



NEYRET

WEAVING INNOVATION

CSR SYNTHESIS 2021

Confidential document, limited distribution

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The Neyret group, known since 1823 for its strong values, bases its **durability** and solidity on **respect, trust** and **mutual cooperation** with its customers, employees, partners, suppliers and shareholders. We are convinced that sound practices allow for the development of genuine and sustainable partnerships that generate excellence and shared performance. We firmly believe that it is possible and necessary to reconcile respect for values and added value, so that the company and

its success serve a purpose and that it can fulfil its social mission to the benefit of people.

The latest Covid crisis illustrated the resilience of our company and its ecosystem, and this resilience is only the result of the values nurtured internally and externally.

At a time when the younger generations, who are the future of our company, attach even greater importance to purpose, we have a duty to uphold our standards.

Benoit Neyret
Chairman and CEO

OUR CARBON FOOTPRINT COMMITMENTS

Reduce our scope 1 and 2 GHG emissions by **50%** in absolute terms by 2030 compared to the base year 2018

Reduce our Scope 3 GHG emissions **15%** in absolute terms by 2030 compared to the base year 2018

Achieving our Net Zero by 2050

AN INDEPENDENT FAMILY GROUP DATING BACK TO 1823

As a French manufacturer, we offer creative engineering in the production of textile and multi-material accessories to brands around the world.

Driven since 1823 by **passion, respect and excellence**, with a focus on **our Corporate Social Responsibility**, we build on our traditional know-how with strategic innovations in digital service and eco-design.

We thereby provide the luxury, fashion and event markets with technical, creative and sustainable solutions in terms of identification, decoration, authentication and traceability.

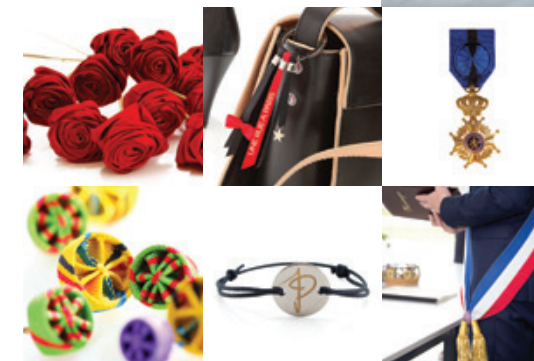
OUR PRODUCT OFFER



1 OFFER FOR PRIMARY AND SECONDARY PACKAGING



1 OFFER FOR FASHION AND READY-MADE CLOTHING



1 OFFER FOR HONOURS AND BRAND IMAGE

SOME FIGURES

INDEPENDENT INTEGRATED AND FAMILY RUN FOR **8** GENERATIONS

FRENCH MANUFACTURER
6 000 m² WORKSHOP IN FRANCE
AND OVER 100 MACHINES



45 M€ TURNOVER
Of which **40%** in 2021 internationally

+over **1 000** PEOPLE across the world including **200** in France

BANQUE DE FRANCE SCORE
1 EXCELLENT +

FROM TRADITIONAL TRIMMINGS TO SMART AND ECO-FRIENDLY TEXTILES

Passed on from generation to generation, the family ribbon company created in 1823 has survived the times thanks to its forward-thinking offer, ever in tune with the market and up-to-the-minute industrial resources thanks to ongoing investments.



OUR STRUCTURES

A group consisting of two sister companies :



Neyret is a French manufacturer specialising in the weaving, printing and production of luxury ribbons, bows, labels and textile accessories. Backed by long-standing know-how, Neyret boasts two major production units in France dedicated to its core skills: weaving, printing and finishing of narrow textiles.



SERAM specialises in the manufacture of textile ornaments and multi-material accessories by skilfully and meticulously combining a variety of skills (cutting, welding, gluing, laminating, thermoforming, crimping, engraving, manual assembly, sewing, Zamak injection, etc.) alongside a strong international presence.



AN AGILE STRUCTURE DEDICATED TO CREATIVE ENGINEERING

Governance

The Board steers the strategic orientations of the Neyret and Seram subsidiaries in line with its values, challenges and the requirements linked to their context. It coordinates the operational action plans, setting them out in the form of objectives and implementation within the processes of each subsidiary.



Benoît NEYRET
CHAIRMAN



Véronique LHEUREUX
DIRECTOR OF HUMAN RESOURCES



Loïc HUSSENOT
HEAD OF OPERATIONS AND COMPLIANCE



Laurent BORSON
ADMINISTRATIVE AND FINANCIAL
DIRECTOR



Sylvain RIVOIRE
MARKETING AND INNOVATION
DIRECTOR NTI



Dominique LE MAT
INDUSTRIAL DIRECTOR NTI



Vincent DUBŒUF
SALES DIRECTOR NTI



Christelle LAVAURE
SALES DIRECTOR SERAM



Eric CHANAL
DIRECTOR OF OPERATIONS SERAM



Jérôme DELATTRE
DIRECTOR OF TUNISIA SITES NTI



Antoine TAVERNIER
DIRECTOR OF ASIA SITES NTI



Vivy LIANG
DIRECTOR OF ASIA SITES SERAM

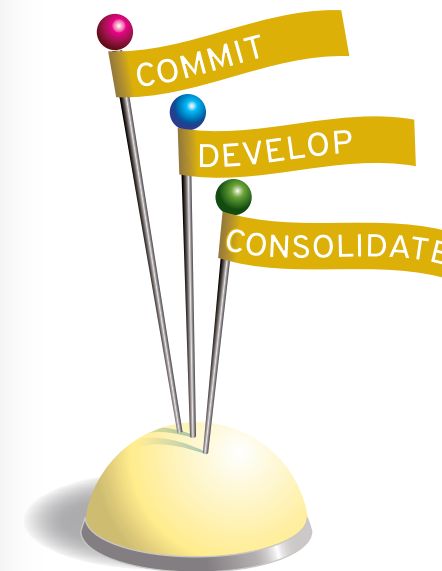
Our values

NEYRET structures its management around 4 key values that it shares with all its stakeholders in the daily practice of its business

- HUMILITY & RESPECT
- PASSION & EXCELLENCE
- CONVIVIALITY & WELL-BEING
- INNOVATION & INTERNATIONALISM

Our policy

Our major action plans and all our objectives are rooted in our policy, which is based on three strategic principles:



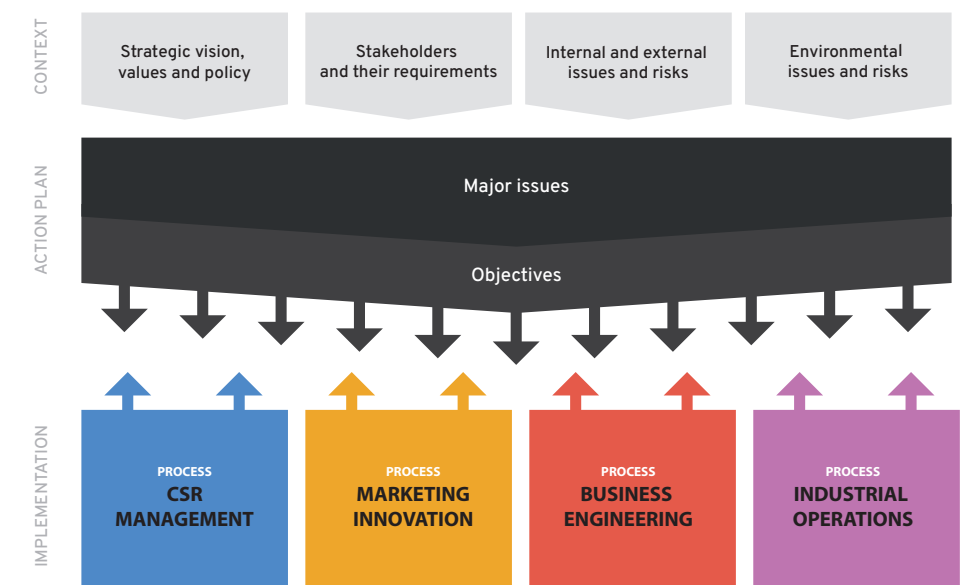
- **COMMIT** to our social and environmental responsibility, to the satisfaction of our customers/partners and to our compliance.
- **DEVELOP** our business, broaden our fields of action, pursue our development in innovation, eco-design and digital traceability.
- **CONSOLIDATE** and secure our core expertise, modernise our industrial resources, ensure the sustainability of our knowledge and performance.



Our management system

Our **ISO 9001 certified** management system was designed by our teams to be tailored precisely to our business. It is based on a functional organisation to support our strategic and **operational agility**.

This system is broken down into 4 processes that cover all of the company's activities within which its stakeholders steer actions on a regular basis and achieve implementation of the objective.



CSR AS OUR GUIDING PRINCIPLE

Firmly anchored in our DNA, the social and environmental responsibility of our company is a traditionally natural and logical transversal approach. It forms part of every decision, every project and every strategic issue of our structure.

OUR ACTION IS CURRENTLY BASED ON FOUR PILLARS :

Environmental

Using biobased, biodegradable and recycled raw materials, regionalising our production worldwide to limit transport, rationalise the impact of our activity by reducing our consumption and waste and by ensuring the energy transition of our infrastructures.

Social

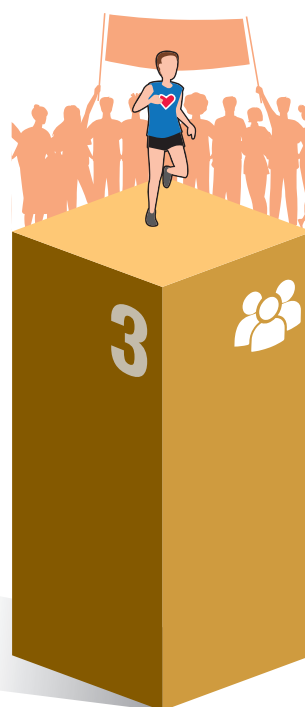
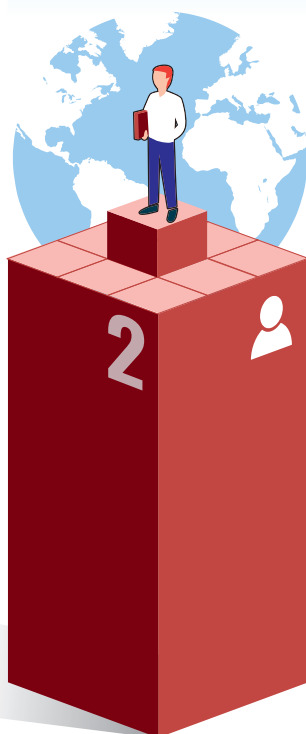
Putting people at the heart of our commitments by ensuring the well-being and safety of our employees across the world, fostering training and personal development, guaranteeing equal opportunities and facilitating workplace integration and a return to work.

Community

Supporting local educational, cultural or charity initiatives, building lasting and solid relationships with all our stakeholders, participating in collective mutual support so that we can be drivers of major changes in society.

Responsible and ethical

Guaranteeing compliance with our rules to our customers and partners, to ensure that they are respected throughout our entire business, to demonstrate the transparency of our system and to reflect our moral and ethical values in every project or job.



MAKING ENVIRONMENTAL PROTECTION A MAJOR CONCERN

A range of low impact products and services

More than 12 years ago, we were the first to offer our customers a range of **environmentally friendly ribbons and accessories** made from certified organic cotton and recycled polyester. Since then, we have greatly expanded our range by integrating a wide variety of innovative **biobased, biodegradable or recycled** raw materials.



We strive to diversify resources as much as possible to limit their depletion while guaranteeing a comprehensive aesthetic and creative choice for our customers. It goes without saying that we also diversify the geographical origins to enable **regional production**.

over
40% OF OUR
TURNOVER
IS MADE FROM
CERTIFIED ECO-FRIENDLY RAW MATERIALS



Finally, we go the extra mile by offering our customers **eco-friendly packaging**: paper bags, 100% paper stickers, biobased protective films, recycled and recyclable cardboard packaging and packaging rings, reusable point-of-sale displays, etc., made of wood

Reducing the impact of our operations

From reducing waste to rationalising our industrial resources and **regional production**, our eco-design runs throughout the entire business.

In 2020 and 2021, by focusing our efforts on sorting and thanks to a better understanding of our waste, we **reduced our non-hazardous waste by a further 25% and 10%** respectively.

-35%
WASTE (NHV)
IN 2 YEARS

Finally, in recent years, we have put our international organisation in line with a regional vision of the world, locating our subsidiaries in strategic areas so that our products travel fewer kilometres. We take pride today in being able to offer our customers local delivery in the main distribution areas for their products.

OUR ENVIRONMENTAL CERTIFICATIONS



MORE ENERGY-EFFICIENT PRODUCTS
Our energy consumption per metre of ribbon has decreased by **-30%** in 2021

Profile

Thibaut : ecodesign engineer



After initial experience in formulation, I joined Neyret in 2021 to support, coordinate and manage their overall eco-design process.

I quickly noticed that social and environmental awareness has always been a strength of the company, which for many years now has been clearly committed to sustainable and responsible development. It is a great honour for me to join the adventure today, and I am happy to fit into this mix of traditional skills and ambitious innovation projects.

My ambition for 2022 is to quantify the approach as soon as possible, in particular through standardised scientific analyses such as the Carbon Footprint and the Life Cycle Assessment, which are my first objectives for the year.

Ensuring respect and safety of people

We ensure a **safe and healthy working** environment for all our employees around the world. We promote respect and acceptance because we are convinced of the positive impact of these values on workplace **fulfilment** and **collective success**.

We believe in the power of **cultural diversity** and are committed to creating links between people within the group to develop dialogue and sharing.



Ensuring quality of working life

Neyret has always placed the men and women who make up the company at the centre of its commitments, thus naturally building, over time, a group in which the human being is at the heart of everything we do.

We consider the **well-being of our employees** to be an essential ingredient of our collective driving force. We are therefore committed to taking their expectations into account in order to offer them a **quality workplace** while striking the right work/life balance.



PEOPLE AT THE HEART OF OUR COMMITMENT

IN 2021 WE HAVE DISPENSED : **647 HOURS** OF TRAINING TO OUR EMPLOYEES THAT IS A GLOBAL TRAINING OF **88 425 €**



Profile

Eliane : Textile operator



49th year at Neyret and I haven't seen the time go by! From thread warping to making of decorative ribbons, I've been through several jobs and I've always liked my job, my colleagues and the company in general. We make beautiful products for beautiful brands and that too is a plus for me as I really appreciate beautiful things.

IN 2021

WE HAVE WELCOMED WITHIN OUR STRUCTURES AND ACCOMPANIED THE FOLLOWING IN THEIR CAREER PROJECT :

- ▶ **12** BLOCK RELEASE STUDENTS
- ▶ **11** trainees

A place for sharing and the atmosphere

The Neyret Sports Team runs for the Corporate



End of the year parties



Competition for the best Christmas jumper

82% of our EMPLOYEES ARE PROUD TO WORK for our company
(QUALITY OF LIFE AT WORK SURVEY CARRIED OUT IN 2019 BY AN EXTERNAL FIRM - 86% PARTICIPATION RATE)



Retirement parties, somewhat of a tradition

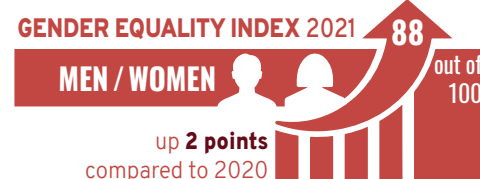


End of year party

Commitment to equal opportunities and personal development

Now more than ever we believe in the industry as a professional springboard and a factor of **social progression**. We encourage talent of all kinds and clearly recognise the role of the company in the advancement of people and their careers

We are committed to ensuring **equal opportunities** and fair treatment for all our employees in our daily work.



Did you know?



A WELFARE SERVICE AVAILABLE TO EMPLOYEES

In 1943, with 7 other entrepreneurs from Saint-Etienne, the directors of Neyret created the CFIE2S : a social assistance, occupational medicine and pension insurance service. The centre still exists today and allows employees to access a social worker to support them in all their personal and professional matters. Social security before its time!

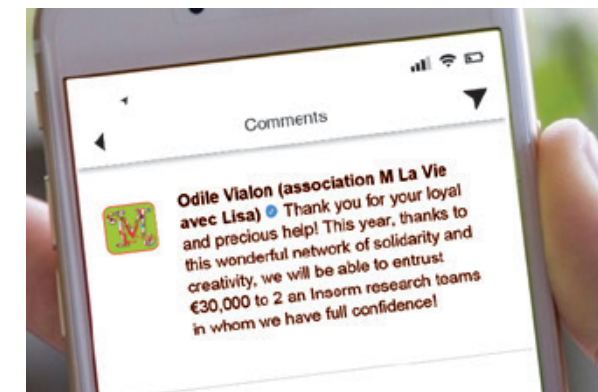
BEING USEFUL TO OUR ENVIRONMENT

Supporting local initiatives through solidarity

We are aware of the importance of our contribution to the economic, social, educational and cultural fabric of our local communities. **We are resolutely focused on the local level** so we do not simply invest in but make it a point of honour to become a **local stakeholder** in our community.

We support several charities with **material and financial donations** in order to promote causes that are dear to us.

We are committed to integrating young people and those who been excluded from the workforce by devoting time to their training and leading specialised groups. to charities, cultural, educational and local associations.



EDUCATIONAL

- ESADSE (Saint-Etienne School of Art and Design)
- Adrien Testud Fashion High School
- IRUP, École Supérieure de Design des Landes
- Popular education movements (Scouts and Guides de France) (...)



CULTURAL

- The Cité du Design
- The Book Festival
- The Museum of Art and Industry of Saint-Etienne
- The Festival des 7 collines
- La Maison du Passementier (...)



SOCIAL

- Donation of FFP2 masks to community centres in the Loire
- Support for the families of employees on our foreign sites (masks, soap, food aid, children's gifts, medical dispensary including family planning)
- Specific support for employees on our foreign sites (financial aid, Covid vaccine)



SINCE 2018 WE HAVE MADE

227 000 € OF DONATIONS

TO CHARITIES, CULTURAL, EDUCATIONAL AND LOCAL ASSOCIATIONS

CHARITY

- M la vie avec Lisa
- La Souris Verte
- League against cancer (...)

Listening to our stakeholders : building lasting relationships and getting involved

Thanks to our heritage and continuity, we naturally build our development on **healthy, constructive and reliable relationships**.

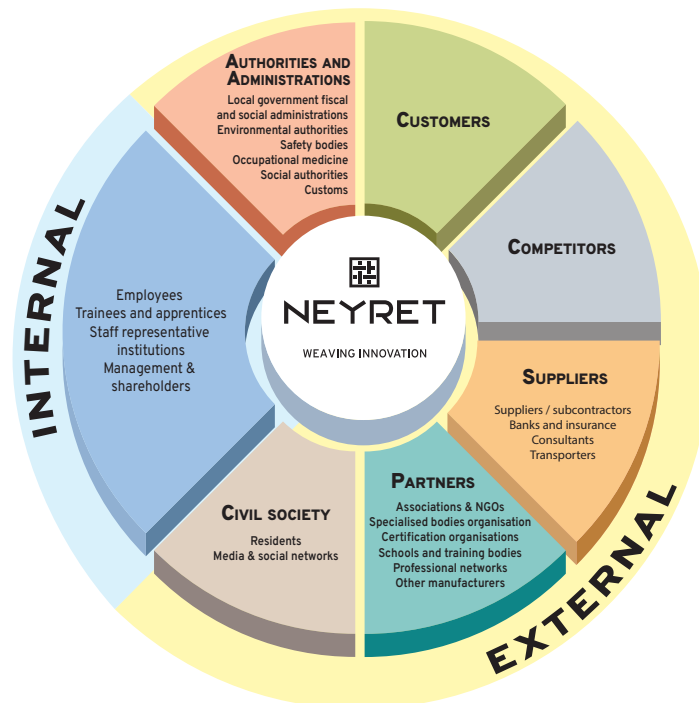
Customers, employees, suppliers, public authorities and institutions, civil society and associations, social partners, local residents and the environment, banks and shareholders, etc. We take on board the expectations of our stakeholders thanks to precise mapping of their requirements based on our ISO 9001 standard.

In 4 years we have dedicated
+ 32.500 HOURS
 TO WORKPLACE REINTEGRATION
 RESULTING IN **15 permanent contracts**
 FOR PROFILES OF WORKERS EXCLUDED FROM THE WORKFORCE

Profile Moussa : Foreman



After doing several temporary jobs, I managed to find a steady job at Neyret, thanks to their apprenticeship scheme and I've been there for 18 years now. I have been lucky enough to progress from being a printing operator to a foreman. I like my job, it's exciting, the tasks are diversified, we are constantly working on new products, discovering new machines... it is also a job for which you need to be meticulous and patient. Today it's my turn to pass on my knowledge and I often remind the young people I train that you learn every day! Since I was appointed foreman in 2017, I have trained at least twenty of them ! "



Did you know?



Benoit Neyret is personally involved in the administration of interprofessional organisations : IndisLoire, Envie Loire, Centre Forézien de service social and Corallis.

" 70 returns to work per year thanks to Indisloire "

Focusing our strategic issues on societal change

Over our 200-year history, we have built up solid expertise in our traditional **skills**, which are now recognised as true crafts. We are fully committed to our role in maintaining this knowledge and **passing it on to future generations**.

To guarantee its longevity and ensure the competitiveness of our industry on the world stage, we supplement this core expertise with **innovations** that are directly relevant to the major issues of our target markets: **eco-design, traceability** and **the circular economy**.

Zoom

OUR TRACEABILITY LABELS FOR MORE SUSTAINABLE FASHION

Thanks to several years of innovation, we offer fashion brands smart traceability labels and accessories to guarantee the authenticity of their products, convey transparent information to consumers, and facilitate them in the uptake of second-hand and recycled clothing initiatives.



100%

OF OUR INNOVATION INVESTMENTS
 ARE DEDICATED TO

- **ECODESIGN**
- **TRACEABILITY**
- **CIRCULAR ECONOMY**



We are proud today that we have **never relocated** our production units based on these specialised and distinctive skills and thereby rank among the most active representatives of France's industrial heritage.



COVID SOLIDARITY

In 2020, as part of the national solidarity effort, we made our industrial capacities available to produce more than 600.000 masks for healthcare purposes.

We also donated 20.000 FFP2 masks to the Loire prefecture for use in community medical centres and hygiene masks to Envie Loire, an association involved in the circular economy and social integration.

REMAINING GUARANTORS OF OUR FUNDAMENTAL CHALLENGES

Ensuring customer satisfaction

We make customer satisfaction our priority and for several years now we have made it our goal to have a commercial approach with the emphasis on proximity, monitoring and availability.

Thanks to our ISO 9001 certified integrated management system, we can guarantee our customers the rigour and reliability of our processes, thus providing them with the assurance of durable products thanks to a very high level of quality.



Regulatory compliance

We methodically monitor our **legal** and regulatory **compliance**, opting for the most demanding **certifications** to clearly and transparently demonstrate the fundamentals of our approach throughout our value chain.



THE 11 PRINCIPLES OF OUR ETHICS CHARTER

- 1 Human rights
- 2 Labour law
- 3 Health, hygiene and safety
- 4 Environment
- 5 Fight against corruption
- 6 Respect for the law
- 7 Origin of the products
- 8 Anti-competitive practices
- 9 Accuracy of accounting and financial information
- 10 Information security and data protection
- 11 Anti-discrimination and harassment

FIND OUT MORE :
get the full charter by
scanning the QR code



Did you know ?

EXTERNAL AUDITS CARRIED OUT ON OUR SITES

China subsidiary : CSR audit between 2019 and 2021 by Wethica, HQTS, intertek, QIMA

Tunisia subsidiary : CSR audit between 2019 and 2021 by Wethica, SGS, intertek



Responsible purchasing, transparency and ethics

We work with an ecosystem of **reliable and qualified partners** throughout our manufacturing chain. Each supplier or strategic partner is **audited** by us and signs a stringent contractual framework, covering issues such as quality, ethics, confidentiality and intellectual property.

We ensure that our values and ethical principles are respected on our sites and those of our suppliers. To this end, we have drawn up an **ethics charter** which is valid for all our subsidiaries, subcontractors, suppliers and partners.



Zoom

170 000 FEWER DISPOSABLE MASKS

Each employee of the Neyret Group is equipped with washable masks supplied and maintained by the company. Thanks to an innovative traceability system developed by our innovation team, using a QR code and an associated mobile application, the masks are collected, washed (in compliance with the health guidelines) and returned personally to each employee. Thanks to this system, in 2 years we have saved on the use of **170.000 disposable masks** → a **powerful commitment for the planet**



IN 2021, OUR
NET PROMOTER
SCORE WAS

68

A VERY GOOD SCORE
THAT ILLUSTRATES
OUR HIGH LEVEL
OF CUSTOMER
SATISFACTION



Profile

Xiuxiang , Head of the making up workshop in China



I have been working for the Neyret group for 8 years. I started as a worker and now I have been in charge of the making up workshop for over four years. I was given a lot of responsibility which made me feel valued. I have learned a lot in 8 years, especially in management, and I have evolved a lot since then. I have also met some very good friends with whom I spend a lot of time during the weekends, and our children really get on well with each other.

Neyret is a family group, we are a team that is as close as a family. We have to solve problems on a daily basis, sometimes things get tense but that's normal, we can't agree on everything, it's the same at home. The most important thing is to move forward together.

I love it when we all celebrate Christmas together, we all eat together and there are gifts for our children, they love it because they can play right away. I didn't know this holiday very well before because in my country we celebrate the Chinese New Year when we give each other red envelopes with money inside, it's the tradition in China.

A RECOGNISED AND ILLUSTRATED APPROACH

They have put their trust in us



PERFUMERY, COSMETICS



WINES & SPIRITS,
GASTRONOMY, HOTELS



JEWELLERY, WATCHES,
LUXURY, ACCESSORIES

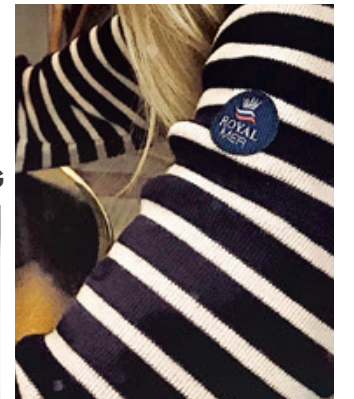


They have put their
trust in us

LINGERIE, SWIMWEAR



READY TO WEAR CLOTHING



EQUIPMENT, TECHNICAL
TEXTILES, SPORTS, MEDICAL



AWARDS AND RECOGNITIONS

Member of
La French Fab
French Tech



Family Business Award of the
year by EY (CSR criteria)

"Éclaireur" of
the Coq Vert
Community



BPI France
excellence
ambassador



Solidarity SME of the
South East Regions



Banque de
France score : **EXCELLENTE +**

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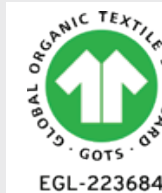
Financial support
of France Relance
and PIA3



CERTIFICATES AND LABELS



La marque de la gestion
forestière responsable
FSC® C159960



OEKO-TEX®
CONFIDENCE IN TEXTILES
STANDARD 100
CQ 1206/1 IFTH
Tested substances nocives.
www.oeko-tex.com/standard100

certified
**ISO 9001
ISO 14001**



IN OUR DAILY LIVES, WE ALSO ACT WITH SMALL, SIMPLE GESTURES

Our entire mobile phone fleet consists of refurbished phones

On our main sites, screens share information interactively the on company news (animations, events, new products, official information, etc.)

We carried out an energy diagnosis to help us to consume better: assessment of consumption and areas of improvement

The Right to disconnect is integrated into employment contracts and in our internal regulations.

We have equipped our workshops with LED less energy consuming lighting

Some examples of training carried out for the safety of people :

- training in movements and postures
- chemical risk awareness
- fire and safety training

All our teams are equipped with Microsoft Teams and trained in video conferencing to limit unnecessary travel

We are currently studying the implementation of teleworking to limit staff travel

Benoit Neyret is personally invested in the administration of the interprofessional organisations IndisLoire (President), Envie Loire (Director), Centre Forézien de service social (Treasurer)

We use recycled printing paper and recycle our paper

An idea box gives everyone a voice, it is consulted and shared by the ESC and HSEC

The company's managers have received training on the prevention of moral and sexual harassment

We work regularly with services providing assistance through work, reintegration workshops and local sheltered workshops for the making up of products and subcontracting of manual work.

We have equipped our handlers with an innovative exoskeleton to support them in their daily work of lifting heavy loads

Our production units are located and have remained in the Loire since 1823

Each new employee receives a welcome booklet to accompany them in their integration

We carry out regular checks of all our ventilation, production and electricity systems, to see if they are damaged and to see if they consume a lot or not (APAVE)

Our remuneration policy is systematically above the minimums of the Collective bargaining agreement

We have set up a muscle awakening course given by a sports coach to teach staff how to warm up before starting their activity

We use specialist service providers for the specific adaptation of certain workstations, in coordination with the occupational medicine department

Every supplier involved in our projects in one of our projects must sign a non-disclosure agreement

We have maintained the health, safety and working conditions committee, despite the merger of missions with the social and economic committee

The members of our Board have followed Business ethics training

We have advisors for employees for issues related to CSR, harassment, Covid, HSE and GDPR (data security).

Incentive not to print emails

Printers defaulted to B&W and duplex

Each employee is provided with washable hygiene masks (supplied and washed by the company) -> 170,000 fewer disposable masks in 2 years!

We use refillable ink cartridges

In 2021, we set up sharing events to create links between the group's different employees around the world.

We contribute to the promotion of French manufacturing as an active representative of the French Fab, French Tech

We conducted a programme to improve the soundproofing of our weaving site for the benefit of the wildlife and local residents (neighbours, village, etc.)

We have more than 60 specific working hour profiles to allow the greatest possible adaptation for our employees



NEYRET

WEAVING INNOVATION

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