

# CSR REPORT

Statement of Extra-Financial Performance

G R O U P E  
BEAUMANOIR



2024  
2025

Summary



Over the past four years, Groupe Beaumanoir has demonstrated exceptional agility in expanding and developing its business through strategic acquisitions, such as La Halle, Caroll, Sarenza.com and Boardriders.

Faced with multiple economic and environmental challenges, Groupe Beaumanoir is continuing its digital, omnichannel and sectoral transformation to maintain its position as the French market leader, serving its partners and meeting the needs of its customers.

## Groupe Beaumanoir key figures

2,2

BILLION EUROS  
IN SALES

8 190

EMPLOYEES

8

BRANDS  
AND CHAINS

6

PURCHASING AND  
SOURCING OFFICES

2 011

POINTS OF SALE  
(BRANCHES, AFFILIATES  
AND OTHERS)

188

AFFILIATED PARTNERS  
& FRANCHISEES IN  
FRANCE

10

LOGISTICS  
WAREHOUSES

92,7

MILLION  
ITEMS SOLD

## CSR commitments

5 commitments covering all of the Group's CSR risks and issues.



### OFFER

Innovative and responsible products and services.



### EMPLOYEES

Fair and motivating working environment.



### PARTNERSHIPS

Strong and responsible partnerships.



### ENVIRONMENT

Reduction of environmental impact.



### REGION

Economic and social development of the regions.



## Main CSR risks and issues

Groupe Beaumanoir, aware of current economic and environmental challenges, has incorporated 12 priority CSR risks into its overall strategy. These issues have been chosen to meet stakeholder expectations and ensure the company's long-term future :



### QUALITY OF THE CUSTOMER OFFER AND SERVICE

- 66% of listings tested in 2024
- 98.3% of items delivered were quality controlled in 2024
- 90% of logistics warehouses are ISO 9001 certified and 80% are AEO certified



### CUSTOMER HEALTH AND SAFETY

- 98.5% of products complied with chemical tests in 2024



### TEXTILE MATERIALS

- 56% environmentally friendly fibres in 2024
- 92% environmentally friendly cotton
- 61% environmentally friendly viscose
- 1.7% fibres of animal origin



### ATTRACTING AND RETAINING TALENT

- 78% of managers (France) received management training in 2024
- 8.1 years average length of service



### DIVERSITY AND EQUAL OPPORTUNITIES

- 53% of female senior managers in 2024
- 2.8% of employees with disabilities
- 4% of employees on work-study contracts (France)
- 88/100 gender equality index



### BUSINESS ETHICS

- 91% of employees have been made aware of business ethics



### TRACEABILITY AND TRANSPARENCY

- 100% of garment factories have been mapped



### HUMAN RIGHTS AND WORKING CONDITIONS IN THE SUPPLY CHAIN

- 100% of non-EU garment factories have been audited
- 37% of non-EU fabric factories have been audited
- 100% of suppliers have signed the Group's Social and Environmental Charter
- 55% of non-EU garment factories received a "GOOD" audit score



### CLIMATE CHANGE

- 809,550 tCO2eq in 2024
- 90% of logistics warehouses are ISO 14001 certified



### ENERGY

- 22% of electricity from renewable sources in France in 2024
- 21% of electricity from renewable sources worldwide in 2024



### WATER AND OCEAN CONSERVATION

- 100% of washing units have been audited in 2024
- 50% of fabric dyeing and printing factories have been audited in 2024



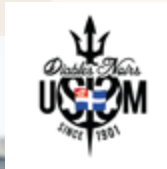
### CIRCULAR ECONOMY

- 25,881 garments collected from 3% of points of sale in a pilot project
- 96.62% of warehouse waste collected in 2024
- 96.62% of warehouse waste recycled in 2024

## Local action

Groupe Beaumanoir actively supports major national initiatives such as Breast Cancer Awareness Month, through dedicated initiatives such as donating hair for wigs.

Its brands Cache Cache, Morgan and Caroll also have strong and meaningful partnerships with charities such as Vacances et Familles, Joséphine, and Toutes à l'école.



Groupe Beaumanoir is also a major player in its local region and has supported the Union Sportive de Saint-Malo (USSM) since 2006, enabling athletes to combine high-level sport with their professional careers.

The Group is also involved in medical research through Roland Beaumanoir, a founding member of Bretagne Atlantique Ambition (BAA), a fund dedicated to finding cures for neurological diseases.





CACHE CACHE



BONOBOS



BRÉAL

## Partners

Groupe Beaumanoir works with recognised partners to implement corporate social responsibility programmes, thus committing itself to a genuine drive for progress.



Improving working conditions and environmental protection in global supply chains.



Supporting open and sustainable trade, and improving the social and environmental performance of supply chains.



Assessing and confirming the CSR maturity level of the companies.



Helping cotton-farming communities to prosper while protecting and restoring the environment.



Developing innovative ways to recycle textiles and leather items.



Ensuring the preservation of the world's forests by supporting its brands and producers in adopting ambitious policy commitments to end sourcing from forests that are essential for climate and biodiversity.



Helping brands, manufacturers and farmers in the textile industry to adopt more responsible production practices, right from the start of the supply chain.



Stepping up the transition to a circular economy in the clothing, household linen and footwear EPR sector in France.



Working towards innovative and responsible trade: the Alliance du Commerce brings together department stores, high-street chains and clothing and footwear retailers that play a major economic and social role throughout France.



Submitting greenhouse gas emission reduction targets in line with climate science.

G R O U P E  
BEAUMANOIR



# OUR FASHION WORLD

**FOR TOMORROW**

CACHE CACHE.

BONOBOS

BRÉAL

Vib's

CLOG

MORGAN

CAROLL  
PARIS

C-stock

SARENZA.com

LA HALLE  
Habille la vie



ROXY

BILLABONG  
ZZ



ELEMENT

RVCA

VZ VONZIPPER