



CSR REPORT 2018



L'EXCELLENCE **TEXTILE**

Fabrics that make sense



EDITORIAL

Many key features of our sustainable development during 2018, included our 7th CSR report and the 3rd Agenda 21 which runs until 2022.

We made 10 commitments based on 11 SDG's (Sustainable Development Goals) of the Global Compact. For every commitment, we set targets that are formalised and qualified in the attached Corporate Social Responsibility Report.

Some of the commitments as for example, n#7, cover the 4 issues of the Global Compact ; actually, while buying a conventional cotton fibre within Europe, we have confidence that labour rights are respected and that corruption risks are ruled out. Whereas, in both cases the European framework is in effect. Last but not least, the footprint of this local European cotton fibre is lower, compared to an imported alternative thanks to a process ruled by the European regulations.

In addition TDV Industries has started a phase of transmission : transmission of governance to the 6th generation of shareholders, transmission of knowledge, transmission of CSR best practice to every internal or external stakeholders of the company, transmission of our CSR torch to our Italian sister company, transmission of the values raised by Global Compact while becoming an Ambassador of the organisation on the French territory.

While basing its 3rd Agenda 21 on 11 SDGs of the Global Compact, TDV Industries confirm being in line with the principles of the Global Compact and renews its commitment to the Organisation.

TDV Industries is committing itself to produce every day of the year with the lowest footprint and the highest social and societal impact.

Christophe LAMBERT, President

Paul DEVILDER, Strategy & Development



Higher well-being at work

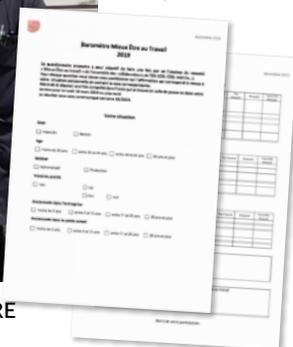


COMPLETED IN 2018

a questionnaire was formalised and distributed to every employee to obtain their feedback and be able to set-up a "well-being barometer" at TDV Industries. Questions were asked about our employee's health, about demands of their

jobs or questions dealing with their perception of their job, their working environment, their possible evolution within the company, and their experience with the company. Turnout reached **65%**.

AMBASSADORS



Karine LELIEVRE Jean-Baptiste FAURE
Clarisse SURAY Flavie MAUGER,
Bruno SIMON Morgane SIMON*

* (not caught by the camera while in maternity leave)

TARGETS 2019

- Display of the barometer obtained from the questionnaires.
- Implementation of the plan of action "higher well-being at work" with the support of our newly-established CSSCT commission (commission dedicated to working conditions and health + security at work).
- Foundation of our in-house training school.





Maintenance of our know-how and how-to-be, to achieve textile excellence



COMPLETED IN 2018

From 2018 every new employee benefited from an in-depth presentation of the company (jobs, products, services, teams...) and also from a focus into our many corporate social commitments and how these are translated in our ways of working, ways of being, and how we share them with our stakeholders. Our welcome booklet has also been up-dated to follow in line with this presentation.

Our CVE department (quality control department) also settled an integration path in the form of a "serious game". This consists

of explaining, as a photo-story-booklet, how the service is organised, what are the product flows, what are the jobs and what is the gesture on the work-place, including a tutorial for all machinery. Once the integration path is over, every new staff member is tested with an exam.

Formalising how jobs or services are organised, supports the know-how transmission, as well as the new employees, who could potentially feel powerless in front of many new challenges in their job.



TARGETS 2019

- Duplication of the serious game in the other services of the company.





Boosting gender equality at TDV Industries



COMPLETED IN 2018

We drove the mapping of all services where no women were employed as well as of the job roles that women could not currently access. An analysis has been provided to the HR department which proceeded to employ 2 women during 2018, for the dyeing department which has a total of 30 employees. We also

founded a partnership with a local Association (Mayenne department) Et Pourquoi Pas Elle (why not she ?) in order to sensitive on equal access for women and men to employment. A mini presentation and exam was completed.



AMBASSADORS

Farida SIMON
Marie GIRARD

Morgane SIMON Auriane TOMZYCK
Jean-Baptiste FAURE

TARGETS 2019

- Completion of workstation ergonomics to enable women to have access to jobs that have only been accessible to men until now.





Further reducing our water footprint



COMPLETED IN 2018

We completed an analysis of our impact on water. It shows that recent results are low since we return (after treatment) 800 m³ on the

1000m³ we received from the Mayenne river (flow = 50m³ / second).



TARGETS 2019

- Distribution of a water-aerator-system to all of our employees for their private usage at home to make them aware on how to save this important resource.





Further reducing the **energy footprint** of our facilities



COMPLETED IN 2018

We carried out a feasibility assessment to produce our own photovoltaic power. Unfortunately the construction of our buildings

does not allow for solar panels due to their weight. However one of the two related car parks do.

TARGETS 2019

- Making over our budget study for solar panels on the parking places.
- Implementation of a variable speed air compressor in our spinning and dyeing workshops.





Industrialise a post-consumer textile solution



COMPLETED IN 2018

Within the company, we run a collection campaign for used clothes in order to give them a new life. We also collected and blended used garments from a laundry and produced - pilot scale trial - 18 different fabrics (composition, finish, content and type of material...). After collection we sorted the garments per colour,

we dismantled them, we removed the hard parts (buttons, zips...), and then shredded the dismantled garments. From the staple fibres we re-spun, re-waft and re-dyed (or not). First exclusive preview occurred at Expoprotection Fair in Paris in November 2018. The project has been run under the brand name REb[earth]®.



TARGETS 2019

- Finalisation of the business model, final estimation of the investment before industrialisation of REb[earth]® product line.





100% ORGANIC

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Reducing further the global footprint of our production



COMPLETED IN 2018

We switched our recycled polyester of the PREMIUM line into a recycled polyester -from PET bottles- including a tracer. This tracer enables any end-user of a garment, which includes REPREVE recycled polyester, to claim the origin of the recycled polyester offered.

Using a recycled polyester means 45% less energy consumption, 20% less water consumption and 30% less CO₂ (calculation based on the production of texturised polyester filament).

We have also been associated to the audit run by one of our customers about the cotton sector in Spain. We aim at switching 100% of our conventional cotton into European cotton by 2022. The use of European cotton ensures optimal social and societal tracking (European labour rules) but also environmental tracking (European cotton farming is supported by the European Union who also control the water consumption, the use of phytosanitary products etc).



Spain : cotton growing in the Guadalquivir region



TARGETS 2019

- Having a minimum 2 % of our conventional cotton use coming from Europe.
- Introduction of minimum 6% recycled polyester into our global production.





Fighting against global warming



COMPLETED IN 2018

We invested 400K€ to change the burners of our gas-fired heating system to make it more effective and less-energy consuming. As a result of this, we should save 5% of our yearly gas consumption but also reduce our footprint which is part of the fight against global warming.

We also invested 50K€ to limit the heat losses of our steam network with the implementation of insulating mattresses on the valves and pipes of the system.

We also made our PREMIUM line (ethical product range) "carbon neutral" while replanting 3000 trees (2500 Atlas cedars + 500 sessile oaks) in our local territory, in Montigné-le-Brillant, not far away from our facilities. These 3000 trees will ensure carbon sequestration in the coming years.



TARGETS 2019

- New reforestation action in our region to make our PREMIUM line carbon neutral.
- Sensitisation of our employees into their respective impact when they are using their car to come to work. This sensitisation includes, the promotion of soft transportation modes (walking, biking...). We have planned to promote cycling (making a focus on the advantages which are less polluting, less noise, more health, higher security, a more eco friendly transport mode) as well as to promote carpool.





Safeguarding biodiversity involving our employees



COMPLETED IN 2018

Volunteer employees joined our reforestation action which took place on 24th January 2019 and could benefit from the the wise advice of our partners for the operation, among them ONPF (National Office for the Protection of the Forest). The land plot owner explained the reason why he wanted to have this formerly deep-rooted agricultural piece of land reforested, and also how he had to prepare the land before reforestation. The National Office for the Protection of the Forest made them aware of the different species, as well the natural and manual selection that would occur during growing. They could also learn that this reforested piece of land would allow birds to set-up an habitat but also vegetal and ecosystems to recreate themselves.

During Summer 2018 we upcycled a compost-bin that we installed close to the lunch room so that our employees can deposit organic waste. The final aim is to produce our own compost dedicated to our collective kitchen garden.

We also had an audit of the biodiversity of our industrials facilities with the help of MNE (Mayenne Nature Environnement). 46 plant species, 10 animal species and even bats have colonized our production plant. Our old walls, our methods for maintaining our green spaces as well as our building typology enable these species to reproduce and develop themselves.



TARGETS 2019

- Creation of our collective kitchen garden ruled according to permaculture.
- Offer of bird feeders & housers where we organize reforestation.





17 PARTNERSHIPS FOR THE GOALS



Spreading our CSR policy everywhere with our stakeholders



COMPLETED IN 2018

Our CSR efforts involve all our employees into concrete team-works and plans of action.

Customers, suppliers, local players, CSR experts but also employees joined and took an active part in our reforestation day ; it has been a way for us to show how actions can be easily and concretely taken in order to optimise the environmental and social impacts our textile industry can have.

As a member but also an Ambassador of the Global Compact, we also contributed to spread and share our good CSR practices, keeping in mind a true dialogue with our stakeholders.

This CSR policy is controlled and measured via social and environmental KPIs as well as a rating.



TARGETS 2019

- Dialogue and share of our CSR vision with all our stakeholders.





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