

CHARGEURS GROUP MODERN SLAVERY STATEMENT 2020



CHARGEURS

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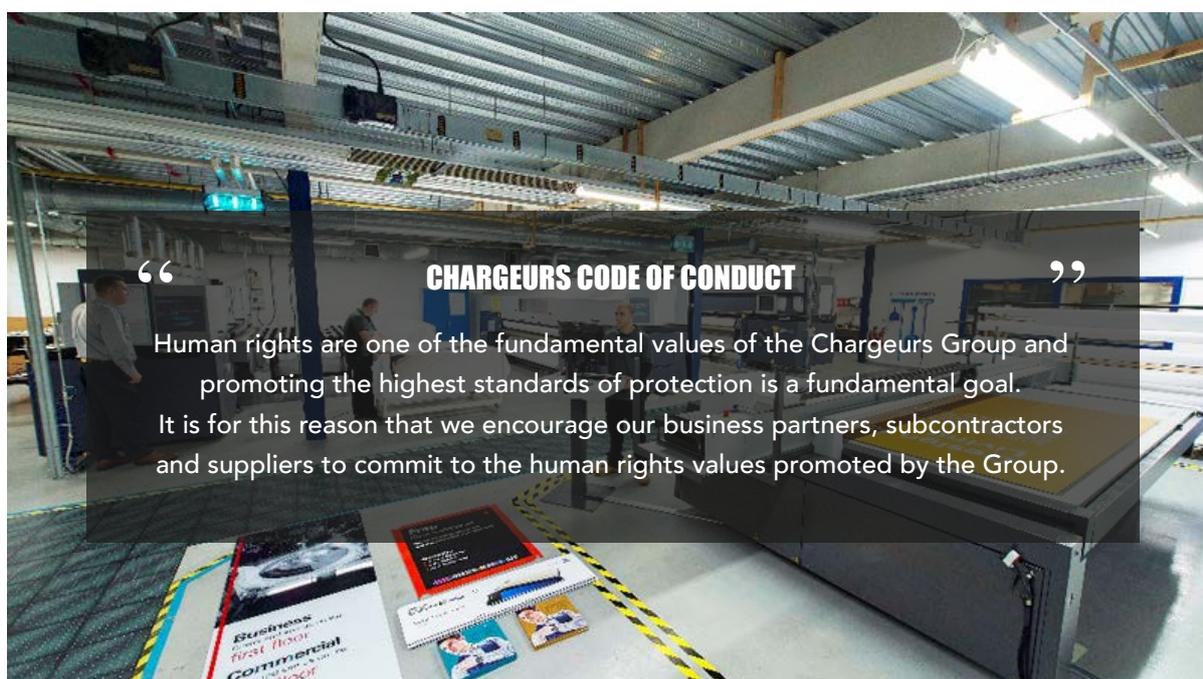


INTRODUCTION

The Chargeurs Group is committed to treating everyone in its business and supply chain with dignity and respect.

Modern slavery, in all its forms, is a grave violation of human rights and is unacceptable within our business and in any area of our supply chain. The Chargeurs Group recognises that as a global business, we have a responsibility to be transparent, and to resolve problems that come to our attention within our supply chains, and protect and respect the human rights of the people in our value chain worldwide—particularly those who are most vulnerable to abuses such as modern slavery.

We cannot remediate or challenge what we do not know. In this first Chargeurs Group Modern Slavery Statement, in accordance with section 54 of the UK Modern Slavery Act 2015, we are setting out what we are doing to identify key areas of risk and to collectively raise the labour standards in our supply chains to improve the lives of all the people connected to them.



This statement was approved and signed by Michaël Fribourg Chairman and Chief Executive Officer of Chargeurs and Joëlle Fabre-Hoffmeister, Secretary General of Chargeurs on 30th June 2021. This statement sets out the steps taken by the Chargeurs Group during the financial year ending December 2020

ABOUT THE CHARGEURS GROUP

The Chargeurs Group, founded in **1872**, is a global leader in several industries, manufacturing high quality products.

In 2020 the Chargeurs Group annual turnover was

€822 million



Chargeurs Protective Films

offers industrial customers - in construction, electronics - and even household appliances, temporary protective films for fragile surfaces



Chargeurs*PCC Fashion Technologies

targets major international brands in luxury goods, men and women's fashion, sportswear and casual wear. It designs technical clothing fabric, including interlining to provide structure and flexibility.



Chargeurs Luxury Materials

provides the finest, softest and most resistant wool fibres in the world and is the leading player in global trading of premium wool products.



Chargeurs Museum Solutions

creates captivating and immersive visitor experiences for cultural centres and museums, retailers and brands offering them full-integrated turnkey solutions.



Chargeurs Healthcare Solutions

designs high technology solutions for personal healthcare protection and their well-being, in public and medical sectors as well as for private players and individuals.

The Chargeurs Group has **close to 2,300 employees on five continents**, who serve a diversified customer base spanning more than 90 countries. Within the Group there are five separate businesses, each with their own different and complex supply chains.

OUR BUSINESSES

CHARGEURS ★ PCC
FASHION TECHNOLOGIES

Chargeurs*PCC Fashion Technologies (CFT-PCC) is the global leader in the manufacture and supply of interlining to the major international brands within the apparel and textile industry. Interlining is a technical fabric which gives garments structure and shape.



Novacel

Chargeurs Protective Films (CPF) is the world leader in the design, development, and sale of temporary surface protection tapes. The division offers a range of high-performance products to protect high-end goods, furniture, appliances, and the construction Industry. Brands within this division include Novacel, Boston Tapes, Main Tape, Novacel Performance Coatings, Omma, and Walco.



CHARGEURS MUSEUM SOLUTIONS
CHARGEURS GROUP
LIVING SOLUTIONS

Chargeurs Museum Solutions (CMS) has become the world's leading supplier of turnkey solutions for museum-quality exhibit services. CMS is composed of an industrial division, Senfa, which specializes in functionalizing technical textiles, and Chargeurs Creative Collection, the global standard-setter in museum services.



NATIVA
PRECIOUS FIBER

Chargeurs Luxury Materials NATIVA™ (CLM) brings a global solution of traceability, transparency and sustainability for supply chain partners and end brands. This traceability is enabled by certifications at farm and industry level, through the NATIVA™ protocol, with high standards of animal welfare, land management and Corporate Social Responsibility. Besides traceable & certified wool, backed by Blockchain Technology, they developed an integral recycling solution for full circularity, as well as offering wool from regenerative farming. NATIVA™ created 360° solutions to help Brands become motors of change in the industry by becoming accountable for their own impact in the environment.



Lainiere Santé™

Chargeurs Healthcare Solutions (CHS) designs high-technology healthcare and personal protective equipment. This division develops technical solutions for health and PPE sectors. The division manufactures and sources a range of products including hydro alcoholic gels, reusable face masks, and surgical gowns.



OUR GOVERNANCE



The **Chargeurs Group CSR Strategy** is led by the **General Secretary**. The Chargeurs Group CSR activities are reported to the general secretary through the **Chargeurs Group CSR Committee**.

The Chargeurs Group CSR committee meet monthly and are comprised of members of each business. They are responsible for managing the risk in the supply chain and for monitoring our supplier’s adherence to the Group Code of Conduct from which our CSR activities are based.

The **Chargeurs Ethics Committee** is a separate impartial group of 3 members (outside the group and independent) that monitors whistleblowing cases. Referring to the Group **Code of Conduct**, this committee’s responsibilities include:

- Defining and recommending the governance and ethics practices for the group.
- Overseeing and verifying the proper implementation of the Code of Conduct.
- Providing an advisory opinion on any situation that may violate the Code of Conduct.
- Investigating violations reported through the whistleblowing system and deciding what action needs to be taken: closing the case, adopting appropriate corrective measures, or initiating disciplinary and/or legal proceedings.



Each year, an independent rating agency, Ethifinance (GAIA Rating), specialized in SMEs and medium-sized companies, analyses and assesses the Group’s ESG performance. This provides us with an external and independent point of view on our performance and drives us to continue to challenge ourselves to adopt a more ambitious approach.



United Nations
Global Compact

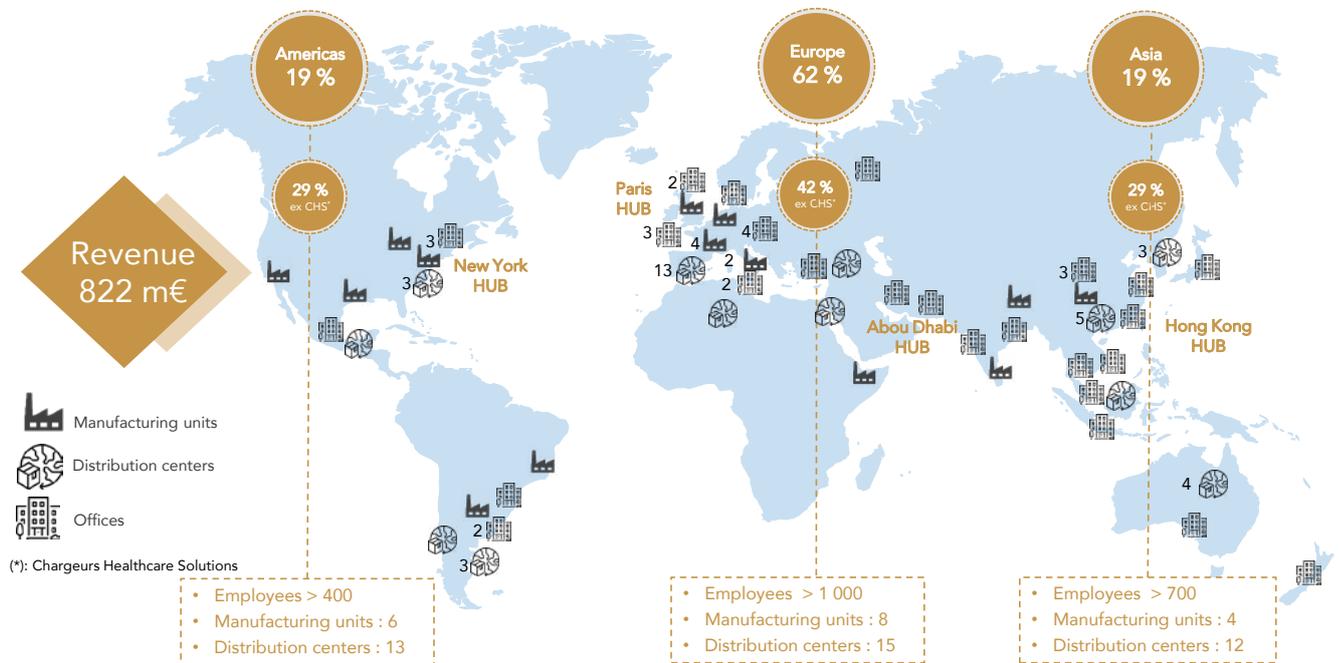
As members of the UN Global Compact, we publish annual communications on progress regarding our activities based on the four pillars of human rights, labor standards and anti-corruption principles.

These reports give our stakeholders the opportunity to review our annual progress against the Sustainable Development Goals. In particular relation to modern slavery, we report against our actions according to SDG No.8; Decent Work and Economic Growth.

OUR SUPPLY CHAIN

The Chargeurs Group supply chain is large and complex, given the broad variety of our products and our global reach.

Geographic location of our facilities and part of turnover



In total, the Chargeurs Group has globally

14 IN **9** AND **3447**
 owned factories countries third party suppliers

OUR POLICIES

As members of the UN Global Compact since 2017, we are aligned with the four pillars of human rights, labour standards, environmental and anti-corruption policies regarding the United Nations Guiding Principles of Human Rights. We are committed to:

1. Support and respect the protection of internationally proclaimed human rights.
2. Ensure we are not complicit in human rights abuses.
3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Uphold the elimination of all forms of forced and compulsory labour.
5. Uphold the effective abolition of child labour.
6. Uphold the elimination of discrimination in respect of employment and occupation.
7. Support a precautionary approach to environmental challenges.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.
10. Work against corruption in all its forms, including extortion and bribery.

The Chargeurs Group code of conduct sets out our commitments to several international human rights standards currently in force, including:

1. The Universal Declaration of Human Rights.
2. The United Nations (UN) Global Compact.
3. The United Nations Guiding Principles on Business and Human Rights.
4. The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.
5. The International Labour Organization (ILO) Conventions.

The Chargeurs Group Responsible Purchasing Charter sets out these commitments and extends them to all the suppliers in our supply chain. Our suppliers confirm their own commitments to human rights by implementing the charter to their business.

A whistleblowing mechanism is available within the charter whereby suppliers can confidentially contact us to report any violations.

OUR DUE DILIGENCE

To ensure the rights set out in the Chargeurs Group Responsible Purchasing Charter are being upheld in our supply chain, we conduct independent 3rd party audits, and make regular visits to our suppliers across our supply chain.

The Chargeurs Group became members of SEDEX in 2019. SEDEX, Suppliers Ethical Data Exchange, is a collaborative platform for sharing responsible sourcing data on supply chains. By joining this platform, we are able to track our own facilities progress and monitor our suppliers progress with their SMETA audits.



SMETA, SEDEX Members, Ethical Trade Audit, assesses a site based on their organisation's standards of labour, health and safety, environment, and business ethics.

A SMETA audit reviews the risks of modern slavery by interviewing workers, reviewing wage records, working hour records, recruitment policies and other indicators to identify if there are any obvious signs of forced labour. A third-party auditor will also review the ages of the workers and cross check this against ID cards to make sure no children are at work.

In the year 2020 no forced labour indicators were found during the audit process. We do, however, recognise that the nature and criminality of modern slavery can be difficult to discover by audit alone, which is why regular visits by our internal teams are so important. Our global teams also regularly visit our suppliers' factories on the ground.

For the period covering this statement (financial year 2020) 6 of our internal factories and 7 of our supplier factories have been SMETA audited.



BLOCKCHAIN TECHNOLOGY - NATIVA

Chargeurs Luxury Materials took the NATIVA™ transparency commitment a step further by developing a new digital way of communicating the brand's sustainable values to consumers.



The diagram illustrates the NATIVA™ Blockchain process. It starts with a smartphone displaying a grey wool coat. An arrow points to a second smartphone showing a QR code with the text "SCAN THE QR CODE" below it. A second arrow points to a third smartphone displaying the NATIVA™ Blockchain interface. The interface includes the text "NATIVA™ BLOCKCHAIN", a close button (X), and "BRAND". Below this is a smaller image of the coat, a star rating (***), and a list of details: "PRODUCT: Recycled Wool yarn", "SOURCE: Recycled Wool", and "Brand website".

NATIVA™ | Blockchain

NATIVA™ Blockchain technology allows brands and retailers to have revolutionary transparency with real-time traceability across the entire journey of their supply chain, whether for garments made in Merino wool or for Recycled yarn.

NATIVA™ certified partners become motors of change in the industry.



CHARGEURS

REVIEW AND NEXT STEPS

In 2021, Chargeurs will continue its pro-active approach in order to protect the human rights in its value chain worldwide.

In particular, we commit to mapping our supply chain further down the tiers, as we understand that the level of human rights abuse risk can increase in the lower levels of the supply chain.

We also commit to a higher number of regular independent 3rd party audits across our supply chains, to work with our suppliers to remediate any issues found and to increase awareness of modern slavery within our business.



CHARGEURS*PCC
FASHION
TECHNOLOGIES

CHARGEURS
PROTECTIVE
FILMS

CHARGEURS
MUSEUM
SOLUTIONS

CHARGEURS
LUXURY MATERIALS
NATIVA™

CHARGEURS
HEALTHCARE
SOLUTIONS