) and changes in the Group's scope.

Given the nature of its business, the Group decided that it was not appropriate to include in its scope

of analysis the cultural and sporting issues set out in Law 2022-296 of 2 March 2022. However, the Beaumanoir Group contributes to the promotion of physical and sporting activities amongst its employees through its sports association (see the «Attracting and retaining talent» section of the report).

The working group concluded that the twelve issues identified last year were still relevant to the Beaumanoir Group.

It should be noted here that the Beaumanoir Group will be subject to the Corporate Sustainable Reporting Directive (CSRD) from the 2025-2026 financial year. As part of this, work is currently underway on the double materiality requirement, with the support of the consultancy firm EKODEV. The next vision of our main risks, challenges and opportunities will emerge from this exercise.

Issues	Risks
QUALITY OF THE OFFERING	Reputational risk and customer dissatisfaction Financial risk associated with product returns
CUSTOMER HEALTH AND SAFETY	Risk of non-compliance with regulations Reputational risk and loss of customers Financial risk associated with product recalls and claims
TEXTILE MATERIALS	Risk of loss of competitiveness Operational and financial risks related to the depletion of natural resources Reputational risk
ATTRACTING AND RETAINING TALENT	Risk of talent obsolescence Financial risk linked to recruitment costs and loss of skills Risk of loss of employee commitment
DIVERSITY AND EQUAL OPPORTUNITIES	Risk of non-compliance with regulations Risk of loss of appeal and employee commitment Risk of litigation
BUSINESS ETHICS	Risk of non-compliance with regulations Reputational risk Risk of disputes with suppliers
TRACEABILITY AND TRANSPARENCY	Risk of non-compliance with regulations Reputational risk
HUMAN RIGHTS AND WORKING CONDITIONS IN THE SUPPLY CHAIN	Risk of suppliers failing to respect human rights Operational risk linked to production interruption Reputational risk
CLIMATE CHANGE	Climate risk throughout the supply chain
ENERGY	Financial risk linked to the cost of energy Operational risk in the event of supply disruption Risk of non-compliance with regulations
PRESERVING WATER AND THE OCEANS	Reputational risk Factory operational risk Risk of unavailability of raw materials
CIRCULAR ECONOMY	Risk of loss of competitiveness Risk of non-compliance with regulations Reputational risk associated with the end-of-life of products

1. Corporate Social Responsibility

2. Apparel, Accessories & Footwear Sustainability Accounting Standard (SASB 2015), Environmental Impact of the Global Apparel & Footwear Industries Study (Quantis 2018), Pulse of the fashion Industry (BCG 2017), etc.

CSR COMMITMENTS

The Beaumanoir Group's CSR strategy is based around four major commitments which bring together all twelve priority non-financial risks on which the Group is concentrating its efforts in terms of social responsibility:

- Offering sustainable products and services that meet customer expectations
- Providing employees with a fair and motivating working environment
- Building and developing ethical partnerships
- Controlling the environmental footprint

Offer

Sustainable products and services

Quality of the offering
Customer health and safety
Raw materials



Partnerships

Ethical partners

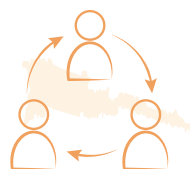
Business ethics
Traceability and transparency
Human rights and working conditions



Employees

A fair and motivating working environment

Attracting and retaining talent
Diversity and equal opportunities



Environment

A controlled environmental footprint

Climate change
Energy
Preserving water and the oceans
Circular economy



OUR PARTNERS

The Beaumanoir Group works with recognised partners and relies on their expertise to set up social responsibility programmes and to be part of a real dynamic of progress.

The Group is a member of Amfori, the leading international business association supporting open and sustainable trade. It is improving the social and environmental performance of its supply chains through Amfori BSCI and Amfori BEPI. For more information, visit www.amfori.org.

The Group is also a member of ICS, a French organisation that brings together ordering parties from different sectors with the aim of improving working conditions in their supply chain. The aim is to further increase the pooling of social audits with other brands and textile distribution groups. For more information, visit <https://ics-asso.org>.

The Group is a member of Textile Exchange, a global not-for-profit organisation that brings together brands, manufacturers and farmers in the textile and clothing industry to guide them towards more responsible production practices right from the start of the supply chain. For more information, visit: <https://textileexchange.org>.

The Group has also made a commitment alongside Canopy, a not-for-profit association whose aim is to ensure the preservation of the world's forests by helping brands and producers who buy or manufacture cellulose fibres and paper products to adopt and implement ambitious political commitments to stop sourcing from forests that are essential for the climate and biodiversity. For more information, visit: <https://canopyplanet.org>.

The Group has been a member of the Better Cotton Initiative since 2016. Better Cotton's role is to help cotton communities survive and prosper, while protecting and restoring the environment. For more information, visit: <https://bettercotton.org>.

At the same time, the Beaumanoir Group works regularly with Refashion, the eco-organisation for the clothing textiles, household linen and footwear EPR sector in France. As a member of the Board of Directors and theme-based committees, the Group contributes as a stakeholder to its strategy and supports its actions to accelerate the transformation towards a circular economy.

Finally, as an active member of the Alliance du Commerce, the Beaumanoir Group exchanges and works with its peers to increase and promote actions to perpetuate and transform the textile distribution sector in France.

Re_fashion



amfori
Trade with purpose

better
cotton

canopy



LOCAL ACTIONS

The Beaumanoir Group is also a company rooted locally in Saint Malo and Brittany, the location of its historic headquarters, with a strong desire to develop and support local initiatives.

Since 2006, the Beaumanoir Group has been committed to and supports the Union Sportive de Saint Malo (USSM - Saint Malo Sports Union) on a daily basis, in particular through the «double project» scheme which allows players to combine high-level sport and professional activity, with the particular aim of supporting women's sport.

The scheme also helps sportspeople prepare for what comes «after», by opening up career prospects and providing long-term support.

In 2023, 5 women and 2 men will be sharing their professional activities in the group's Malouines teams with a high-level professional sporting activity within USSM.



The Beaumanoir Group also participates in and supports medical research and innovation by financing the Bretagne Atlantique Ambition (BAA) fund.

The purpose of the BAA Fund, which was founded 10 years ago on the initiative of Roland BEAUMANOIR, is to enable science to accelerate the eradication of brain diseases, provide better care for patients and make the west of France an area of excellence for neuroscience.

Since the creation of BAA, the Group has funded the equivalent of 9 years of research into brain diseases.





3 RISK MANAGEMENT

QUALITY OF SERVICE AND CUSTOMER SERVICE

The quality of textile products is one of the main purchasing criteria for customers, and is becoming increasingly important as awareness grows of the environmental impact of our consumption patterns. In order to satisfy their customers, gain their loyalty and continue to develop over the coming years, it is essential for the Beaumanoir Group brands to offer quality products and services.

Policies

The Beaumanoir Group has put in place a product quality policy structured around its Supplier Quality Charter, laboratory checks and tests, as well as on-site support for its partners throughout the year. In recent years, it has also been working to strengthen the sustainability criteria for certain products. It is also part of the sustainability approach set out in the Refashion specifications.

The Group's ambition is to become number one in customer relations. As a result, it is committed to a comprehensive quality approach throughout the purchasing process, covering both logistics services and the assistance provided to customers.

Objectives and performance

80% of product lines to be tested for durability by 2025

100% of logistics warehouses ISO 9001 and AEO certified

Key performance indicators

Proportion of product lines with a laboratory durability test¹

	Without Sarenza	With Sarenza
2023	79,2%	—
2022	76,8%	—

1. Tests on the physical properties of the product carried out on the product lines delivered to the purchasing centres (pilling tests, appearance after washing tests, colourfastness tests, shoe zip resistance tests, etc.) and meeting the Beaumanoir Group's standards.

Key actions

Product quality management

- Framework agreements signed by all suppliers, including quality requirements for products sold, and updated in 2022 (next update in 2024).
- Product conformity in terms of the quality of the material, garment, fit and finish, compliance with labelling and packaging, etc., checked by the Product Quality departments in France (warehouse checks) and in the Group's sourcing countries (factory checks).
- Quality checks on product durability (laboratory tests on physical properties) carried out by external approved service providers or by our suppliers accredited for this type of test, before dispatch or when goods are received in our warehouses.
- As part of an approach based on trust and accountability, certain delivery checking and validation operations are delegated to suppliers, with a parallel accreditation system for their inspection resources.

Results for 2023

Proportion of items delivered subject to quality control¹

98,7%

Durability of textile products

- Quality requirements have been regularly reinforced for the majority of product families since 2019, particularly in terms of washability and wearability.
- Participation in 2022 in working meetings of the REFASHION eco-organisation to define the new 2023-2028 specifications for the TLC sector (Textiles, Linges de maison, Chaussures - textiles, household linen, footwear).
- Incorporation in 2023 of the sustainability expectations of the REFASHION specifications to obtain sustainability eco-modulation (bonus). Over-testing and eco-modulations validated for 210 coloured models.

Customer support

- Regular training of Customer Service teams to provide a high-quality service, both on the telephone and online, answering questions and dealing with any concerns or complaints as quickly as possible.
- Routine calls by Customer Services to people who have not responded positively to satisfaction surveys, in order to better understand their dissatisfaction and take the necessary steps to remedy it.
- Post-contact satisfaction monitoring system in France, to measure the quality of services provided to customers.

1. Checks carried out in the factory or warehouse

- In 2024, the Group plans to reintroduce a service accessible to the deaf and hearing-impaired, tailored to the needs of brands and their customers.

High-quality logistics services

- Routine ISO 9001 certification process² for the sites of C-LOG, the Beaumanoir Group's logistics subsidiary, initiated in 2013. Follow-up certification audit in October 2023 for all certified warehouses. Certification of the Ascoux and Montierchaume logistics warehouses scheduled for 2024.
- Work to update and improve performance indicators for C-LOG's quality-environment approach, starting at the end of 2022 and continuing in 2023.
- AEO certification³ for C-LOG's head office and logistics warehouses since 2017, guaranteeing high-quality customs processes.
- A monthly satisfaction survey for C-LOG customers (brands within and outside the Group) will be relaunched at the beginning of 2023, with the aim of making the company part of a continuous improvement process.

Results for 2023

Proportion of logistics warehouses certified ISO 9001



Proportion of AEO-certified logistics warehouses



1. Quality Management System
2. Authorised Economic Operator for customs



CUSTOMER HEALTH AND SAFETY

The fashion industry uses chemical substances in the manufacturing process to obtain soft, resistant textiles, stable dyes, a variety of finishes, and other things. The Beaumanoir Group's main priority is to ensure that its clothing and fashion accessories comply with current regulations and that its customers do not run any risks when buying its products or visiting its shops. This level of requirement is essential for the reputation and economic performance of its brands and businesses.

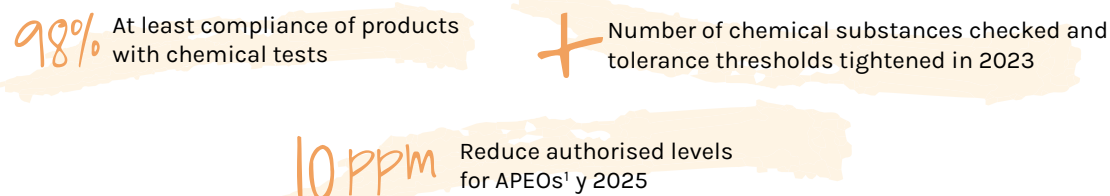
Policies

In order to guarantee its customers maximum safety, the Beaumanoir Group has defined a demanding framework detailed in its Supplier Quality Charters and has put in place product control systems as well as a policy of strict audits and laboratory tests.

It has also defined a policy on the chemical substances used in its products or in their manufacturing processes, which in some cases is more restrictive than current regulations, with the aim of better protecting health, guaranteeing safety throughout the production chain and reducing the impact on the environment.

At the same time, in each country where its shops are located, the Group is committed to complying with the safety regulations applicable to establishments open to the public.

Objectives and performance



Key performance indicators

Compliance rate for chemical tests

	Without Sarenza	With Sarenza
2023	99,2%	—
2022	98,8%	—

1. APEO: alkylphenol ethoxylates, synthetic chemicals used in textile processes (dyes, finishes) for their surface-active properties

Key actions

Product innocuousness

- Compliance with European REACH regulations which govern the use of chemical substances and define the type and quantities authorised for products marketed by the Beaumanoir Group brands.
- Framework agreements, signed by all suppliers, including a number of requirements aimed at guaranteeing product safety and compliance with regulations in force in the countries where the Group's brands are present, updated in 2022 (next update in 2024)
- For items not certified by a label such as Oekotex¹, tests carried out at the request of the Product Quality department by independent, recognised and accredited external laboratories to ensure product compliance.
- Where applicable, refusal of products that do not comply with the specifications, contain unauthorised substances or are in quantities exceeding the requirements of framework agreements or regulations.

Results for 2023

Number of laboratory tests on chemical properties

8 965

Restrictions on chemical substances

- A process that has been underway for several years now to reduce tolerance thresholds beyond current regulations, and even to eliminate certain chemical substances from products and their manufacturing processes, a process that was stepped up in 2022 for APEOs in particular.
- Definition of a test plan incorporating more chemical substances potentially presenting critical health risks. Laboratory monitoring of 14 families of key chemical substances.
- Suppliers are advised to use materials and accessories manufactured in compliance with the Oekotex label, which guarantees the absence or limited presence of a large number of chemical substances.

Results for 2023

Number of chemical families monitored in the laboratory

14

Authorised content for APEOs

<50 ppm

1. The Oekotex label guarantees the non-use or limitation of substances that are potentially harmful to humans or the environment.

Safety at sales outlets

- Installation in each Beaumanoir Group sales outlet of fire safety equipment (detection systems, fire extinguishers, fire hose stations, etc.) and panic equipment (alarms, emergency doors, etc.) in accordance with current regulations.
- Evacuation training for staff.
- Annual checks to ensure that equipment is working properly, carried out by inspection bodies or qualified companies.



TEXTILE MATERIALS

Fibres represent one of the main environmental impacts in the Life Cycle Assessment of a textile product. Given this challenge, the high expectations of customers and stakeholders in terms of environmental protection and the overall evolution of the fashion market, the Beaumanoir Group wishes to accelerate the transformation of its textile offering towards sustainable products and include more sustainable textile fibers.

Some of the raw materials used by the Group's brands are of animal origin. With respect for the condition of animals now a major concern for a large proportion of the public, it is also essential to offer alternatives to these materials or to ensure animal welfare.

Policies

The Beaumanoir Group has defined and implemented an ambitious policy of purchasing textile fibres that have less impact on the environment for all its brands (excluding footwear, leather goods and jewellery).

At the same time, the Group has banned the use of certain animal fibres in its brand collections for several years now, and has introduced measures to ensure that suppliers respect animal welfare.

Objectives and performance



Key performance indicators

Proportion of sustainable fibers¹

	Without Sarenza	With Sarenza
2023	45%	—
2022	42%	—

1. As a percentage of weight

Key actions

Purchasing textile fibres that have less impact on the environment

- Continued mass inclusion of organically grown¹, recycled² or sustainably grown³ cotton in the collections of the Group's brands, with the aim of achieving 100% of sustainable cotton by 2025⁴.
- Continuing the gradual replacement of conventional viscose, in order to reach the objective of 100% of sustainable viscose by 2025, by:
 - viscose from sustainably managed forests,
 - sustainable viscose (Ecovero™ from Lenzing™ or LivaEco™ from Birla or Ecotang® from SANYOU)
 - viscose made from recycled cellulose textiles in the pulp. R&D has been working with various fibre suppliers on two product categories since early 2023. Research and development projects have made it possible to compare the results of product quality tests and the environmental impact of these fibres with conventional viscose. We were thus able to observe the environmental benefits of replacing conventional viscose with these fibres.
- Gradual replacement of conventional polyester by recycled polyester in the main fabrics and trims of products.
- Continued use of recycled synthetic fibres such as recycled acrylic and recycled polyamide.

The Beaumanoir Group's sustainable textiles fibers

Organic cotton	Recycled acrylic
Recycled cotton	Recycled polyamide
BCI cotton	Hemp
Recycled polyester	Linen
Viscose FSC	Tencel™
Ecovero™ Viscose	RMS Mohair
LivaEco™ Viscose	
Ecotang® viscose	
Recycled viscose	

Results for 2023

Proportion of sustainable cotton 94%

Proportion of sustainable viscose 42%

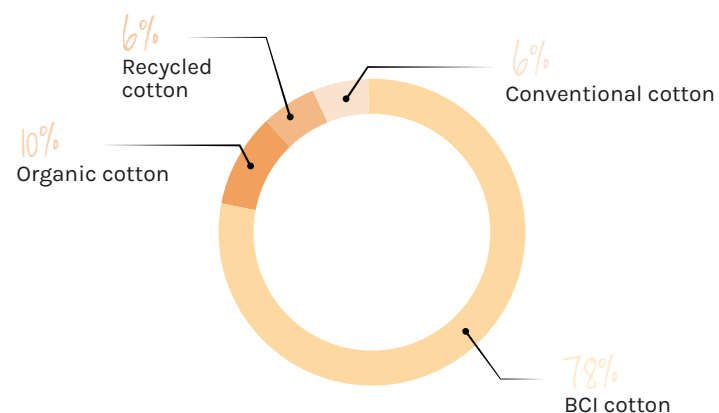
1. Global Organic Textile Standard (GOTS) or Organic Content Standard (OCS)

2. Global Recycled standard (GRS) or Recycled Claim Standard (RCS)

3. Partnership with the Better Cotton Initiative (BCI) since 2016

4. Following the integration of Caroll into the Group, the deadline for the sustainable cotton objective has been revised

Type of cotton used in textile collections in 2023



Support for teams and suppliers

- Training for buying teams in France and in sourcing offices on the environmental impact of the main textile fibres, alternative fibres and the Group's requirements in terms of traceability.
- Development of IT tools to ensure traceability of sustainable fibers.
- Training of communications and digital teams on environmental claims to ensure that communications comply with the legal framework and that the information given to consumers is accurate, reliable and relevant.

Animal welfare

- For several years now, all Group brands have eliminated the use of animal fur and real Angora rabbit hair from their collections.
- Gradual replacement of animal leather by paper or polyurethane for jacron labels¹ for Bonobo denim products from 2019, with the group's other brands no longer using it to date.
- Renewal of the Caroll brand's certification to the RMS & RDS standards (responsible mohair & down) and certification to the RWS standard (responsible wool).
- Respect for animals» section of the Group's Social and Environmental Charter - signed by 100% of suppliers - aligned with the Five Freedoms international standards for animal welfare set out by the World Organisation for Animal Health, or OIE (Convention on International Trade in Endangered Species of Wild Fauna and Flora).

Results for 2023

Proportion of fibers of animal origin **3,2%**

¹ Jacron labels: labelling, often made of leather, affixed to the back of jeans



ATTRACTING AND DEVELOPING TALENT

It is thanks to its employees and their commitment, that the Beaumanoir Group has been able to develop since its creation. To ensure the economic performance of our brands and businesses in the future, we need to continue to attract and retain new talent, and ensure that we maintain and develop the skills and satisfaction of all our employees.

Policies

In order to continue to develop its reputation as an employer and encourage new employees to join it, the Beaumanoir Group relies on a recruitment policy which gives priority to permanent contracts, innovative recruitment schemes and strong partnerships with leading schools in its area and its professions.

It is also committed to a policy of training and internal mobility that is consistent with its ambition to be a learning company and with its desire to offer real opportunities for career development to employees who are curious, responsible and eager to take on new challenges.

Finally, the Group promotes high-quality social dialogue and strives to strengthen its employer brand.

The Beaumanoir Group is also acting in favour of the link between the Nation and the Army by supporting the commitment of its employees in France to the national reserve corps, in particular by arranging working hours for employees who are reservists and volunteer firefighters.

Objectives and performance

+88% of staff on permanent employment contracts

100% of employees will have an annual performance review with their manager by 2024

100% of managers to receive management training by 2023

Key performance indicators

Proportion of permanent employment contracts in total workforce

	Without Sarenza	With Sarenza
2023	92,7%	92,5%
2022	90,4%	—

Proportion of employees¹ who have had an annual performance review with their manager (France)

	Without Sarenza	With Sarenza
2023	63,2%	60,9%
2022	60%	—

1. Employees present throughout the calendar year

Principales actions

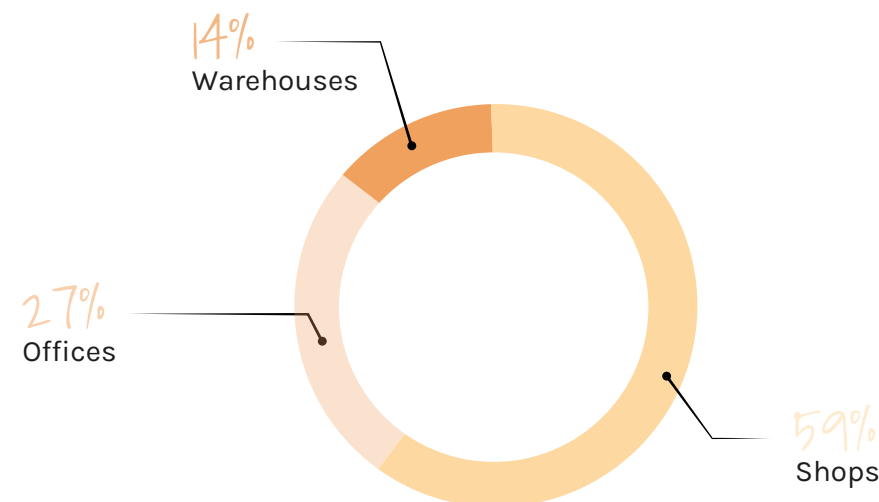
Recruiting new staff

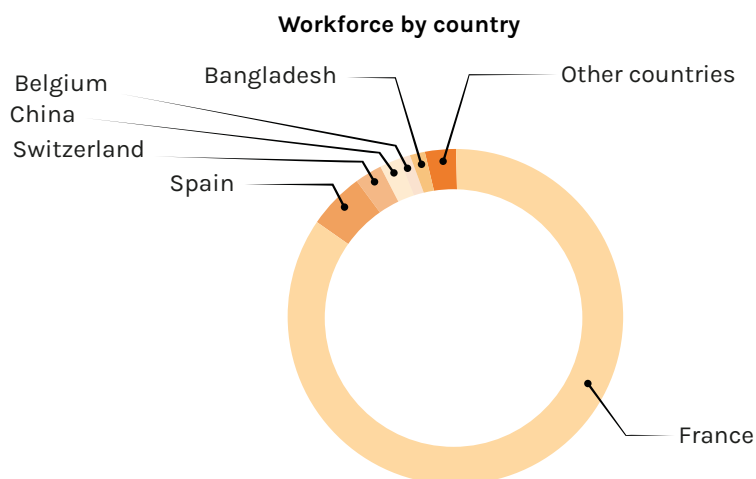
- Recruitment, mainly on permanent employment contracts, of several hundred employees each year in the fields of design, distribution and logistics for all of the Beaumanoir Group's companies and territories.
- Agile use of platforms and new digital tools (job boards, employment and recruitment sites, social networks, etc.) to enable applicants to find out more about the Group's businesses and gain a better understanding of its values.
- Promotion of the Group's existing recruitment initiatives: job dating days, co-opting programme, Un Job pour mon Conjoint [A Job for my Partner] scheme for employees moving to the Malouin region, participation in school forums and organisation of School Partnership Days to improve communication with identified schools and take better account of the company's needs.
- Strengthening our recruitment policy through work-study programmes and apprenticeships, with ongoing recruitment campaigns to support the Group's strong growth.

Results for 2023

Number of employees at 29/02/2024 **6 008** including SARENZA

Breakdown of workforce by business line





Talent development

- Annual appraisal and development interviews and professional interviews to enable employees and their managers to have an in-depth discussion.
- Introduction of quarterly interviews to encourage regular exchanges between certain shop employees and their managers.
- Organising the People Review career review process, enabling managers to share their employees' development prospects and map out their career paths. In 2023, the scheme was rolled out to head office staff and all shop teams. Developing engineering teaching skills within the Training team in order to co-create e-learning tools with in-house business experts. By 2023, over a hundred courses, modules and quizzes had been created using an e-learning authoring tool.
- Expansion in 2023 of the Beaumanoir Fashion Academy created in 2022 to make the induction and upskilling of staff in purchasing centres more professional.
- Continuation of the Beaumanoir Talent Program, designed to train and support the managers of tomorrow.
- Relaunch in 2021 of the Group's Ecole des Mairaines [School for Godmothers], enabling experienced shop managers selected by the Human Resources department to support new shop managers as they take up their positions.
- By 2022, we will be overhauling our school partnerships to ensure that our partners take greater account of the needs of businesses in their training programmes (continuous and work-study courses).

Results for 2023

Number of employees trained 4 095 including SARENZA

Proportion of managers trained in management (France) 51% including SARENZA

Number of schools partnerships (France) 17 (Calculated over the calendar year)

Employer branding

- Active participation in trade fairs throughout France to promote the Group and its creative, ready-to-wear distribution and supply-chain businesses.
- Overhaul, in 2023, of the induction programme for employees joining the company at our head offices, with the aim of creating cohesion and accelerating understanding of the company.
- Organisation of induction days for work-study students at our head office to help them integrate into the company.
- Annual survey of all employees in France (including shops) to measure their motivation drivers.
- Regular internal events (New Year's Eve, Sustainable Development Week, regional meetings, etc.) to share friendly get-togethers.
- ASGB sports association, run by and for employees at the Breton and Paris sites, and sponsored by the Group.
- Beehives and sheep in the green spaces of Brittany's logistics warehouses to offer employees more pleasant and environmentally-friendly working environments.

Results for 2023

Average length of service 6,8 years including SARENZA

Social dialogue

- Introduction of a charter on working hours and quality of life at work in 2021 with the social partners, including the possibility of working from home for office staff.
- Renewal in 2022 of the Group agreement to promote the inclusion and continued employment of disabled people. Agreement signed unanimously with all representative trade unions for French companies.
- Negotiations to create a Group Works Council will begin in early 2023.
- Retirement package (reduced working hours) negotiated in January 2023.

DIVERSITY AND EQUAL OPPORTUNITIES

Respecting equal opportunities and equal treatment between employees is a legal obligation and a strong expectation of the Company in general, and of its employees in particular. What's more, a lack of diversity within companies, by limiting the breadth of viewpoints, can restrict the ability of organisations to innovate and meet the expectations of their stakeholders.

The Beaumanoir Group has made respect one of its seven key values and is committed to fighting all forms of discrimination and promoting equal opportunities. It also strives to develop an inclusive policy, a real opportunity for development and economic performance for its brands and activities.

Policies

Through its Ethical Charter, the Beaumanoir Group reaffirms as fundamental principles equal opportunities and professional treatment for men and women, diversity and the right to work for all, and focuses its social policy on skills and performance.

The Group encourages young people to enter the world of work through its policy of recruiting young graduates, and ensures that women and men are treated equally throughout their career with the company.

Through the agreement to promote the integration and continued employment of disabled people, approved by the DIRECCTE (Direction régionale des entreprises, de la concurrence, de la consommation, du travail et de l'emploi - Regional Department for Business, Competition, Consumer Affairs, Labour and Employment) and renewed in 2022, the Group has set objectives and is committed to implementing a number of short- and medium-term initiatives via its Mission handicap [Disability Mission].

Objectives and performance

Parity in terms of the number of men and women in senior management and maintenance of a gender equality index of over 85

+ ^{than} 20% men in the total workforce by 2025

5% of employees on work-study contracts in France until 2024

+ ^{than} 4% of disabled people in the workforce in France by 2025

Key performance indicators

Proportion of women in senior management (France)

	Without Sarenza	With Sarenza
2023	54%	54%
2022	55,9%	—

Employment rate of disabled employees (France)

	Without Sarenza	With Sarenza
2023	3,7%	3,5%
2022	3,1%	—

Key actions

Equal opportunities

- Distribution of the Ethics Charter, available on the Beaumanoir Group website, to all Group employees and to new recruits.
- Compulsory e-learning training to ensure that everyone understands the principles of the Ethics Charter.
- Creation of an Ethics Committee, made up of the company's senior managers, which meets twice a year to ensure that the teams are constantly vigilant in this area.

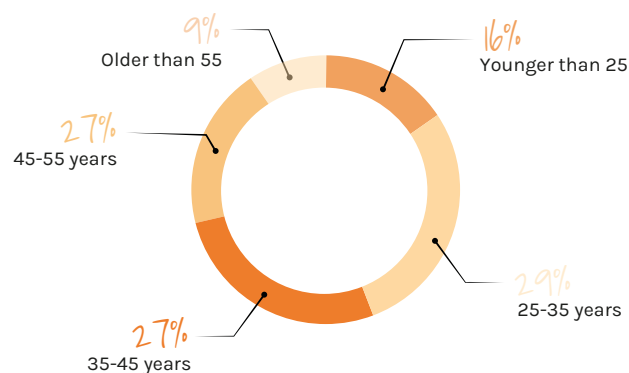
Getting young people into work

- More than 40% of the Group's employees are under 35, reflecting a proactive policy of recruiting young people.
- Continuation of work-linked training and apprenticeship recruitment campaigns across all business lines, including networks and warehouses, with 300 positions open each year.
- Partnerships with a number of schools in France, including IUT Saint-Malo, ESSCA Angers, IHECF, INSA, Faculté des Métiers, etc.

Results for 2023

Proportion of work-study contracts in the workforce (France) 4,6% including SARENZA

Breakdown of workforce by age



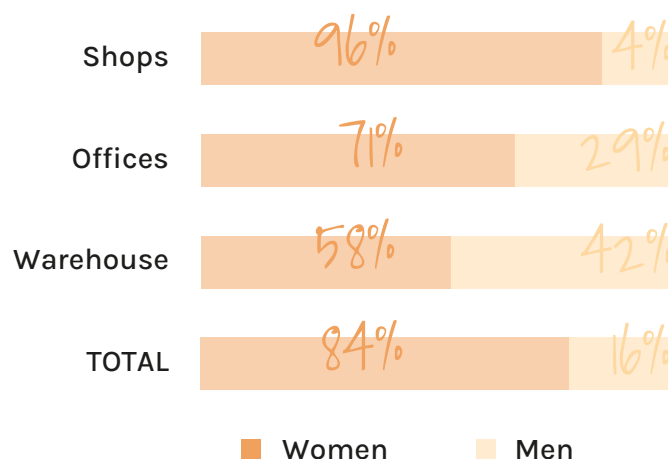
Gender equality

- Training and awareness-raising for human resources teams to ensure that only skills criteria are taken into account at the time of recruitment, and that access to training is the same for everyone.
- Annual reviews and initiatives deployed in consultation with employee representatives as part of the gender equality action plans.

Results for 2023

Gender equality index (France) **90/100** including SARENZA

Breakdown of workforce by gender



Getting and keeping disabled workers in work

- Twice a year, we take part in the Hello Handicap virtual recruitment fair, which mainly recruits people for fixed-term contracts in shops, and in other specialist fairs.
- Year-round employment of severely disabled home workers to carry out certain administrative tasks, in partnership with the Caliel's association.
- Since 2020, we have been working with the Solacroup Institute in Dinard to offer work placements to young people with disabilities.
- Raising awareness among all employees from the moment they join the Group, in particular through a specific e-learning module.
- A unique training offering accessible to all employees, whether disabled or not.
- Fitting out and adapting workstations, particularly at head office, within the shop network and in warehouses.
- Partnerships with the sheltered and adapted employment sector: integration of employees from the Armor CAT [Sheltered Employment Centre] and the Isles aux Bois ESAT [Vocational Rehabilitation Centre] at the Païkan and Vatry logistics sites, and regular purchases of various services and products.
- An annual communication and awareness-raising plan with regular events and highlights during the European Disability Employment Week: conferences, games, challenges, Duo Day, etc.

Inclusion

- A «FLAG!» system deployed in shops to assist LGBT+ people in the event of an attack. Training for all shop teams as part of this partnership.

BUSINESS ETHICS

The regulatory context in terms of business ethics and relations between ordering parties and suppliers is constantly evolving. It is essential for the Beaumanoir Group to comply with current regulations. It is also important to put in place responsible purchasing practices, in order to secure supplies and build solid partnerships with suppliers, capable of ensuring sustainable and profitable development for all.

Policies

The Beaumanoir Group involves and educates its employees in business ethics and the fight against corruption and tax evasion via its Ethics Charter and a compulsory training policy.

It has put in place appropriate governance arrangements to monitor and steer the management of this risk, as well as a whistleblowing system enabling any person to inform management of any unethical act or behaviour.

At the same time, the Supplier Relationship Management programme aims to establish sustainable, balanced and trust-based relationships with textile and fashion accessory suppliers.

Objectives and performance

100% of employees are aware of business ethics

85% of key textile suppliers have stable partnerships with the Group's brands

Key performance indicators

Proportion of employees¹ aware of business ethics

	Without Sarenza	With Sarenza
2023	81%	83%
2022	65%	—

Proportion of stable key suppliers²

	Without Sarenza	With Sarenza
2023	81%	—
2022	79%	—

1. Employees working in offices (excluding shops and logistics warehouses)

2. Suppliers representing more than 80% of the Beaumanoir Group's purchase value who have worked with the Group's brands over the last two financial years

Key actions

Employee commitment to business ethics

- Employee Ethics Charter (<https://www.groupe-beaumanoir.com/ethique-signalement/>), which sets out the Group's values, its ethical principles in terms of business conduct (reliability, sincerity, fairness, social responsibility and the fight against corruption) and the rules that must guide the behaviour of employees in their work activities.
- Compulsory «All ethical» e-learning module - included in the induction programme for new employees at our head offices.
- Deployment of the compulsory «All ethical SBOs» e-learning module as part of the induction programme for new employees in our SBOs - Procurement Offices
- Since 2018, specific rules have been in place for listing and paying suppliers, with the aim of strengthening the programme to combat fraud and tax evasion.
- Compliance officers in the Group's main subsidiaries (China, Bangladesh, Türkiye, Switzerland, Spain) to ensure that its commitments are respected internationally.

Governance of the approach and early warning system

- Created in 2018, the Beaumanoir Group Ethics Committee is made up of the Group's senior managers and chaired by the Chief Compliance Officer. The purpose of this ethics committee is to oversee the progress of the continuous improvement approach to compliance and to ensure that potential whistleblowers are properly dealt with
- All employees have access to an internal Whistleblowing Procedure, to report the existence of facts that do not respect the values and ethical principles defended by the Group.
- Drafting of a PIA [Privacy Impact Assessment] to guarantee the protection of personal data when handling alerts

Supplier relationship management

- Continuous improvement of the supplier relationship management tool deployed since 2017, aimed at improving knowledge of suppliers, rationalising and stabilising the supplier base, managing risks and monitoring financial and non-financial performance, identifying more easily suppliers with potential with whom to strengthen partnerships, and promoting innovation.
- Creation of a new preferred supplier listing tool, including the online publication of a supplier ethics questionnaire, an essential prerequisite for preferred supplier listing, to be completed by all our existing suppliers in 2022.
- Integrating fabric/knitwear suppliers into the supplier relationship management tool

Results for 2023

Number of textile and fashion accessory suppliers **334** including SARENZA

TRACEABILITY AND TRANSPARENCY

Given its complexity, knowing your supply chain is a priority for companies in the textile sector in order to control and reduce the potential social and environmental risks associated with their direct and indirect suppliers. It is also a priority to meet the expectations of their stakeholders, and in particular their customers, who want more and more information about products, their manufacturing conditions and their impact on the environment, so that they can make an informed purchase.

In this context, it is essential for the Beaumanoir Group to have a clear vision of all its suppliers and to be more transparent.

Policies

The Beaumanoir Group has been working for several years to rationalise its supplier base and to improve its knowledge of them. This approach to progress is accompanied by a major mapping exercise of its direct and indirect suppliers aimed at improving the traceability of products throughout their supply chain.

In terms of transparency, the Group is continuing its work on environmental labelling with its Bonobo brand as a pilot, to enable customers to assess the impact of clothing on the environment.

Objectives and performance

100% of garment factories mapped

100% of fabric mills¹ to be mapped by 2025

Key performance indicators

Number of mapped weaving, spinning and dyeing factories

	Without Sarenza	With Sarenza
2023	444	—
2022	371	—

1. Fabrics from «nominated» suppliers / factories, i.e. chosen by the Beaumanoir Group

Key actions

Supply chain mapping

The clothing industry value chain

TIER 4	TIER 3	TIER 2	TIER 1	TIER 0	PRODUCT USE	PRODUCT END OF LIFE
Extraction of raw materials	Transformation of raw materials	Manufacture of materials	Making products	offices, shops, warehouses		
Cultivation and extraction of raw materials from the soil, plants or animals	Transformation of raw materials into yarn and other intermediate products	Production and finishing of materials (fabrics, trimmings, etc.) used directly in finished products	Assembly and manufacture of finished products	Company sites not involved in the manufacturing process	Washing, ironing, dry-cleaning, etc. of the product by the customer	Reuse, recycling, incineration, landfill

LOGISTICS

Transporting materials and products throughout the value chain

Source : WRI authors.

- Full mapping of garment factories.
- Complete mapping of denim stonewashing factories.
- Ongoing mapping of weaving, spinning and dyeing & printing factories.

Results for 2023

Number of countries of production

26

Proportion of garment factories mapped

100%

Number of garment factories Total

682

Outside the European Union

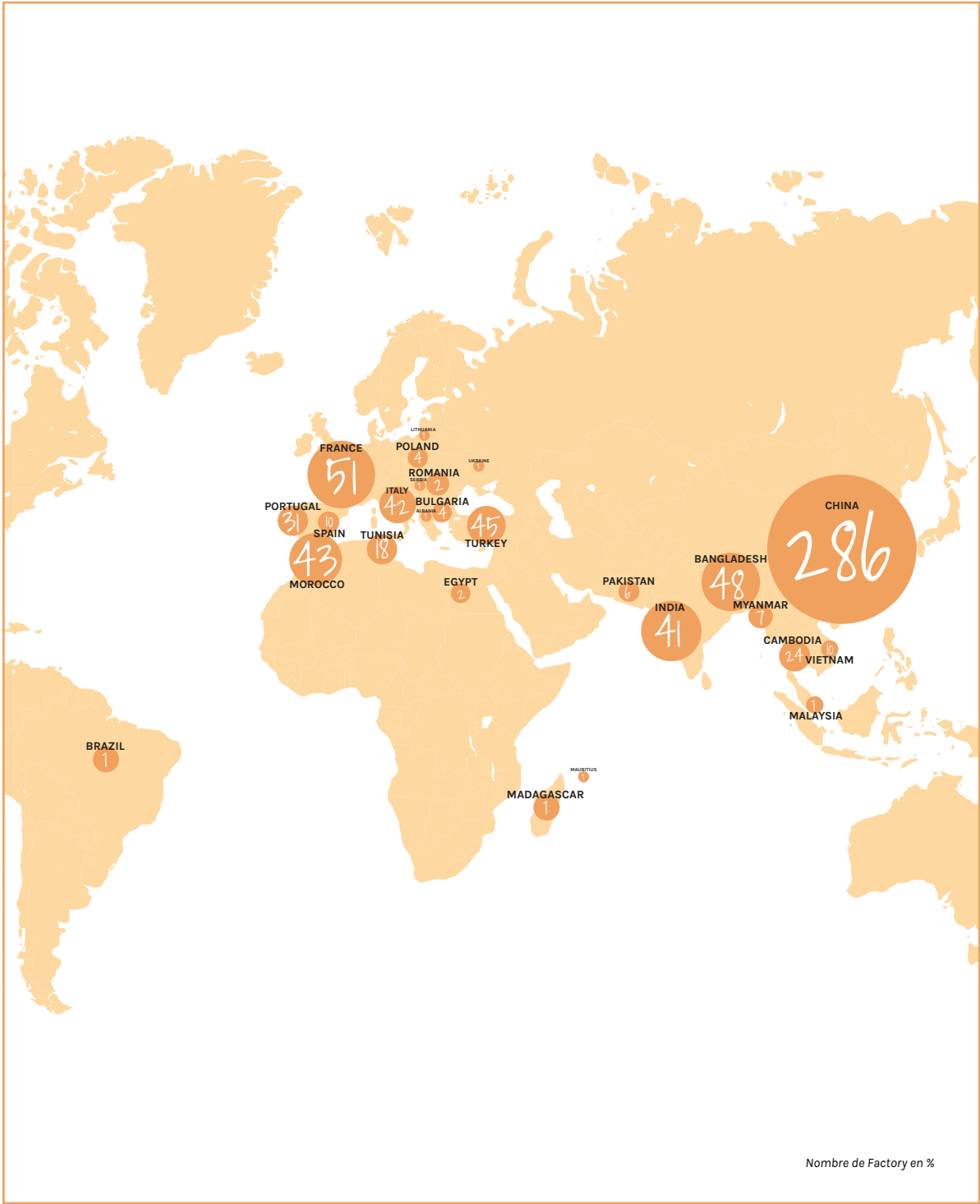
537

Transparency for customers

- Participation in the European Union's work on calculating the environmental impact of products (PEF¹).
- Active participation by the Group in the work of the French Ministry for Ecological Transition to define a new method for calculating environmental impact in France, with the ultimate aim of introducing environmental labelling for the textile sector.

1.Product Environmental Footprint

GEOGRAPHICAL BREAKDOWN OF GARMENT FACTORIES



GEOGRAPHICAL BREAKDOWN OF GARMENT FACTORIES

Human rights and working conditions in the supply chain

Like other industries, the textile industry can be confronted with a failure by certain companies to respect human rights and international regulations on working conditions. It is essential for an international group and a major ordering party such as the Beaumanoir Group to take the necessary measures to ensure that the products marketed by its brands are manufactured in compliance with internationally recognised social standards.

Policies

The Beaumanoir Group has defined a Social and Environmental Charter which details its requirements in terms of respect for human rights and labour law and only works with suppliers who have signed it.

To ensure that the Charter's social standards are applied in factories, social audits and monitoring visits are carried out in all the Group's sourcing countries.

At the same time, a programme has been set up to help plants take corrective action where necessary. It is accompanied by a system of sanctions and delisting in the event of persistent non-compliance.

Objectives and performance



Key performance indicators (KPIs)

Proportion of audited garment factories outside the European Union

	Without Sarenza	With Sarenza
2023	100%	100%
2022	100%	—

Proportion of audited fabric mills outside the European Union

	Without Sarenza	With Sarenza
2023	43%	—
2022	33%	—

1. Fabrics from «nominated» suppliers / factories, i.e. chosen by the Beaumanoir Group

Key actions

Supply chain commitment

- Active member of amfori BSCI¹ since 2013.
- An active member of ICS¹ since the beginning of 2021, the aim being to further increase the pooling of social audits with other brands and textile distribution groups.
- Social and Environmental Charter signed by the brands' direct suppliers which includes the code of conduct for suppliers and commercial partners of the Beaumanoir Group², rules relating to the qualification of new factories and a formal ban on undeclared sub-contracting.
- Systematic information to suppliers on the amfori BSCI and ICS approach, the audit process by external teams or service providers and the evaluation criteria.
- Application of the «cascade effect» mechanism: brand suppliers must communicate the code of conduct to their own subcontractors and suppliers.
- Review of the Beaumanoir Group's internal audit questionnaire in 2023 with the addition of 19 new questions, including 10 on environmental issues, in order to better control social and environmental risks, particularly those related to waste water treatment and the use of chemical products.
- Deployment of the Speak for Change programme by Amfori in 2023 in factories located in Vietnam, Türkiye, Bangladesh and India. This is a system that allows plant employees to report their working conditions anonymously via various communication channels: by telephone, instant messaging applications, online forms, etc. In this way the Beaumanoir Group can receive alerts directly from employees in the production plants and investigate whether or not to confirm the complaints received. This programme enables the Beaumanoir Group to ensure on a daily basis that its production plants comply with its code of conduct.

Results for 2023



Suppliers of the Sarenza brand are in the process of signing the Beaumanoir Group's Framework Agreement which includes the Social and Environmental Charter. By 29th February 2024, 100% of the Beaumanoir Group's suppliers, excluding Sarenza, had signed the Group's Social and Environmental Charter.

1. amfori BSCI et ICS (Initiative for Compliance & Sustainability) are organisations that bring together ordering parties from different sectors with the aim of improving working conditions in their supply chain.
2. Code of conduct based on recognised international conventions on the protection of workers' rights, setting out the social and environmental requirements of its members: prohibition of child and forced labour, special protection for young workers, working hours and pay, health and safety at work, freedom of association, non-discrimination, no precarious employment, environmental protection, and social responsibility policy.

Social audits of suppliers

- Training offered to suppliers prior to audits, giving them the opportunity to prepare and self-assess so that they can improve certain points in advance, if necessary.
- Regular factory audits, carried out internally by the Group's social auditors based in China, Türkiye, Bangladesh and France, or by external service providers recognised and accredited by amfori BSCI or ICS.
- Since 2019, revision of the audit process to carry out mainly unannounced or semi-announced audits, which provide a realistic reflection of working conditions.
- Checks by purchasing and liaison office staff in the main sourcing countries on key social compliance points during their factory visits (using the Group's «Factory Checklist»).

Audits of clothing factories (29/02/2024)

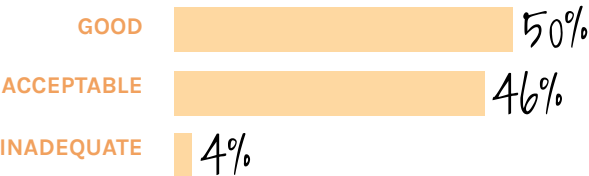
Production zone	Total number of plants	% of plants audited
European Union	145	37%
OUTSIDE the European Union	537	100%
TOTAL Group	682	87%

Supporting suppliers as part of an improvement initiative

- Assisting plants in analysing the causes of non-conformities and implementing corrective action plans in the event of inadequate audit results.
- Continued support for plants with major non-conformities.
- Provision of ICS «good social practice sheets».
- Training sessions organised by amfori BSCI in the sourcing countries for factory compliance and production managers, depending on their needs or the nature of the non-conformities identified during the audits.

Results for 2023

Proportion of garment factories outside the European Union with a «GOOD» audit result 50%



Compliance requirement

- Regular follow-up audits to ensure that corrective actions are being properly implemented.
- Gradual system of sanctions ranging from a warning for sites that undertake to implement appropriate corrective actions, to the definitive termination of commercial relations for sites that refuse to commit to a progress approach or that fail to improve despite the Group's support.



CLIMATE CHANGE

Climate change poses a major risk to all of the world's economic activities. Under the Paris Agreement, governments have committed to limiting greenhouse gas emissions to keep the rise in temperature below 2°C. In this context, faced with the new regulations in force and the high expectations of civil society and its customers regarding the climate, the Beaumanoir Group must act throughout its value chain to limit the impact of its activities on global warming, ensure the resilience of its business model and improve its performance.

Policies

Every year the Beaumanoir Group measures the greenhouse gas emissions of its activities throughout its value chain.

It is defining and driving a carbon strategy in line with its commitment to reduce its emissions by 30% by 2030 compared with the base year of 2019.

This strategy is underpinned by ambitious purchasing policies focusing on more sustainable products and services that have a lower impact on the environment, a policy of systematic environmental certification for its logistics warehouses and an energy efficiency approach at all its sites.

At the same time, the Group is raising awareness of environmental issues among its stakeholders (suppliers, affiliates, customers and employees) and engaging them in the process of change. The reference base is changing and has been recalculated based on acquisitions made by the Group since 2020.

Objectives and performance

-30% reduction in greenhouse gas emissions by 2030 (based on 2019)

100% of C-LOG's logistics warehouses are ISO 14001 certified

Key performance indicators

Overall carbon emissions (scopes 1, 2 and 3)

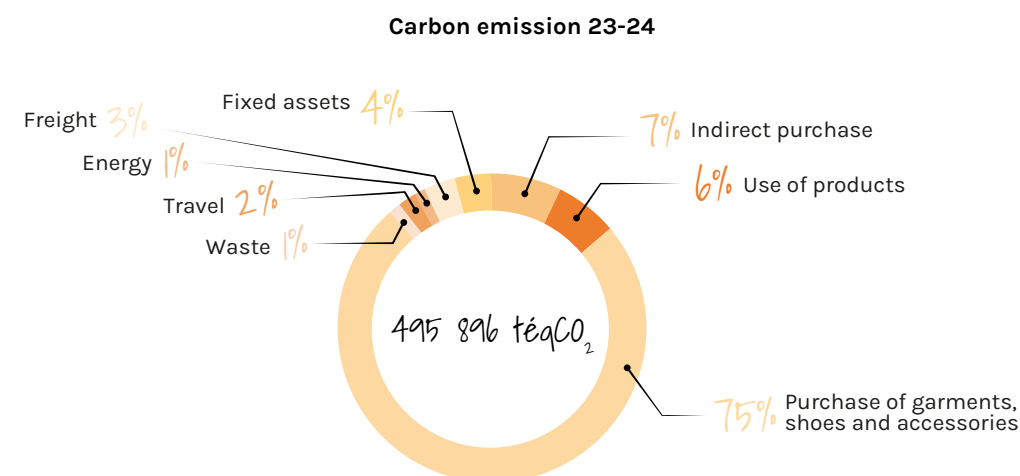
2023 : 495 896 tCO₂e

Key actions

Measuring and managing carbon emissions

- Partnership set up in 2022 with a carbon management platform, enabling the Group to measure and monitor its greenhouse gas emissions on an annual basis across its entire consolidated scope (scopes 1, 2 and 3).
- Raising awareness and mobilising certain service providers, particularly carriers, to improve the quality of the carbon data collected.
- Definition of the Group's carbon strategy and monitoring of the achievement of objectives by the Carbon Committee, made up of representatives from the various departments of the company.

Results for 2023¹



Responsible Purchasing


- Use of sustainable textile fibers in the collections to reduce the greenhouse gas emissions associated with each product (more details in the «Textile materials» section of the report).
- Renewable energy purchase contracts for operated sites (more details in the «Energy» section of the report).
- Store bags made from 100% recycled paper for all brands, and the introduction of payment for bags in Cache Cache, Bonobo, Bréal and Vib's shops in October 2022 to reduce the impact on the environment.
- Sustainable design of certain plastic packaging (more details in the «Water and Oceans» section of the report).
- A responsible digital initiative launched and driven by the Green IT Committee, which has led to the selection of more sustainable equipment, optimised the level of equipment used by employees and extended the lifespan of equipment.

1. Emissions calculated using GHG Protocol methodology, excluding carbon emissions linked to customer travel to shops.

Environmental management of operated sites

- Energy efficiency programme at all sites (more details in the «Energy» section of the report).
- Implementation of tools for regular monitoring of electricity consumption, particularly at sites operated in France.
- ISO 14001 certification for C-Log's logistics headquarters and warehouses. Follow-up certification audit in October 2023 for all certified warehouses. Certification of the Ascoux and Montierchaume logistics warehouses, scheduled for 2024.
- HQE Construction and THPE certification for the Saint-Malo warehouse and HQE Production certification for the Longueuil Sainte Marie warehouse.
- BREEAM certification for the Epinoy and Poupry warehouses obtained in 2021.

Results for 2023

Proportion of logistics warehouses certified ISO 14001  77,8% 7 out of 9 sites

Stakeholder commitment to preserving resources

- Supporting textile suppliers to improve their environmental performance as part of ICS environmental audits of weaving, knitting and dyeing factories or the amfori BEPI¹ initiative.
- Raising customer awareness of sustainable textile care through environmentally-friendly care instructions, specific content on brand websites and training for shop teams.
- Training for shop staff in the proper use of resources, both face-to-face and remotely («My responsible point of sale» e-learning module), and for head office staff as part of the new recruits programme and various events.
- Signing of the Responsible Digital Charter at the end of 2022.

1. amfori BEPI (Business Environmental Performance Initiative) is an international organisation, of which the Beaumanoir Group has been an active member since 2015. It brings together ordering parties from different business sectors whose aim is to improve the environmental performance of factories in their supply chain in at-risk countries.

ENERGY

The current energy crisis is creating new challenges for businesses, which have to deal with the issues of securing their supply and the significant rise in the cost of energy.

In order to ensure the continuity of its operations, the resilience of its business model and the reduction of its greenhouse gas emissions, the Beaumanoir Group must take action throughout its value chain. This involves improving the energy efficiency of our operated sites and those of our partners, and supporting the development of renewable energies.

Policies

The Beaumanoir Group has put in place a policy aimed at reducing the energy consumption of its shops, warehouses and offices, and is backed by the environmental certification of its logistics warehouses.

For several years now, it has also been engaging and training its suppliers and employees on energy issues, to give them the means to take action.

At the same time, and despite rising energy prices, the Group continues to pursue a proactive policy of purchasing renewable energy.

Objectives and performance

100% of electricity from renewable sources in France by 2025

Improving the energy efficiency of operated shops by at least 20% by 2030 (based on 2019)

Implementation of the service sector decree on eligible sites

Key performance indicators

Proportion of electricity from renewable sources

	Without Sarenza		With Sarenza	
	FRANCE	WORLD	FRANCE	WORLD
2023	37%	35%	37%	35%
2022	28%	27%	—	—

Key actions

Energy efficiency programmes at operated sites

Energy in shops

- Year-round monitoring and control of energy consumption and consumption drift in all shops operated, using a digital platform and the support of a specialist company, with action plans put in place.
- Fitting out sales outlets to reduce their energy consumption: installation of LED lighting and high energy performance heating and air conditioning equipment, gradual improvement in the thermal insulation and airtightness of buildings, routine installation of presence detectors in ancillary rooms and twilight sensors on signs, optimising the brightness of sales areas, etc.
- Study, in early 2023, of instrumentation solutions for more detailed control of the various consumption items in shops.
- Raising awareness of energy instructions among shop teams via an e-learning module, posters and a new recruits' course; regular training sessions for all sales teams on energy issues.
- Commercial premises delivered must comply with the 2012 or 2020 Thermal Regulations.
- Testing the use of a remote Building Management System (BMS) in 2023, before rolling out to the entire portfolio in 2024.

Energy at Head Offices

- Year-round monitoring and management of energy consumption at the head offices, thanks to a digital platform and the support of a specialist company,
- In 2023, a review of the headoffice lighting system to reduce energy consumption: installation of LED lighting, automatic switch-off in unoccupied areas, optimisation of the installation of computer servers.

Energy in warehouses

- Optimised energy management thanks to Centralised Technical Management (CTM) and the programming of heating equipment.
- Optimising equipment settings (air conditioners, water heaters, lighting, etc.).
- Reducing energy consumption linked to lighting: gradual replacement of light fittings to switch to LED, use of zoning and raising staff awareness.
- Fitting out sites to limit air inlets, replacing and retrofitting energy-hungry equipment, etc.

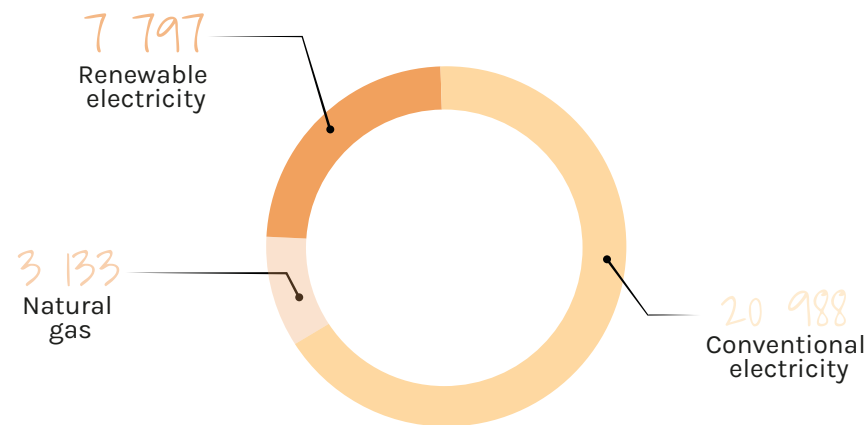
Results for 2023

Energy consumption Total 28 696 MWh including SARENZA

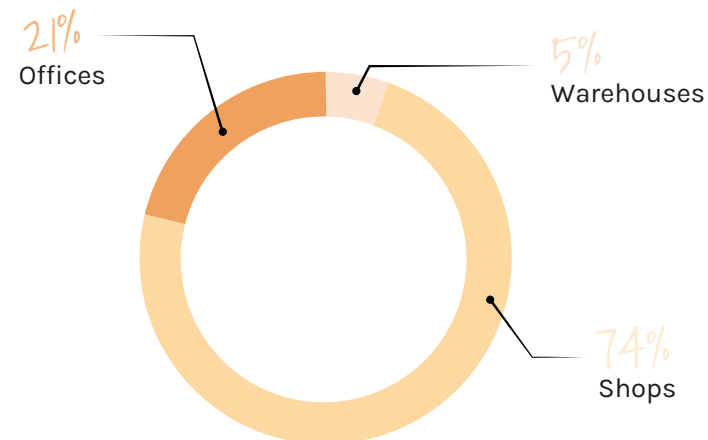
France 27 119 MWh including SARENZA

Average energy consumption of shops operated 125 kWh/m²
(Data calculated over the calendar year)

Energy consumption Beaumanoir Group 2023 (Mwh)



Breakdown of energy consumption by site



Support for textile suppliers

- Launch in 2020 of an energy efficiency pilot project in plants with BEPI, involving the collection of energy data, energy efficiency training for plants, one-to-one support from a specialist consultant if required, and then the implementation of practical energy efficiency actions.
- Deployment in 2022 of an online «energy efficiency» training module for 43 Group suppliers in Bangladesh, Pakistan and Türkiye.

Renewable energy purchases

- Renewable energy purchase contracts for operated sites.



PRESERVING WATER AND THE OCEANS

Water plays an essential role in the textile industry's value chain, whether upstream to obtain natural fibres and transform textiles (dyeing and stonewashing), or downstream for the use of garments by customers. Preserving water is a priority for the Beaumanoir Group, in particular to increase the resilience of its business model in the face of a natural resource under strain and to limit the risks to its image.

Policies

The Beaumanoir Group is committed to reducing the quantity of water consumed and preserving its quality throughout its supply chain through a policy of targeted environmental audits, implemented in key production units.

Its brands are also deploying eco-design initiatives for their products and packaging to limit the amount of water used in manufacturing processes and ocean pollution.

At the same time, they are educating their customers about eco-friendly care for their clothes.

Objectives and performance

100% of denim and trouser stonewashing units audited

100% of non-EU fabric dyeing and printing plants¹ audited by 2025

Key performance indicators

Proportion of stonewashing units audited²

	Without Sarenza	With Sarenza
2023	94%	—
2022	100%	—

Proportion of fabric dyeing and printing plants audited¹

	Without Sarenza	With Sarenza
2023	44%	—
2022	30%	—

1. Supplier plants chosen by the Beaumanoir Group («nominated» fabrics) and mapped to date.
2. Environmental audits of wastewater treatment plants.

Key actions

Better water management in plants

- Environmental audits of denim and trouser suppliers' stone washing plants initiated in 2018, with the main objective of ensuring that each plant has a functioning wastewater treatment plant.
- Roll-out of the environmental audit programme for dyeing and printing plants for nominated fabrics from 2021 onwards
- Supporting suppliers and implementing corrective action plans.

Eco-design of products to save water

- Substitution of conventional fibres with more water-efficient fibres such as recycled cotton, organic cotton, EcoVero® viscose, Tencel®, etc. (for more details, see the «Textile Materials» section of the report).
- Change to Bonobo and Cache Cache jeans treatment and manufacturing processes in favour of technologies that use less water and chemicals : ozone stonewashing, laser, e-flow process, etc. A process supervised by Jeanologia's EIM scoring².

Reducing plastic packaging

- Phasing out some of the plastic bags (polybags) used to transport and protect products from sourcing countries.
- Incorporation of at least 50% recycled plastic in polybags
- Launch in 2023 of an audit of the Group's entire supply chain to reduce product packaging to the strict minimum.
- Use of reusable e-commerce shipping envelopes made from 100% recycled plastic for the Morgan and Carroll brands.
- From 2023 onwards, we will be using kraft envelopes in a format adapted to each order for e-commerce shipments of the Cache-Cache, Bréal, Bonobo and Vib's brands.
- Initiation in 2023 of CANOPY's Pack4good approach.

Customer commitment

- Advice on how to care for products while protecting the planet is given on brand websites, and a logo linking to the Cofreet «clevercare.info» website³ is affixed to clothing care labels.
- Cofreet's «Mon Etiquette» [My Label] app has been made available to sales teams in France to provide customers with quality advice on how to care for their clothes and to raise awareness of the need to protect the environment, particularly water.

1. Water savings of 70% to 100% and chemical product savings of at least 50% compared with conventional manufacturing processes
2. Environmental Impact Measurement Software from Jeanologia: <https://www.jeanologia.com/portfolio/eim-environmental-impact-software/>
3. Comité Français de l'Etiquetage pour l'Entretien Textile [French Labelling Committee for Textile Care]

CIRCULAR ECONOMY

The pressure on natural resources is now strong all over the world and is pushing legislators and all economic players to take action to encourage a less predatory and more circular economy.

The Beaumanoir Group must respect these new regulatory frameworks. It must also take into account the increasing scarcity of resources and the changing expectations of civil society and behaviour, in order to reduce and recover its waste but also to innovate and offer more sustainable products and services to its customers.

Policies

Over the last few seasons, the Group's brands have changed their textile purchasing policy in order to optimise their stocks and limit the overproduction of finished products and unsold stock.

They have also developed a new range of services to engage their customers and give them the means to act in favour of a circular economy.

In 2023, **the Indispensac**, a totebag made 100% in France by Tissages de Charlieu, was launched in shops selling Cache Cache, Bonobo, Bréal and Vib's brands

To encourage and promote the extension of the useful life of our products, several initiatives are underway within the Group.

The collection of used clothing initiated in 2021 in Cache Cache, Bonobo, Bréal and Vib's shops had to be stopped in October 2023, following the closure of the business of the partner associated with the Group.

The subject has not been abandoned, however, and the Group is currently testing a new format to continue collecting textiles at its points of sale, thus maintaining its investment in the circular economy.

At the same time, the Beaumanoir Group is implementing policies on all its sites aimed at giving a second life to products that the brands no longer need and at better recycling the waste generated on its sites. It also supports its suppliers in this area.

Objectives and performance

100% of Cache Cache, Bonobo, Bréal and Vib's shops offer to take back used clothes in France

100% of warehouse waste recovered and almost 95% recycled by 2025

Key performance indicator

Proportion of shops (France)¹ offering a used clothes collection service

2023 : 62%

1. Excluding Morgan, Caroll and C-Stock shops, not included in the Group target

Key actions

Reducing and managing unsold stock

- Optimisation and reduction of upstream and downstream stocks, thanks to the development of management tools, the work carried out by purchasing offices with their suppliers and by flow management teams, and better management of markdown policies.
- Management of brands' unsold stock by C-Stock, a subsidiary of the Beaumanoir Group, which uses various distribution channels to offer them a commercial outlet.
- No products are destroyed, with the exception of those that may present health or safety risks.
- Launch in 2023 of a partnership with an ESAT to process and recycle product ranges and development residues.

Second life for textile products

- Used clothing take-back scheme offered all year round to customers in Bonobo, Cache Cache, Bréal and Vib's shops, in partnership with a company specialising in second-hand textile products. The scheme had to be suspended in October 2023.
- Reflection and development of a new system to maintain collection in shops, in particular Bonobo, Cache Cache, Bréal and Vib's on a pilot basis.
- For the fourth year running, the Group's brands (excluding Caroll) took part in the national #4R (#RéduisonsRéutilisonsRéparonsRecyclons - #ReduceReuseRepairRecycle) campaign, run by the Refashion eco-organisation and designed to raise consumer awareness of the second life of textile products.
- Recurrent donations to local associations of clothing and fashion accessories with minor quality defects that could not be put up for sale (Les Restos du Cœur, Le Secours Populaire, La Croix Rouge Française, etc.) and fabric samples received by the purchasing teams.

Results for 2023

Number of items of used clothes collected | 579 135 between March and October 2023

Extending the useful life of textile products

To meet some of the expectations of the industry, the Group launched several initiatives in 2023 to extend the useful life of its products:

- A repair kit has been added to the Bonobo range, with tutorials on how to carry out common repairs freely available on the brand's website,
- Bonobo's Garanti jeans were launched in October 2023: the brand guarantees to repair seams and replace zips and buttons for 3 years.
- In the last quarter of 2023, all the Group's brands started to sign up their branch shops to the REFASHION repair fund, which will be fully rolled out in 2024. It will enable us to offer a garment repair service to all our customers.

Second life for shop fittings and point-of-sale displays

- A partnership will be set up in 2021 with a specialist company to enable the reuse of furniture from old shop designs, and collaboration with the eco-organisation Valdélia to ensure the recycling of waste furnishing elements.
- Introduction, in 2022, of a national programme of donations of small second-hand shop furnishings to associations close to the points of sale of the Group's brands (mannequins, stands, shelves, etc.).
- Targeted recycling programmes for products that are no longer used in shops and are returned to warehouses, such as mannequins or clothes hangers.

Recovering operating waste

- Installation of bio-waste management solutions at all head office sites and company-owned warehouses by January 2024:
 - Partnership with La Petite Boucle, a three-wheeled bio-waste collector for all sites in Saint-Malo
 - Installation of composters in all warehouses.
- Sorting and recycling of warehouse waste: cardboard, paper, wood, glass, metal, glassine, plastics and cores.
- Sorting systems for cardboard and certain plastics in Group-operated shops, where recycling facilities exist locally.
- Eco-office approach, with systematic sorting of waste and implementation of selective collection at all sites.
- Support for suppliers in managing their waste, with requirements to comply with legal obligations, obtain the necessary permits, sort hazardous and non-hazardous waste, train workers in waste management and ensure that no waste is incinerated on site.

Results for 2023

Proportion of waste recycled¹ in warehouses 95%

Proportion of recycled waste² in warehouses 95%

1. Proportion of waste recycled or incinerated (energy recovery).
2. Proportion of waste recycled.





4 CSR RESULTS



Risks and indicators	TYPE	SCORE	23-24
QUALITY OF THE OFFERING			
Proportion of product items with durability test	KPI	World	79 %
Proportion of items delivered that have undergone quality control	Result	World	99 %
Proportion of logistics warehouses with ISO 9001 certification	Result	World	7/9
Proportion of AEO-certified logistics warehouses	Result	World	7/9
CUSTOMER HEALTH AND SAFETY			
Compliance rate for chemical tests	KPI	World	99%
Number of families of chemical substances monitored in the laboratory	Result	World	14
Number of laboratory tests on chemical properties	Result	World	8 665
Concentration of APEOs	Result	World	< 50 ppm
TEXTILE MATERIALS			
Proportion of sustainable fibers	KPI	World	45 %
Proportion of sustainable cotton	Result	World	94 %
Proportion of sustainable viscose	Result	World	42 %
Proportion of animal fibers	Result	World	3 %
ATTRACTING AND RETAINING TALENT			
Total number of employees	Result	World	6 008
Proportion of permanent employment contracts in total workforce	KPI	World	92,5 %
Proportion of employees benefiting from an annual review with their manager	KPI	France	60 %
Average length of service	Result	World	6,8 years
Number of schools partnerships	Result	France	17
Number of employees trained	Result	World	4 095
Proportion of managers trained in management	Result	France	51 %
DIVERSITY AND EQUAL OPPORTUNITIES			
Proportion of women in senior management	KPI	France	54 %
Gender equality index	Result	France	90/100
Rate of employment of disabled workers	KPI	France	3,5 %
Proportion of employees under 35 in total workforce	Result	World	44 %
Work-study contracts as a proportion of total workforce	Result	France	5 %
Proportion of women in total workforce	Result	World	84 %
BUSINESS ETHICS			
Proportion of employees aware of business ethics	KPI	World	83 %
Proportion of stable key suppliers	KPI	World	81 %
Number of textile and fashion accessory suppliers	Result	World	334
TRACEABILITY AND TRANSPARENCY			
Proportion of tier 1 plants mapped	Result	World	100 %
Number of tier 2 & 3 plants mapped	KPI	World	444
Number of production countries	Result	World	26
Number of tier 1 plants	Result	World	682
Number of non-EU tier 1 plants	Result	World	537
HUMAN RIGHTS AND WORKING CONDITIONS IN THE SUPPLY CHAIN			
Proportion of suppliers who have signed the Social and Environmental Charter	Result	World	92 %
Proportion of non-EU tier 1 plants audited	KPI	World	100 %
Proportion of non-EU tier 2 plants audited	KPI	World	43 %
Proportion of non-EU tier 1 plants audited with a "GOOD" result	Result	World	50 %
Number of audits carried out over the period	Result	World	295
CLIMATE CHANGE			
Carbon emissions	KPI	World	495 896 téqCO ₂
Proportion of logistics warehouses with ISO 14001 certification	Result	World	7 / 9
ENERGY			
Energy consumption	Result	World	28 754 MWh
Average energy consumption of shops operated	Result	France	125 kwh/m ²
Proportion of electricity from renewable sources	KPI	World	37 %
WATER AND OCEAN CONSERVATION			
Proportion of stonewashing units audited	KPI	World	94 %
Proportion of fabric dyeing and printing plants audited	KPI	World	44 %
CIRCULAR ECONOMY			
Proportion of shops offering to take back used clothing	KPI	France	62 %
Number of items of used clothes collected	Result	World	1 579 135
Proportion of waste recovered in warehouses	Result	World	95 %
Proportion of waste recycled in warehouses	Result	World	95 %

Reporting methodology and scope

The CSR indicators are described in a detailed reporting protocol drawn up by the Beaumanoir Group's CSR Department in conjunction with the departments involved in extra-financial reporting. This protocol, which is made available to those responsible for data collection, sets out the definition of the indicators, their spatial and temporal scope, the method of collecting the indicators, the calculation methods and the control procedures.

The term «Beaumanoir Group» covers CCV Beaumanoir Holding, the Group's holding company, and all the companies controlled by the latter.

The indicators published in the DPEF correspond to all the companies and sites of the «Beaumanoir Group», including the Sarenza brand, unless otherwise specified in the report.

The indicators published in the DPEF cover the period from 1 March to 29 February or the Spring-Summer and Autumn-Winter seasons, with the exception of the following indicators which are based on the calendar year:

- Employees trained,
- Employees benefitting from an annual performance review with their manager,
- Employment of disabled workers,
- School partnerships,
- Energy consumption,
- Waste recycling and recovery.

It should be noted that information on the weights of textile products may be subject to uncertainty inherent in the quality of the data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates used in its preparation and presented in the Declaration.

NOTRE MO(N)DE POUR DEMAIN

CACHECACHE.

BRÉAL



BONOBON

Vib's

MORGAN

CAROLL
PARIS

SARENZA.com

CLOG