

---

# CSR REPORT 2023

---

# CONTENTS

- A CSR policy in line with our values..... 3
- Things to remember in 2023..... 4
- Our first carbon footprint ..... 5
  - Results ..... 5
  - To find out more..... 5
- Stricter eco-responsibility criteria in 2023, which 1/3 of our collections meet ..... 6
  - Sustainable products and materials..... 6
  - Low-impact materials..... 7
  - Durable style ..... 9
  - To find out more..... 9
- 96% of our suppliers audited, 52% of whom are long-term partners ..... 10
  - Sustainable, local partnerships..... 10
  - A traced and audited value chain ..... 10
  - Ambitious and innovative partnerships ..... 11
  - To find out more..... 12
- 82% of our team are convinced of the meaning of their work ..... 13
  - Getting employees involved in CSR..... 13
  - Listening and employee satisfaction..... 14
  - Our CSR training courses..... 15
  - Our commitment to society ..... 15
  - To find out more..... 16
- Lexicon ..... 18

# A CSR policy in line with our values

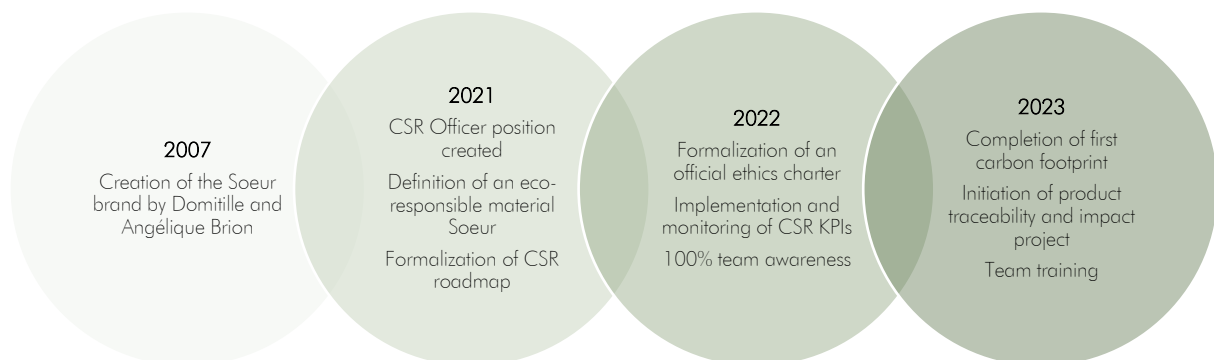
Embodying what we are with taste, ease and authenticity. Feeling good here and anywhere. These are the principles of Soeur, a French women's ready-to-wear label founded in 2008 by two sisters, Domitille and Angélique Brion, a complementary duo driven by a desire to dress women of all generations. They draw on their memories, their travels and a quintessentially French notion of style to create delicate, accessible and comfortable collections in timeless colours.

This vision of sustainable fashion, of pieces that are passed on, guides our ambition to make each of our collections, season after season, more ethical, more qualitative, more respectful of our planet, today and for tomorrow. All our concrete actions are based on the values that drive us:

**Excellence.** A culture of excellence, aiming for the best and improving in all areas, including CSR.

**Commitment.** It's a way of doing our jobs with commitment and passion, so that we can take on the challenges of tomorrow.

**Creativity.** Agility, supported by intuition, a way of reinventing ourselves that is embodied not only in our collections, but also in the way we adapt to the world around us, seeking new or unexpected solutions.



At the beginning of 2021, Soeur created a CSR Officer role to formalise our lasting commitment to CSR. Initially, a large number of formalisation and collection projects were put in place to clearly diagnose of our starting point - where we are in terms of CSR - and then a roadmap, a set of processes and a schedule of audits soon followed. A number of indicators, presented later in this report, have been defined to monitor and evaluate our progress. Finally, in 2023, the completion of our first carbon footprint and the implementation of our traceability project have marked a real turning point in our strategy towards increasingly concrete and ambitious objectives.

# CSR Highlights and wins in 2023

1

We have carried out our first carbon audit for the reference year 2022. It covered all our activities (premises, travel, production and distribution).

2

Two capsule collections under the banner of eco-responsibility in 2023: With Leandra Cohen, we chose from stocks of fabrics used in previous collections. With K-way®, we tested a 100% recycled fabric developed by their team.

3

70% of the head office has been trained in the "*Fresque du climat*" workshop and 100% of the studio has been trained in eco-design.

4

As part of the AGECE law, we are formalising traceability right up to the dyeing stage and are questioning our suppliers to go back even further, to the raw material. The data collected will enable us to carry out an LCA on the E24 collection for the first time. These results will complement the carbon footprint to reduce our impact.

5

In 2023, we strengthened our partnership with SOS Children's Village through clothing and financial donations.

6

70% of the collection is made in near-import countries, i.e. almost 40% produced in Europe (mainly Portugal and Bulgaria) and 30% in North Africa (Tunisia and Morocco).

7

96% of our parts are produced by socially audited suppliers. Thanks to traceability, 35% of our material suppliers are also audited.

8

We have revised our eco-responsible criteria to be more ambitious: from now on, Oeko-Tex certification is not enough to be considered eco-responsible at Soeur (except for silk). As a result, 50% of the Summer 2024 collection meets our new criteria.

9

100% of the silk in the Winter 2023 collection is OEKO TEX certified: OEKO-TEX Standard 100 is one of the only certifications that applies to silk.

10

90% of leather to be LWG (Leather Working Group) certified by 2023. This certification guarantees that tanneries are committed to implementing more environmentally-friendly tanning processes.

# Our first carbon footprint

## Results

This year, we carried out our first full carbon assessment for the 2022 reference year with a certified partner, giving us an overall view of our impact.

Our 2022 carbon footprint is 18640 tCO<sub>2</sub>eq.

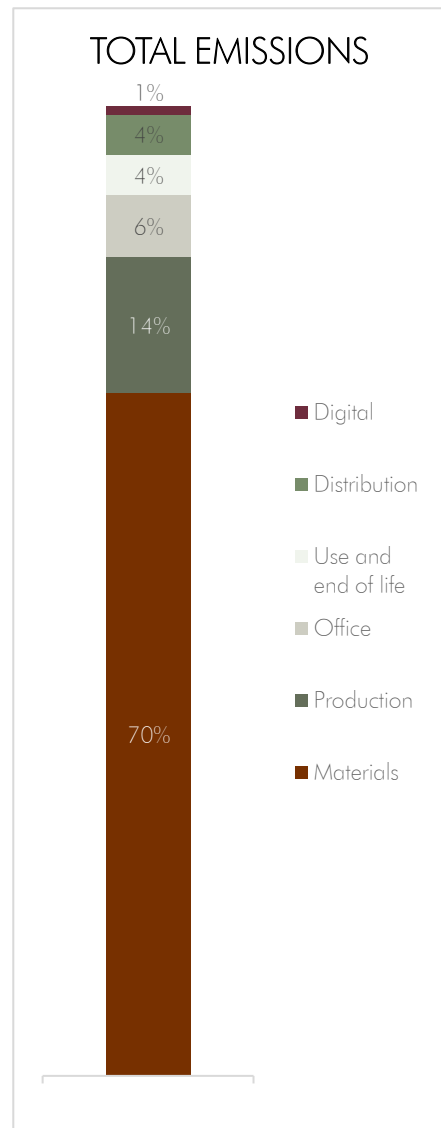
Materials account for 70% of our overall impact. This category of emissions covers the production of raw materials, such as growing cotton, and all the transformation processes used to go from fibre to fabric. This reinforces the idea that the choice of our materials is a priority for our strategy.

14% of our emissions is due to clothing production. This includes the manufacturing stage and transport to our warehouse. Of this 14%, 70% is linked to transport, 86% of which is air transport. In fact, although it is a minority in our transport solutions, the impact of air travel is so high that it makes up the majority of the carbon footprint. Transport is one of our priorities for the coming years.

The "Office" item covers all purchases of services, supplies, travel, equipment and the habits of our employees. The "Use and end of life" section covers the treatment of products once they have been delivered to our customers, particularly during care.

The impact of distribution is also significant, accounting for 4% of our overall impact. Here we have grouped together all the transport from our warehouse, packaging, the impact of our various boutiques and the transport of customers to them.

Finally, we measured the 'Digital' impact, which concerns our entire web presence. This includes both our websites and our social networks.



## To find out more

As part of our project, at the beginning of 2024 we will be drawing up a reduction plan to limit our impact over the coming years. This plan concerns the entire company and our production.

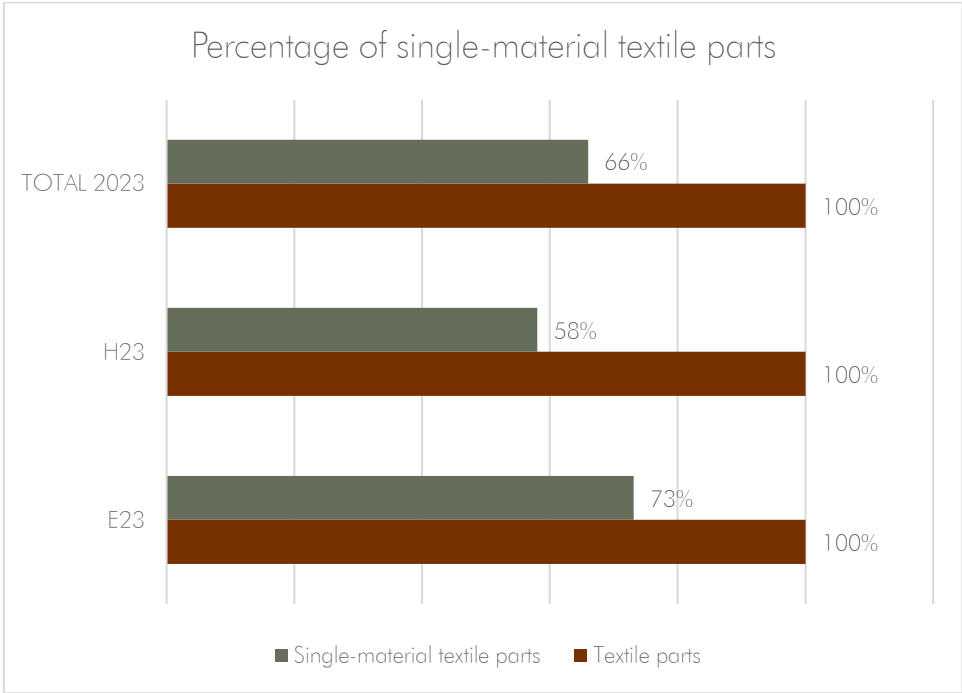
# Stricter eco-responsibility criteria in 2023, which 1/3 of our collections meet

## Sustainable products and materials

Since its creation, Soeur has focused on the quality and durability of its pieces. We defend our vision of slow fashion. Well-made pieces that can be worn and worn again. Which can be mixed and reinvented.

As part of our commitment to sustainability, we focus on the recyclability of our products at the end of their life cycle, prioritising to non-mixed materials. Where this provides real technical and sustainable functionality, we can also select mixed materials that will extend the life of the products and limit their impact.

By 2023, almost 70% of our textile parts have been made from a single material, which is best in class for the fashion sector.



In the Autumn/Winter 2023 collection, a number of wool items also contain a blend of other fibres. These include wool blends (sheep, alpaca, cashmere) and small quantities of synthetic fibres such as polyamide. These blends retain the properties of wool, while adding durability, reducing the risk of pilling and making them easier to care for.



Collaborations are often an opportunity for us to experiment with more technical materials. This is the case with our collaboration with K-way® in September 2023. With the iconic outdoor brand, we have developed pieces and colours inspired by our world in their innovative "2.1 Aimable" fabric. This is a GRS (Global Recycled Standard) certified 100% recycled nylon fabric that uses 40% less energy than usual to manufacture, and whose ripstop structure<sup>1</sup> ensures greater durability. This was the first time that this material, developed by K-way®, had been used on a complete collection.

## Low-impact materials

Our Carbon Footprint 2022 highlights the impact of raw materials on our emissions. Over the last 2 years, we have defined our standard of eco-responsible materials and targets for each collection to increase their use.

In 2023, in keeping with our culture of excellence, we have chosen to review our definition of Soeur eco-responsibility to make it more ambitious.

Firstly, we have removed viscose from the list of eco-responsible products. Although more credible than many synthetic materials, the production of viscose does not meet our stands for eco-responsibility. We prefer Lyocell, which is produced in a closed circuit and is 100% biodegradable.

Although widespread, OEKO-TEX Standard 100 certification mainly concerns the absence of substances that are harmful to health. However, this important point does not guarantee the ecological dimension of the material. That's why we have modified this criterion so that it only applies to silk. This is one of the only certifications that applies to this material and allows us to ensure that our commitments are respected.

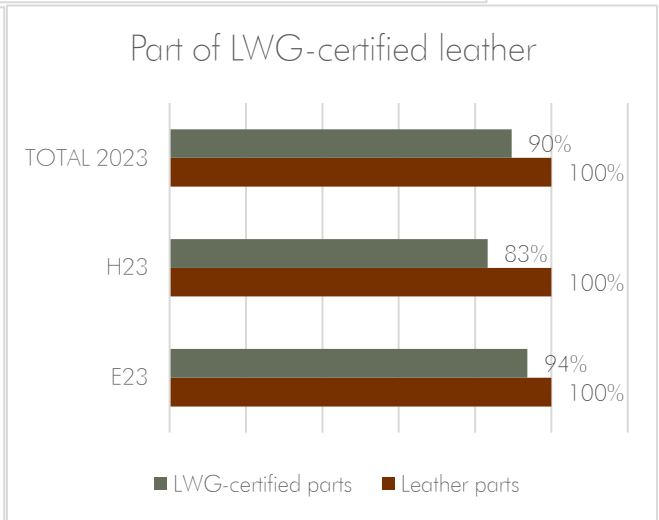
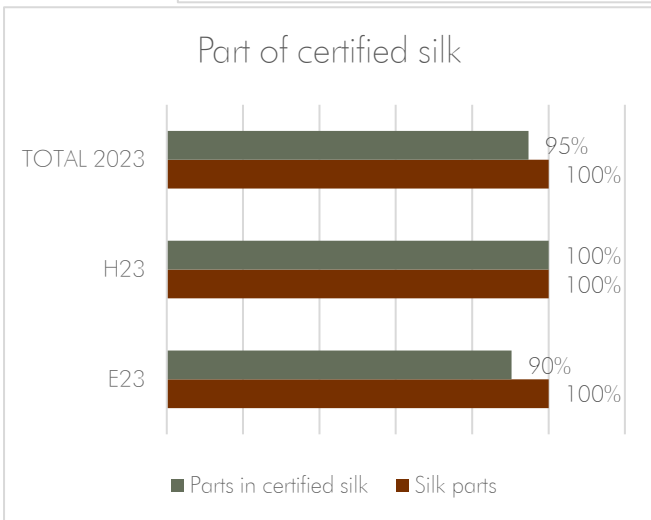
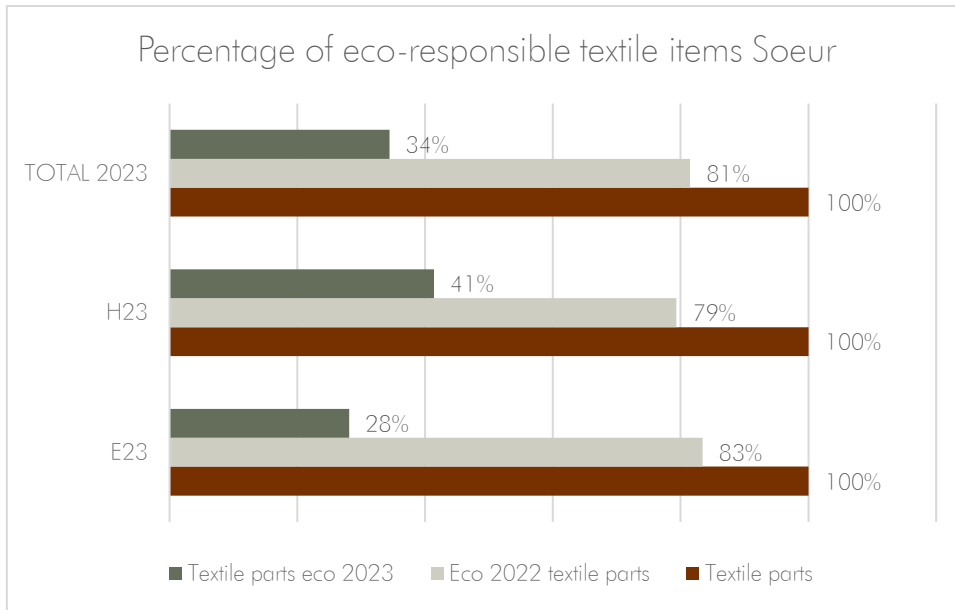
In 2023, here's our new eco-responsible standard:

A product is said to be eco-responsible if it is made from at least 70% eco-responsible materials.

- Natural organic materials (GOTS\*, OCS\*)
- Recycled materials (GRS\*, RCS\*)
- Certified animal materials ensuring both traceability and respect for animal welfare (RWS\*, RMS\*, RDS\*, mulesing free\*)
- LWG\*-certified leather guarantees an environmental commitment through the processes used for tanning
- Silk certified to OEKO-TEX®\* Standard 100 with no substances harmful to health or skin
- Recyclable or biodegradable materials such as Lyocell
- Materials from agricultural or upcycled waste

---

<sup>1</sup> Lightweight, waterproof and extremely hard-wearing. Its very tight weave structure, with thicker reinforcing threads at regular intervals, prevents any tears from spreading.



Like our collaboration with K-way®, the collaboration with journalist and influencer Leandra Medine Cohen was an opportunity to test upcycling. With her, we chose stocks of fabrics used in previous collections to build this capsule around our shared DNA.



We want to continue this approach and encourage upcycling, recycling and innovation in our future collaborations.



## Durable style

For us, eco-responsibility also means not constantly pushing the consumption of novelties and offering a range of timeless pieces. In 2022, we introduced a 'permanent' line. This line brings together all the models we have been producing for several years, timeless pieces that are emblematic of the brand.

The perfect white shirt, the perfect pair of jeans, a thick jumper you'll never want to take off, a pair of comfortable, refined shoes. Everyday clothes that last forever, that you wear and wear again and again.

This category accounts for 13% of Soeur's references and was a real success in 2023, attesting to customers' commitment to this sustainable style philosophy.

In keeping with the idea of enduring style, in addition to the "Permanents", almost 60 models from the Spring-Summer 23 collection have been carried over into the Autumn-Winter 23 collection.

We believe in timeless fashion that stands the test of time and can be worn in any season.

## To find out more

To encourage our customers to make their garments last longer, we want to offer specific care guides for our fabrics. In fact, there are a number of steps and tips that can be taken to maintain and make your pieces last, while protecting the environment at the same time.

With the aim of making the most of the durability of our products, we want to cultivate the emotional durability of the pieces we offer. By recounting the history, production, details and inspirations of our garments, we enable our customers to create an emotional bond with their pieces and encourage them to care for them and keep them for as long as possible. We also want to document the quality of our products in a clear and simple way.

By the end of 2023, the entire design studio had been trained in eco-design. This initiation is the first step towards the global strategy that we will be writing in 2024.

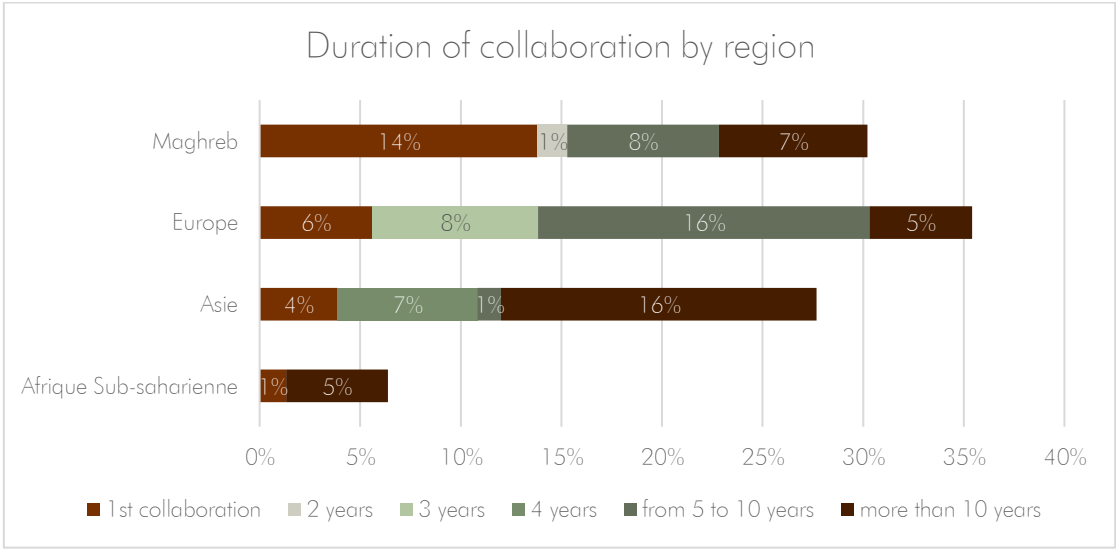
# 96% of our suppliers audited, 52% of whom are long-term partners

## Sustainable, local partnerships

In our vision of slow fashion, we focus not only on the durability of our products, but also on the durability of our relationships. That's why we are committed to building loyal relationships with our partners. In 2023, nearly 60% of our suppliers are long-term partners: 1/3 of our partners have been working on our products for more than 10 years and an additional quarter for more than 5 years.

In this context, we are keen to maintain these partnerships as far as possible. These suppliers know our products, our requirements and work with us to improve our models. As a result, we do not constrain our production to limited geographic locations. However, we do our utmost to develop new partnerships locally, in Europe or North Africa.

By 2023, almost 70% of the collections have been produced as near-imports, and almost 60% of new collaborations will have been developed in Europe and North Africa.

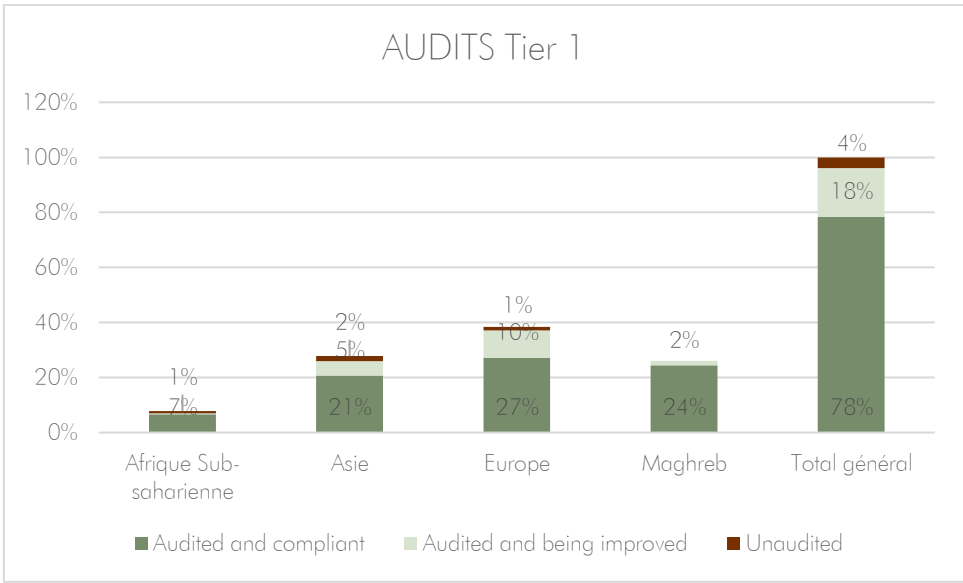


## A traced and audited value chain

Every year since 2019, all our partners have been invited to sign the new commitments that enrich and meet our ethical charter. This charter covers the following fundamental points: respect for human rights and labour rights, the fight against forced labour and child labour, fair remuneration based on working hours, freedom of association and collective bargaining, the fight against discrimination and health and safety guarantees.

In March 2022, Soeur joined the ICS (Initiative for Compliance and Sustainability), in order to assess the working conditions of its suppliers and support them in their efforts to improve. ICS is a multi-sector initiative set up in 1998 with the aim of improving the living conditions of employees in global supply chains. It currently comprises 67 companies in the textile, footwear, electronics, food and furniture sectors.

In 2023, 96% of the parts produced by Soeur were manufactured by tier 1<sup>2</sup> suppliers audited. Of the factories not audited, half are located in Europe (Italy, France and Portugal). The others are either new suppliers, with whom we will launch the audit process at the beginning of 2024, or occasional suppliers whom we use for very specific products and in small quantities.



Encouraged by the introduction of the AGEC law, this year we rolled out our traceability project. By choosing a recognised partner in the sector, we have taken traceability and data collection a step further by questioning our suppliers about the origin of their raw materials. All this data will be used to produce life cycle analyses (LCA) of our products. We will have the first results of this study at the beginning of the year. This study will enable us to refine our reduction strategy and also to continue our efforts to implement audits beyond our Tier 1 suppliers.

## Ambitious and innovative partnerships

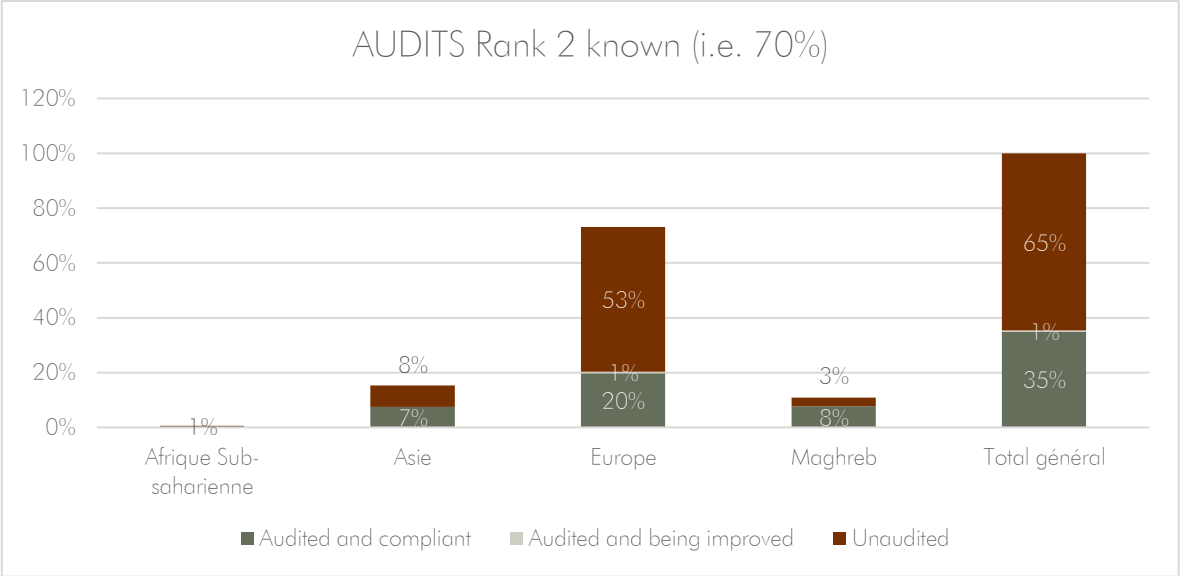
Always on the lookout for the best partners, in 2023 we developed a partnership with a alteration and repair company. In September 2023, we started by testing the alteration service in 5 boutiques in Paris. In 2 months, we recorded more than 50 uses and 100 products taken back. Encouraged by the response, we extended the project to all our shops in Paris and Rennes.

<sup>2</sup> The garment manufacturing chain is made up of 4 main stages: production and extraction of raw materials (rank 4), then spinning, the transformation of raw materials into yarn (rank 3), then weaving, knitting, dyeing or printing (rank 2) and finally garment making (rank 1).

This alteration stage represents the first milestone in a more ambitious project: offering a repair service to our customers and extending the life of our products. By rolling out the project step by step, shop by shop, we are taking the time to organise the logistics of flows and services so that by 2024 we can offer a robust repair service that is operational both online and in person.

## To find out more

After these cycles of audits of our Tier 1 suppliers, this year we have also deployed our audit process to Tier 2 suppliers of materials, and we have audited 35% of them. The traceability project will enable us to go even further and continue to audit as many of our suppliers as possible.



In addition, as we saw in our carbon footprint, the manufacturing processes with the greatest impact on the environment are finishing (dyeing, printing, etc.) and fabric manufacture (weaving and knitting), the stages carried out by tier 2 suppliers. So, in addition to social audits, we want to include environmental audits for material suppliers.

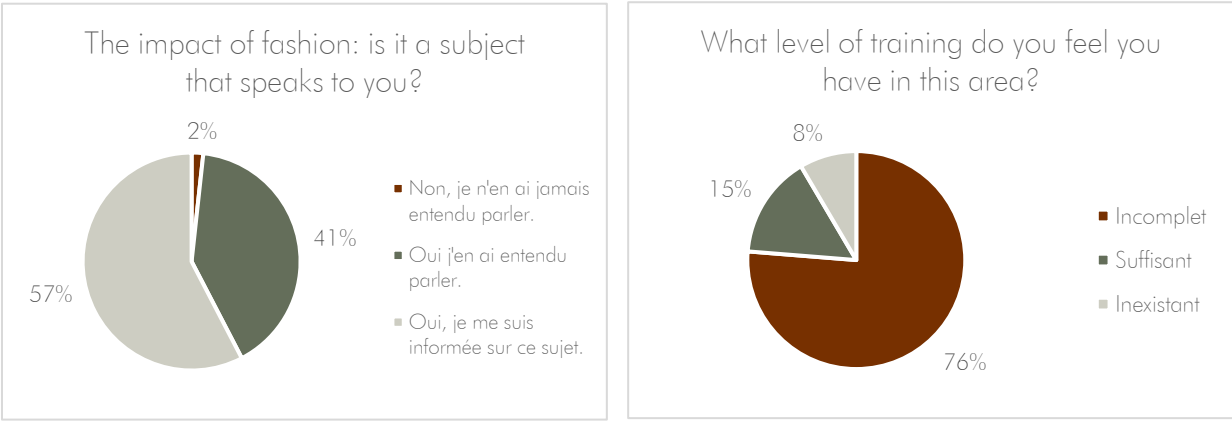
Finally, we will be continuing our repair project by gradually rolling out the service in our shops and on the website.

# 82% of our team are convinced of the meaning of their work

## Getting employees involved in CSR

At the end of 2022, we carried out a CSR questionnaire among our head office and boutique employees. The aim of the questionnaire was to gather the views and feelings of our employees on CSR issues within Soeur. The results enabled us to guide our strategy.

Out of 150 employees questioned, we received 60 responses, 45% of which were from the boutique. This represents 52% of the head office workforce and 30% of the boutique workforce.



Overall, the majority of respondents are aware of the CSR issues in the fashion sector: environmental impacts, social audits and certifications. However, only 15% consider themselves sufficiently informed.

To the question "How would you rate Soeur's commitment to CSR?" we obtained an internal average of almost 6/10. After formalising our strategy and initiating a number of projects, we would like to repeat this questionnaire in 2024 in order to measure changes in the internal perception of our commitment.

In the light of these results, we have set up a CSR committee. The aim of this committee is to raise awareness of CSR issues among all our teams and to discuss our current projects. It is made up of 14 people from different grades and departments:

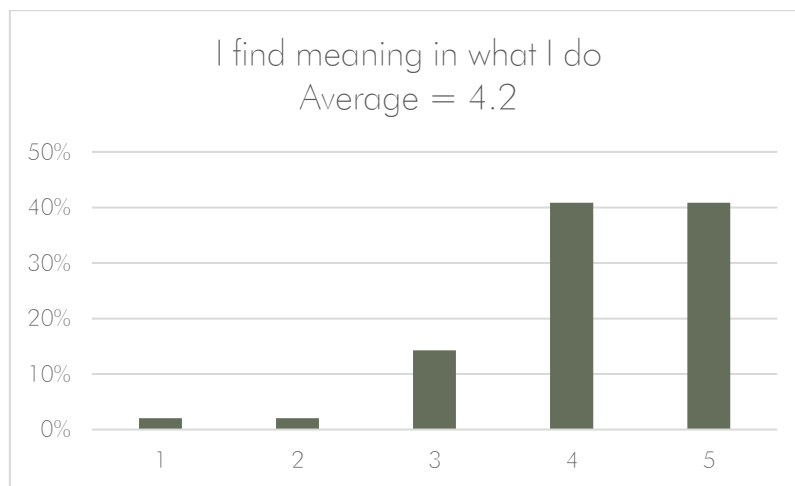
Service	Position	Service	Position
Direction	Managing Director	Retail headquarters	Head of retail operations
Direction	Production Manager	Retail boutique	Shop manager
CSR	CSR Officer	E-commerce	E-commerce Manager
Production	Production Manager	Purchasing	Planner & Business analyst
Modelling	Design manager	Wholesale	Sales Manager
Style	Collection coordinator	HR	HR Manager
Marketing	Marketing manager	Finance	Management controller

The CSR Committee meets every 2 months to monitor progress and initiate new CSR projects. This committee will be the driving force behind our carbon reduction trajectory.

## Listening and employee satisfaction

At the beginning of 2023, we shared a well-being questionnaire with our head office team. We received an 82% response rate and took the time to analyse all the comments in order to identify areas of satisfaction and areas for improvement in our organisation.

It emerged that, on the whole, our employees are very satisfied with their jobs, both in terms of the autonomy and creativity they are given, and in terms of the career prospects and responsibilities they are offered. What is more, many of them feel that their work is meaningful, and each of them sees the impact of their work on the company's success.



The introduction of teleworking was appreciated, and a teleworking charter was drawn up to structure and adapt the practice to each job. Very good comments were made about the pleasant atmosphere and the culture of our company. Nearly 90% of employees appreciate the quality and sincerity of collaboration within our teams.

Thanks to the training courses and the various activities carried out at head office, the team can feel the brand's growing commitment not only to the collections, but also to the well-being of its employees.

*"Great atmosphere, very caring and friendly environment".*

*"It's great to have the CSR committees and to have evolved so much in 1 year".*

*"We feel the importance of CSR issues at many levels: collection, company life, projects".*

However, two major areas for improvement stood out:

The need to modernise tools, particularly IT tools, to make work more comfortable and enable teams to concentrate on higher added-value tasks. So we sourced and implemented new tools such as accounting software, HR management software and PLM to streamline work between the creative functions.

The lack of space due to the growth of the brand. So we added new premises and refitted the original offices, enabling each of them to work in spaces suited to their activity.

Finally, internal promotion is a major part of our culture. We are convinced that in a growing, human-scale company like Soeur, internal promotion is a key factor in retaining talent. In 2023, 24% of employees were promoted through a change of mission or a change in responsibilities.

## Our CSR training courses

In 2023, we ran a number of training courses on the environmental issues facing our business and, more broadly, our times. We organised several *Fresque du Climat* workshops with a total of 84 participants. Eco-design training was also given to the entire Style team responsible for designing and creating the collections.

In total, almost 50% of Soeur's total workforce has been trained in CSR issues.

These training sessions have made many of our employees aware of the urgency of the issue. As a result, new resolutions have been made for 2024, including cycling to work, reducing meat consumption, having a meat-free month, planning holidays without flying or buying less clothes or only second-hand goods. We are convinced that the brand's commitment requires a shared commitment from all our employees to support and drive our projects and our vision.

## Our commitment to society

### SOS Village d'enfants, a natural long-term commitment.

A label run by two Sisters is bound to be sensitive to the importance of maintaining fraternal ties in situations of family breakdown. That's why we've built up a strong relationship with SOS Village d'enfants. For sixty years, the association, which is recognised as being in the public interest<sup>1</sup>, has taken in siblings separated from their parents around an SOS mother (and very rarely around an SOS father). These committed and passionate people offer children a stable emotional and educational framework, essential to their development by recreating a family life, while maintaining their sibling ties. These siblings, who are usually placed separately, can now grow and develop together.

In 2023, we wanted to strengthen our partnership through two major projects. The first project involved helping around fifty young girls from the SOS Village d'enfants and its home for young adults, Maison Claire Morandat, to find employment. Some of them are reaching the age where they can have their first job interview. By donating a Soeur wardrobe to each of them, we are supporting them in their job search and giving them the self-confidence they need at this new stage in their lives.

The second project was carried out through financial donations. In July 2023, we launched Thibaut, our solidarity sweatshirt. All profits made on this sweatshirt during the season will be donated to the association. And for International Children's Rights Day, we have donated all our profits every year since 2008.

## Donating unsold stock

Since Soeur was founded, we have donated our unsold stock every year to various associations that organise garage sales and donate the profits to causes close to our hearts. In 2023, in addition to the clothes donated to SOS Village d'enfants, we donated 3,000 items to these associations:

- *ARCAT*, an association working to combat HIV/AIDS and discrimination. The "Les créateurs ont du cœur" (Designers have a heart) fair, created in 1993 by Pierre Bergé and Maison Saint Laurent, brings together the big names in fashion, beauty and design.
- *AUTRE MONDE*, organises the "Braderie de la solidarité" every year and helps people living in precarious conditions.
- *MÉCÉNAT CHIRURGIE CARDIQUE* enables children with heart defects to undergo surgery when this is not possible in their own country due to a lack of technical or financial resources.
- *MIPANAM* organises solidarity fashion shows followed by sales to finance the construction, renovation and support of schools in various regions of Africa.

## Pink October: our contribution to the fight against breast cancer

This year, to support the fight against breast cancer, we gave our employees the opportunity to take part in the Odyssey race, organised in October. On Sunday 1<sup>er</sup> October, 20 employees got together to walk and run the 5km course.

Well done and thank you to them!



## To find out more

Very well received by our teams, we wish to continue the *Fresque du Climat* workshops internally. To this end, we have designated 5 employees who will be trained at the beginning of 2024 to become facilitators and, in turn, train team members and new recruits.



---

THANK YOU FOR READING  
OUR REPORT

---

# Lexicon

**LCA:** Life Cycle Assessment is the most advanced tool for the global, multi-criteria evaluation of environmental impacts. This standardised method is used to measure the quantifiable effects of products or services on the environment. source ADEME

**LWG (Leather Working Group) certification:** guarantees that tanneries are committed to implementing more environmentally-friendly tanning processes.

**Mulesing free" wool:** The practice of mulesing has not been used on sheep supplying wool: mulesing is a common practice which consists of cutting the skin around the sheep's tail without anaesthetic to prevent the risk of infection by flies laying eggs in the wool.

**OEKO-TEX® STANDARD 100:** Internationally recognised certification that guarantees the absence of substances in the material or finished product that are undesirable for health and the skin.

**RCS (Recycled Claim Standard):** International standard that verifies the presence and quantity of recycled material in a product throughout the supply chain.

**GRS (Global Recycled Standard):** International standard which : - guarantees that the product is made from a % of recycled materials throughout the supply chain - includes social and environmental criteria

**GOTS (Global Organic Textile Standard):** International certification

**OCS (Organic Content Standard):** International certification that guarantees the presence and a % of organic material:

- OCS 100: 100% organic fibre, not a blend
- OCS Blend: 5 - 99% biological matter

**RWS (Responsible Wool Standard)/International certification guaranteeing :**

- animal welfare for sheep (mulesing prohibited)
- more responsible management of pastures
- traceability of the chain from farm to finished product

**RMS (Responsible Mohair Standard):** International certification that guarantees :

- animal welfare for mohair goats
- more responsible management of pastures
- traceability of the chain from farm to finished product

**RDS (Responsible Duvet Standard):** International certification that guarantees :

- the down and feathers come from animals that have not suffered unnecessary harm
- traceability of the chain from farm to finished product