



# SUSTAINABILITY REPORT 2021-22



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## 01 - MESSAGE FROM THE CEO



**PAUL DEVILDER**  
DIRECTEUR GÉNÉRAL  
DE TDV INDUSTRIES

### **CIRCULARITY IS THE ANSWER**

*Welcome to a circular world.*

*After going through months of crisis, we would like to focus on a positive message about the circular economy.*

*This progressive and inclusive process ensures that natural resources are used at the optimum levels, involve continuous recycling and better use of resources through innovative economic business models.*

*It becomes our mission, today more than ever, to be creatively minded and anticipate a circular future for the textile industry.*

*That's why we're working hard on projects that make the difference today and for a better future: Renaissance Textile and FIREX are some of them.*

*That's why, by thinking global and acting local we can be hopeful and help our communities, our environment and our business to grow safely and sustainably.*



*That's why we are entirely committed to circularity. Today, TDV & Klopman are together leading the change in the sustainability sector, as we are the first in Europe to be ready to promote circular multifibre economy fabrics at an industrial scale.*

*These tangible projects, and the significant advances and actions presented in this report, show how we constantly work on making a contribution of worth to society. For many years, our approach to business is oriented towards sustainability and long-term value creation, taking into account how we operate in the ecological, social and economic environments. And we keep on believing that developing such strategies promotes the longevity of our company and the market as a whole.*

*The biggest challenge is now to make a positive impact that will last for generations.*

**PAUL DEVILDER**  
DIRECTEUR GÉNÉRAL  
DE TDV INDUSTRIES

**TDV**  
INDUSTRIES







### KEY FIGURES

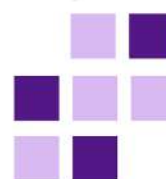
■ **150** **EMPLOYEES**  
in our integrated facility  
in Laval (Mayenne)

■ **5%** **OF THE TURNOVER  
INVESTED IN  
R&D**

■ **3** **MILLION**  
workers protected each year with  
TDV Industries' fabrics

■ **70** **COUNTRIES**  
Fabrics distributed  
in more than

### PRODUCTION MANAGEMENT



#### NEW PAD STEAM

New investments in the dyeing workshop  
to reduce energy consumption

#### NEW PACKAGING MACHINE

Reduces waste in quality control, and facilitates  
transport and shipment

### PRODUCT SUSTAINABILITY



#### RECYCLED RAW MATERIALS

We have recently introduced fibres produced  
with post-consumer recycled fabrics.

#### PRODUCT INNOVATIONS

New developments, eco-design and research  
into products made with recycled fibres

#### RENAISSANCE TEXTILE

Installation of a new plant to recycle post-  
consumer garments. Circular textiles ready to  
go on the market and ready for the launch !



### NEW CERTIFICATIONS & LABELS



#### OEKO-TEX®

OEKO-TEX® STANDARD 100 is one of the world's best-known certifications for textiles tested for harmful substances. TDV fabrics have been certified to STANDARD 100 Class II since 1997. STeP certification, and Detox to Zero are in progress for 2023.



#### LABEL EPV

The Entreprise du Patrimoine Vivant (EPV) label is a state distinction awarded to French companies that demonstrate excellent traditional and industrial know-how. It is awarded for a period of five years to manufacturers committed to the high performance of their craft and their products. TDV was awarded EPV in January 2022.



#### ISO 50001

to ensure a healthy energy management system, ISO 50001 is in progress for 2022.



### DIGITALISATION



#### ERP & CRM

New ERP and CRM systems are now fully integrated in the organisation and helps to manage the whole production process and sales.



#### WEBSITE RELAUNCH

A brand new website with more functionality and facilities for our customers and suppliers is on course for launch in 2023.



### PROJECTS 2022



#### NEW ACQUISITIONS

The group's strategy is to integrate more companies to complete our offering of expertise across the textile industry.



#### NEW OFFICES

All the administrative offices will be renewed during year 2022, to provide a better quality of life and a new workspace for our employees





# TDV INDUSTRIES

## OVER 150 YEARS OF TEXTILE EXCELLENCE

**For 150 years, TDV Industries has been manufacturing and distributing technical and functional fabrics for workwear, protective clothing, military, industrial and diverse businesses.**

**Our purpose is to provide comfort and protection to workers through resistant and durable fabrics for clothing they can wear in their every working environment.**

Following our strong values, based on our savoir-faire, our local commitment, and CSR engagement, we design and manufacture quality fabrics in France, aiming for the lowest possible environmental impact and the most positive possible social and societal impact.

### OUR GUIDING VISION : TEXTILE EXCELLENCE

At TDV Industries we are convinced that textile solutions, to meet customers' requirements and standards, must be not only reliable (effective and long-lasting) but also safe (completely harmless, with low environmental impact, high societal impact, and transparency as regards components and manufacturing processes).

### KNOW-HOW & SUSTAINABILITY

Thanks to our know-how and the attention to detail we bring to each metre of fabric, TDV Industries is today the preferred provider to many prestigious brands. We are favoured not just for the high quality of our products, but for our prime location and rapid response, which ensure a high-end experience for our customers and end users.

Our R&D department works daily to enhance the future of textiles by using more and more sustainable raw materials, including new fibres and recycled materials.

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**WE WANT TO  
CONTRIBUTE TO A  
POSITIVE ECONOMY THAT  
COMBINES  
TECHNICALITY, NEW  
TEXTILE SOLUTIONS,  
IMPACT CONTROL,  
TRANSPARENCY,  
TRACEABILITY AND  
EXCELLENCE**

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# A SOLID GROUP AND A WORLDWIDE PRESENCE

**KLOPMAN AND TDV INDUSTRIES, TOGETHER SINCE 2016**

Since merging in 2016, TDV Industries and Klopman International are the biggest European group offering the market a complete and competitive range of fabrics for professional, civil and military clothing.

The group has strong financial and industrial foundations in Italy and France, covering the whole European market and Asia.

With fabrics sold and distributed in more than 70 countries, the partnership between the two companies is guided by a long-term and sustainable vision.

The Group is also composed of two other companies :

- **TAD** : the latest arrival in the Group is based in France. TAD, Teintures et Apprêts Danjoux, specialises in dyeing and finishing knitted fabrics, with a 30-year history and a 9000m2 production site,
- **KAI** : a weaving plant, located in Jakarta, Indonesia. With a capacity of 15 million metres, KAI's production is dedicated to supplying Asia-Pacific garment producers, with fabrics certified with European standards.



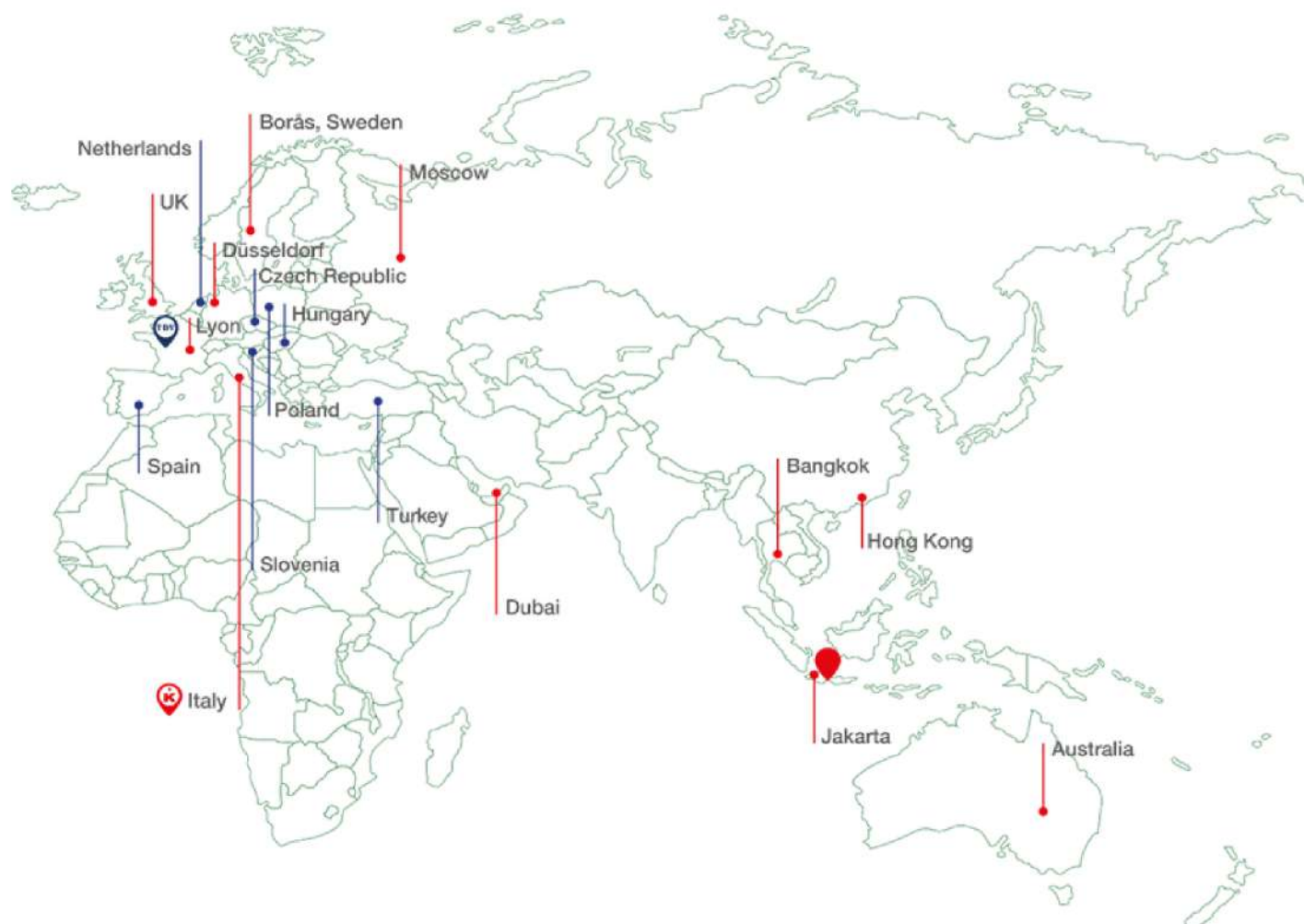




TDV HEADQUARTERS,  
LOCATED NEXT TO THE  
MAYENNE RIVER, IN  
LAVAL

## CURRENT LOCATIONS AND OFFICES

While TDV Industries is based and produces in Laval, France, Klopman has its headquarters and production site in Frosinone, Italy, The company has commercial branch offices in Dusseldorf, Lyon, Moscow, Borås (Sweden), Dubai and Bangkok, plus a production site in Jakarta to serve the Asian market directly.







DAVID, TECHNICIEN R&D  
ET QUALITÉ, DEPUIS 30  
ANS CHEZ TDV

# OUR VALUES

## A STRONG SENSE OF RESPONSIBILITY

As a major textile producer, TDV Industries believes it is important to take responsibility for our actions.

Our customers have always required high standards from us when it comes to products and services and, quite rightly, they expect high standards in terms of corporate social responsibility and trust us to work ethically.

We aim to pioneer new solutions for sustainable development, while continuing to shape our business responsibly and increase our economic success.

We believe that a responsible approach to business contributes to our commercial

success in the marketplace in a way that minimises negative impact and maximises the positive benefits of our business for people and the planet.

Our commitment to leadership in sustainability is embedded in our values. Maintaining a balance between economic success, protection of the environment, and social responsibility has been fundamental to our corporate culture for decades. This approach applies to every business function, and our employees around the world have embraced the principles of sustainable development in their daily work and think and act accordingly.

We see excellent economic performance and sustainable management growth as an investment in our future capability.



QUALITY



SERVICE



SUSTAINABILITY



TRADITION



PEOPLE



# OUR PHILOSOPHY

## BUSINESS RESPONSIBILITY AT THE CORE OF ALL OUR OPERATIONS

**For more than 150 years, TDV Industries has specialised in developing fabrics and finishes that perform exceptionally in the most challenging working environments.**

Therefore, we continuously work on our innovations, to implement specific and sustainable raw materials, or to create new fabrics and finishes that meet the needs of our most demanding customers.

We understand the role our products play in the markets we serve, as well as the impact that the manufacturing, distribution, and processing of our products can have on the environment.

We have a longstanding commitment to conduct business responsibly, built on trust, transparency, and integrity.

Our values and our sustainable management purpose is to serve future generations' expectations to live with clean water and air, responsibly managed forests and oceans, and a habitable climate.

Within the organisation, we also care about responsible sourcing, occupational health and safety, environmental management, anti-corruption, and human rights with various processes and policies.

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### MISSION

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Our aim is to clothe and protect staff in their workplace with quality fabrics that have the lowest possible environmental impact and the most positive social and societal impact.

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### VISION

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Our guiding vision: textile excellence. We design and manufacture technical and functional fabrics for workwear, protective clothing and industrial applications. We must therefore ensure that our customers have confidence in the quality and high level of service provided by our brand.

## WE TAKE PRODUCT RESPONSIBILITY SERIOUSLY

Product responsibility is part of a pragmatic approach to continuous interdisciplinary progress. Designing the future of the textile industry requires an understanding not only of our customers' needs and requirements, but also the sustainability and long-lasting life of the products we manufacture for them.

TDV Industries is actively involved in the production process from selection of the raw material through spinning, weaving, dyeing and finishing, to ensure the best quality at every stage. Our goal is to always deliver ultimate satisfaction to all our customers.

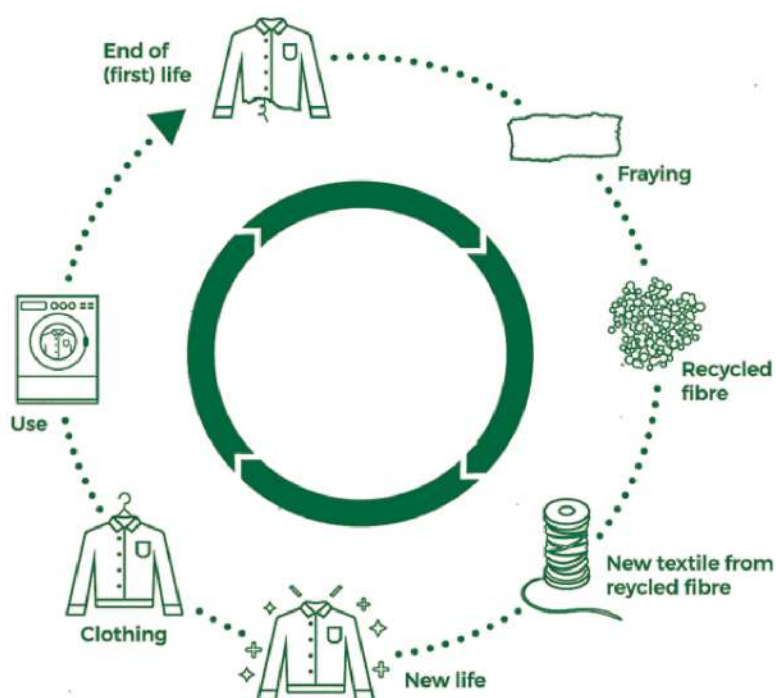


# THE FUTURE IS CIRCULAR

**#GOCIRCULAR IS THE CONCEPT THROUGH WHICH KLOPMAN AND TDV INDUSTRIES ARE DEVELOPING VARIOUS PROJECTS TO RECYCLE FABRICS AND SO PROTECT THE PLANET.**

## FABRICS MADE OF RECYCLED GARMENTS

The project starts with collecting clothes and fabrics at the end of their first lifecycle and recycling them to generate new fibres. These new fibres will be used in creating new fabrics, so that more new clothes are made with an increasing amount of recycled fibre. As a major textile producer, we believe it is important to take responsibility for our actions.



## LEADING THE CHANGE

Klopman and TDV Industries are together leading the change in the sustainability sector as we are the first in Europe to be ready to promote circular multifibre economy fabrics at an industrial scale.

We partner with major players in the market in order to promote an innovative circular economy project that promises to revolutionise textiles at the end of their first lifecycle. The scheme aims to achieve significant energy savings and localise the supply chain in Europe, currently 85% dependent on non-European countries.





RENAISSANCE  
textile

plateforme française de recyclage textile

## FOCUS ON: RENAISSANCE TEXTILE

**TDV INDUSTRIES IS SHAREHOLDER AND FOUNDER OF THE FRENCH COMPANY RENAISSANCE TEXTILE, EUROPE'S LARGEST CIRCULAR ECONOMY PROJECT IN THE TEXTILE SECTOR.**

The project is a post-consumer recycling facility with a capacity of 12,000 tons per year (in 2026) **with the aim to recycle end-of-life textile products and produce new fibres while conserving their usability and their technical and creative characteristics.**

Renaissance Textile is the result of more than ten years of work, and on previous eco-circular and recycling projects led by TDV : "Reb[Earth]", then "Rewind" and today's "Firex" projects.

Anchored in a social and solidarity economy model, Renaissance Textile's ambition is to become Europe's largest circular economy project in the textiles sector. **The project aims to decrease greenhouse gas (GHG) emissions by more than 400,000 tonnes of CO<sup>2</sup> over four years.**

TDV Industries is proud to actively support and drive this project that also encourages re-localisation of the textile industry in France, in its local territories and provides to the TDV-Klopman Group **a new way to provide to their clients sustainable and circular raw materials.**

*"Our first recycling line is dedicated to white polycotton textiles that mainly come from the healthcare and food processing industries. This equipment enables us to recycle 4,000 tons of textiles every year, representing 14 million items of clothing. We also plan to install two additional lines by the end of 2024 and 2025, respectively, to enlarge the range of recycled textiles by adding different colors and fibres."*



**NICOLAS NOJAC**  
CEO  
RENAISSANCE TEXTILE





# FOCUS ON: FIREX PROJECT

## **FIREX: BUILDING A NEW FRENCH TEXTILE INDUSTRY**

This ambitious collective initiative is supported by 5 French partners: CETI, LTC, Mapéa, Synergies TLC and TDV Industries. The FIREX project (Filière Industrielle de Recyclage des tEXtiles) is a continuation of the FRIVEP project (supported by the commitments for green growth and ADEME) and the RECIT club (Techtera).

**Its ambition is to set up a value chain for professional clothing and industrial textile waste.** The products resulting from the project will make it possible to respond to the growing demand of the textile and plastics industry in terms of the supply of sustainable and local recycled raw materials.

Supported by the Programme d'investissements d'avenir (PIA3) in the framework of the call for projects addressing the "Ecodesign and recycling of textiles, shoes and fashion accessories", the FIREX project responds to several major strategic challenges in France. It addresses the issue of regaining economic and industrial sovereignty and the ecological transition by proposing a sustainable alternative to landfill and incineration of textiles.

**The FIREX project will also enable the supply of recycled material in a short and local circuit.** Finally, it will allow the marketing of recycled materials at a competitive price that can be reused as an input by technical textile producers. The FIREX also brings social cohesion benefits thanks to the possible creation of new jobs.

**"IN FRANCE, MORE THAN 20,000 TONNES OF USED WORKWEAR AND PRODUCTION OFFCUTS ARE ELIGIBLE FOR RECYCLING EVERY YEAR."**

Businesscoot. (2020, décembre). Étude sur le marché des vêtements de travail en France.



**AS THE MARKET LEADER IN SUSTAINABLE PROTECTIVE FABRIC SOLUTIONS, WE ARE COMMITTED TO LEADING OUR ENTIRE INDUSTRY IN REDUCING ITS ECOLOGICAL IMPACT AND PRODUCING ENVIRONMENTALLY FRIENDLY PRODUCTS, WHILE ADDING VALUE THROUGH INNOVATION.**

# ENVIRONMENT

## A STRONG COMMITMENT TO SUSTAINABILITY

**Sustainability is one of the most important issues today when it comes to industry and the textile sector in particular. Many industries require that the uniforms worn by their employees are not only comfortable and high-performing, but also result from a strong environmental focus in both the production process and the choice of raw materials.**

At TDV Industries, we ask ourselves every day how we can make sustainability a reality. This is why we ensure that all the fabrics we sell in the marketplace conform to the most stringent requirements. Third-party certifications are a further guarantee of quality, on top of our stringent control systems.

We have learned how important it is to make it clear and transparent to any interested audience that we take our corporate responsibility seriously.

**Day by day, we look at our manufacturing practices, product lifecycle and supply chain to assess our net impacts and what we can do to reduce them. This has led us to seek even greater efficiencies and develop entirely new technologies to avoid using harmful materials altogether.**

Our approach is to integrate environmental strategy into core operations. Therefore, we focus our efforts on the continuous improvement of the environmental performance of our operations, developing products with a positive environmental record, and working with our customers to ensure that these benefits are communicated to the end user, for their reassurance and to encourage ethical purchasing.

Such attention to detail and commitment is confirmed through our ISO 14001 certification – the highest global standard for environmental responsibility. This standard incorporates both internal and external audit.





Since our earliest sustainability certifications and alignment with the UN Global Compact's SDGs, TDV Industries has always been recognised as a pioneer of sustainability in the textile industry and across the market.

**We are proud to pursue this goal by achieving new certifications almost every year since 1995.**

**LABELS AND CERTIFICATIONS ALSO PROVIDES TO OUR CUSTOMERS AND THE END-USERS A STRONG GUARANTEE OF KNOW-HOW AND HIGH QUALITY.**



## A CERTIFIED SUSTAINABLE APPROACH

**A sustainable approach to business is at the core of the Group's success in the marketplace.**

**We want to contribute to a positive economy that combines technicality, new textile solutions, impact control, transparency, traceability and excellence.**

Since 1995, TDV Industries has achieved the most prestigious certifications in the market both for products and process: ISO 9001, ISO 14001, OEKO-TEX® STANDARD 100 class 1 to 4, and Fairtrade Certificate

**ISO 9001 international standard** which allows an organisation to demonstrate its ability to consistently deliver products and services that meet customer requirements and relevant laws and regulations. We fully comply with ISO 9001.



**ISO 14001 international standard** with requirements for an environmental management system, which is used by an organisation to develop an environmental policy and ensure its implementation. The basis for the environmental management system is the 'plan-do-check-act' cycle (PDCA). We fully comply with ISO 14001.



### **OEKO-TEX® STANDARD 100 class 1 to 4**

Oeko-Tex labels and certificates confirm the human-ecological safety of textile products from all stages of production (raw materials and fibres, yarns, fabrics, ready-to-use end products) along the textile value chain. Some also attest to socially and environmentally sound conditions in production facilities.



### **Fairtrade certificate**

Fairtrade cotton is cotton that has been certified through Fairtrade International, an organisation that attempts to ensure that cotton producers receive a fair price for their crop. Cotton is one of several products that are subject to fair trade arrangements designed to connect farmers with customers who make purchase decisions with social considerations in mind.





### Ecocert/GOTS :

With nearly 30 years of experience for audit and certification of organic products in France and in more than 130 countries, Ecocert is the world's leading specialist in the certification of sustainable practices.

GOTS certification guarantees:

- environmentally friendly production and industrial processes
- respect and improvement of working conditions
- promotion of the use of fibres from organic agriculture
- prohibition of hazardous inputs such as toxic heavy metals, aromatic solvents etc.



EGL/62719

**We have also obtained labels and certifications for our french territory:**

**Origine France Garantie, for some of our products, and the label EPV (Entreprise du Patrimoine Vivant) for the entire organisation.**

### Origine France Garantie + Label France Terre Textile:

Both are certifications of traceability and French manufacturing that apply on more than 90% of our products.



### Label EPV (Entreprise du Patrimoine Vivant):

Obtained in January 2022 by TDV Industries, the EPV label (Entreprise du Patrimoine Vivant), is a mark of state recognition aimed at promoting French companies with exceptional know-how in terms of craft or industrial production.

Awarded for a period of five years, this quality label is based on a careful selection of companies, a visit by experts in the trade, an instruction report submitted to the ISM (Institut Supérieur des Métiers), and a final validation by the government.

For TDV Industries, this label represents authentic proof of quality internationally and rewards the skilled and exceptional craftsmanship of its staff.



**For 2022-2023, we are in progress to obtain:**

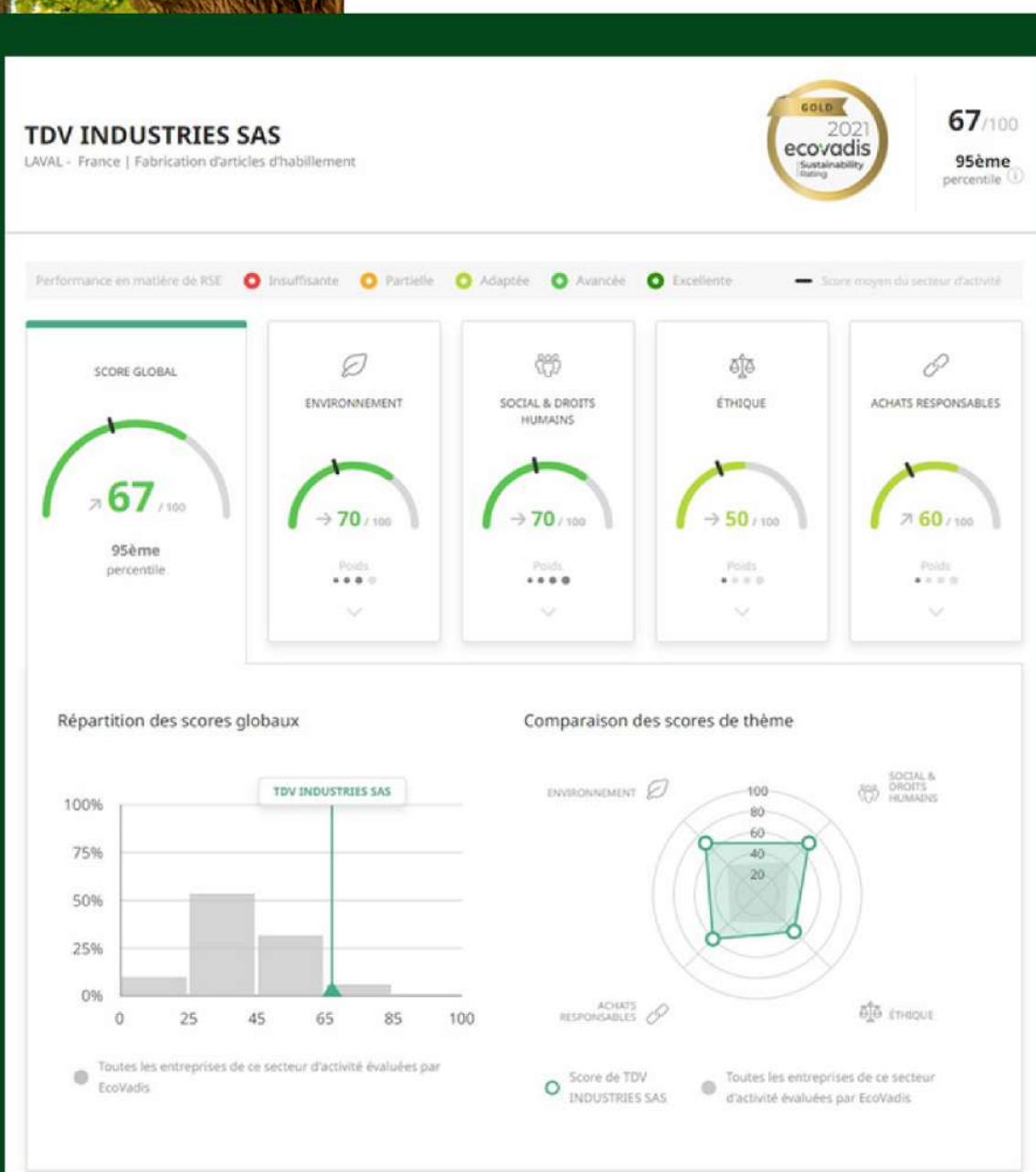
- in 2022: **Certification ISO 50001**
- in 2023: **Certification STeP (Sustainable textile production) by OEKO-TEX®.**



# FOCUS ON: ECOVADIS LABEL

The EcoVadis Label is valuable for all companies, as in the long run – it prevents allegations like greenwashing and reassures investors, customers, and all other future business collaborators of the efforts being made to establish transparency, accountability, and sustainability.

**In 2021, our score was 67/100 and « GOLD » as seen in the graphic below:**







# SUPPLY CHAIN INTEGRITY

## LOOKING FOR ETHICALLY ALIGNED PARTNERS

**TDV INDUSTRIES BELIEVES ACTING ETHICALLY MEANS PARTNERING ONLY WITH SUPPLIERS WHO HOLD AND ADHERE TO SIMILAR ETHICAL BELIEFS.**

Maintaining a resilient supply chain in support of TDV Industries' sales and operations depends on our suppliers operating in an ethical manner with respect to human rights, workers' safety, and environmental practices. We focus on building strong, long-term relationships characterised by trust and transparency. We are committed to working together with our suppliers on improvements in a collaborative and evolutive way.

Ensuring our suppliers meet high social, ethical, human rights and environmental standards is a fundamental part of our responsible business approach.

That's why TDV Industries gathers information on their compliance with quality, hygiene, health and safety in the workplace standards and their environmental policies, by requiring ISO 9001, ISO 14001 certifications.

## TRANSPARENCY ALONG THE SUPPLY CHAIN

Business depends more and more on information, its accuracy, and the timing with which it is received, and these standards are at the heart of the proper functioning of the supply chain.

The importance of this concept has been amplified by the crisis generated worldwide by the COVID-19 pandemic.



*Klopman has already implemented a Supplier Portal and TDV will soon launch the same platform, that enables a shared end-to-end vision of our supply chain process, generating interaction with our suppliers and promoting transparency along the supply chain.*





# ENERGY EFFICIENCY

## GLOBAL IMPROVEMENT OF ENERGY EFFICIENCY

**Our drive to improve energy efficiency and minimise our CO<sup>2</sup> emissions is unwavering at TDV Industries and it's one that continues as we meet new challenges and show results through investments in technology and innovation.**

Our energy consumption is divided between our workshops:

- **21%** is dedicated to the weaving process
- **67%** to the dyeing process, and
- **12%** is for the whole site consumption.

To ensure a secure and sustainable future, companies need to be involved in improving energy efficiency and promoting rational energy use. These last years all our efforts were driven by a strong and collective message towards energy savings within the organisation and also in personal behaviours.

*"At TDV Industries, we have involved everyone in a collective effort for energy savings across the whole organisation:*

- *We have organised meetings with all the employees to raise awareness about the importance of energy savings*
- *We are always working on various solutions to develop more sustainable and renewable energies in the plant."*

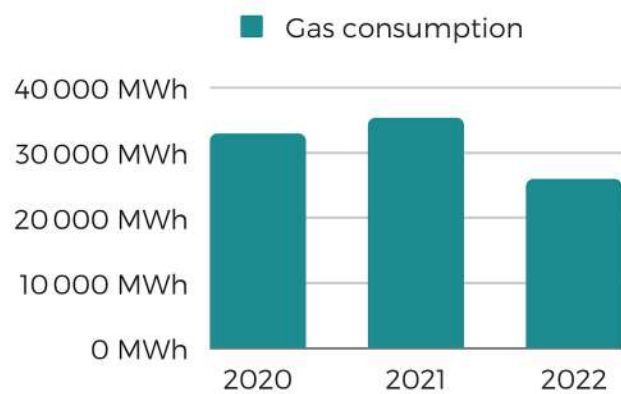
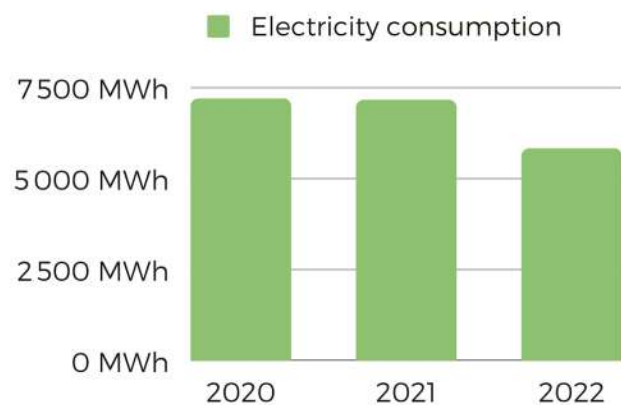
**PAULINE GIRARD**  
ENVIRONMENTAL HEALTH  
& SAFETY MANAGER





# GAS & ELECTRICITY UNDER HIGH LEVEL OF CONTROL

With fossil fuel prices reaching record highs, TDV Industries is more and more focusing on energy efficiency to save money and reduce emissions. Following an energy audit in October 2021, measures were taken to reduce energy costs, such as replacing the compressors in the weaving mill, and recover heat from compressors to warm the workshops.



**ENERGY CONSUMPTION IS MORE CHALLENGING THAN EVER FOR THE PRESENT AND THE FUTURE OF OUR INDUSTRIES**



**RESPONSIBLE WATER  
MANAGEMENT IS A  
FUNDAMENTAL  
CHALLENGE FOR THE  
FUTURE OF HUMANITY,  
AND WE ARE ALL CALLED  
UPON TO CONTRIBUTE**

# WATER STEWARDSHIP: MORE THAN JUST SAVING WATER

**Water is a crucial resource in textile production and therefore responsible water management is vital for future communities, the environment and a sustainable business.**

Water is an important component throughout the textile manufacturing process. Any water containing residual dyes and other organic and inorganic compounds must be treated properly so as not to affect the local environment.

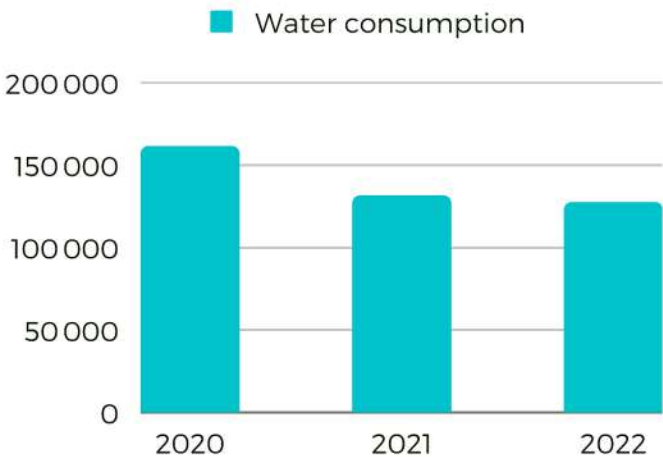
The measures adopted by TDV Industries in our production process have made it possible to **treat 2,500 m<sup>3</sup> of wastewater per week and neutralised over 120,000 m<sup>3</sup> of water a year.**

**Our consumption is composed of :**

- **90% industrial water** (drawing from Mayenne)
- **10% city water** (mainly in boiler rooms)

**We reprocess 800m<sup>3</sup>/day via our pre-treatment station** and the City of Laval's water treatment plant, which we return to the Mayenne.

This means a water impact on the Mayenne of 200m<sup>3</sup>/day. The Mayenne has a flow rate of 50m<sup>3</sup>/second, **so we can consider that our water impact is limited.**





# WASTE MANAGEMENT IN TDV

## PROGRAMME TO REDUCE WASTE

Our company and our employees are involved in the recycling of most common materials. Each employee has specific instructions on how to sort and process all types of waste.

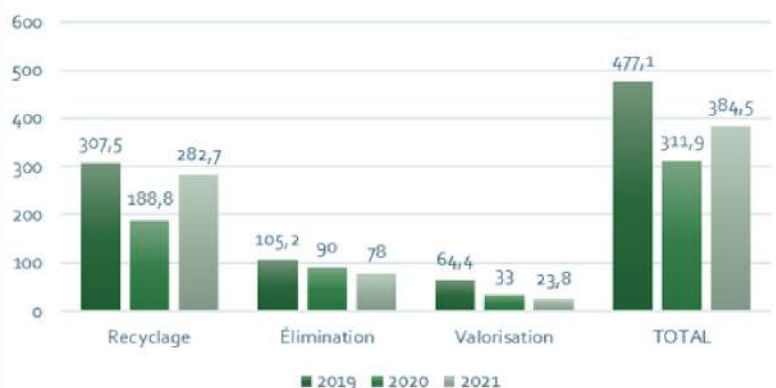
We ship all paper, wire/filament, plastic, glass and hazardous waste by container to companies that are qualified to process and recycle these wastes. We are constantly reducing our production of hazardous waste. All activities are carried out with maximum efficiency. Every material is certified and every department manager is responsible for ensuring that all materials are used sparingly.

In our warehouse, we only use electric forklifts and manual pallet trucks.

In addition, we reuse the unfinished threads reels by rewinding all of them in new reels.

**In the future, we want to maintain these targets as part of a long-term approach. We also want to put the use of renewable energy at the heart of our priorities.**

Waste management





# ENVIRONMENTALLY FRIENDLY PACKAGING AND DOCUMENTATION

## PACKAGING MATTERS AND PAPER IS A VALUABLE RESOURCE.

TDV Industries uses various packaging materials - plastic, cardboard, paper and wood - most of which is recyclable, in order to generate less pollution during the manufacturing process, and from shipping.

TDV Industries encourages its customers to recycle all packaging in order to preserve forests, conserving resources as well as reducing solid waste.

**All our printed communications are made using FSC (Forest Stewardship Council) certified paper, to ensure paper comes from a responsible source that supports sustainable forestry practices.**

The FSC label guarantees that reused products are 100% recycled.





# PROJECT 2022: ENERGY MANAGEMENT CERTIFICATION

## ACHIEVING ISO 50001 CERTIFICATION

With investors becoming more interested in businesses that undertake climate change mitigation measures, we are continuously striving to implement all of the best management systems possible to increase efficiency and reduce emissions.

**ISO 50001 integrates energy efficiency into management practices to increase awareness of energy use, reinforce good energy management behaviours and make better use of existing energy-consuming assets and processes.** It also helps organisations to evaluate and prioritise the implementation of new energy-efficient technologies.

TDV Industries is proud to achieve this recognition for its optimum energy management throughout the whole organisation, thus demonstrating that efficiency is a constant feature of the company and a stimulus for ongoing improvement.

### STEPS OF CERTIFICATION > 2021-2022







FOR 20 YEARS, WE HAVE  
CONFIRMED OUR  
ABSOLUTE COMMITMENT  
TO A BETTER FUTURE  
FOR GENERATIONS TO  
COME.

# THE UNITED NATION'S SUSTAINABLE DEVELOPMENT GOALS

On 25 September 2015, the United Nations approved the Global Agenda for Sustainable Development and defined 17 Sustainable Development Goals (SDGs) structured in 169 targets to be reached by 2030.

**These SDGs have been our CSR guideline since then.** All TDV's commitments made in the last years are related to the SDGs of the Global Compact. For each of the 11 commitments we have selected, we have set ourselves targets that are quantified and qualified each year in our CSR reports.

**TDV Industries is also proud to belong to the Global Compact Network France**, since 2007. This network aims to align the French business community with Agenda 2030 and the UN's Sustainable Development Goals.

We are active partners and we support local initiatives because we consider territorial dynamics as crucial, and we want to promote the appropriation of sustainable development issues by all the regional economic networks.





# FOCUS ON: LABOUR PRACTICES AND DECENT WORK

3 BONNE SANTÉ  
ET BIEN-ÊTRE



5 ÉGALITÉ ENTRE  
LES SEXES



8 TRAVAIL DÉCENT  
ET CROISSANCE  
ÉCONOMIQUE



In the same way we take pride in being responsible producers of high-quality fabrics, solutions and services on a worldwide scale, we place the highest value on the safety and wellbeing of our employees, our customers and shareholders.

Our products are manufactured by people, used by people, and serve people in their daily duties. That is why human rights are so important to us.

We respect and recognise the unique role of each employee and their contribution to the success of the company.

All colleagues - regardless of their position, nationality, gender, religion, age - are equally treated and supported by the executives.

For our employees, we:

- offer training and career development opportunities
- have efficient communications, information and co-determination systems
- pay appropriate salaries and wages
- provide safe and hygienic working environments, with adequate ventilation, lighting and temperature control.

**Offering good working conditions and keeping our people safe, healthy, and engaged are always in our top priorities.**

YOANN, DYEING MACHINE  
OPERATOR  
SINCE 4 YEARS IN TDV

**MORE THAN PROTECTIVE  
AND INNOVATIVE  
QUALITIES, FABRIC  
DURABILITY AND  
SUSTAINABILITY ARE AT  
THE HEART OF OUR  
PRODUCT DEVELOPMENT**



## PRODUCT DEVELOPMENT

**We continuously focus on enhancing fabric performance through the development of advanced technologies and new kinds of raw materials.**

In our R&D department, these innovative techniques and processes are also carefully implemented with respect for the environment. Our approach runs through all aspects of our manufacturing – including fibre selection, weaving, dyeing, and finishing.

**Sustainability is a key factor in product development.** So our R&D departments - and production engineers - constantly work towards the minimisation of waste and toxic substances. This includes an emphasis on sustainability. For example, the introduction of greener alternatives in raw materials and greater use of renewable energy sources.

*"We have approximately 80 R&D projects running annually between Klopman and TDV.*

- *25% are recycling projects*
- *15% are devoted to innovative projects*
- *60% are a combination of core initiatives*

*Two R&D teams are working on our innovations with fully dedicated laboratories"*

**PAVLA KRIZMAN**  
GROUP R&D DIRECTOR





**THE OPPORTUNITY TO  
USE FIBRE MADE FROM  
END-OF-LIFE GARMENTS  
HAS NOW BECOME  
POSSIBLE WITH  
RENAISSANCE TEXTILE  
AND WILL LEAD TO MORE  
SUSTAINABLE FABRICS.**

## **#GOSUSTAINABLE: WITH OUR PREMIUM RANGE**

**The entire TDV Industries range of  
fabrics is available with sustainable  
raw material upon request:**

Organic cotton, Fairtrade cotton, recycled  
cotton, recycled polyester, bio-sourced  
fibres (linen, hemp).



## **#GOCIRCULAR: CIRCULAR TEXTILE**



### **SUPERMAINE CIRCULAR**

**Fully integrated Circular Economy  
fabrics will lead to a revolution in the  
workwear sector and beyond.**

The project to create the fabric  
"Supermaine Circular" starts with  
collecting clothes and fabrics at the end  
of their first lifecycle and recycles them  
to generate new fibres. These new fibres  
will be used in creating new fabrics, so  
that more new clothes are made with an  
increasing amount of recycled fibre.

**#GoCircular is a Klopman / TDV  
Industries concept. It has been  
developed alongside other ongoing  
projects designed to protect our  
planet by recycling resources.**





## WORKWEAR

TDV's workwear fabrics are ideal for all sectors where image is crucial for the business, as they maintain a good appearance and have extreme durability. Ideal for construction, craftsmen and industry in general.

We can provide fabrics ranging from 115 to 450 grammes with different colours, available online.

Special technical finishes are also applied to improve functionality, such as crease recovery, soft finish as well as water and oil repellence.

## SHIRTSWEAR / STRETCH

Our new lightweight fabrics come with stretch version for the optimal comfort of the wearers.

These fabrics come with crease-resist for high-performance and long-lasting appearance of the workwear.

It's the perfect shirtwear purpose, that combines softness and sustainability. Ideal for workwear and public tenders uniforms (police, military, transport) and to provide comfort for the wearers.







## PROTECTIVE WEAR

### A FULL RANGE OF TECHNICAL TEXTILES

#### INHERENT / FLAME RETARDANT

TDV Industries' inherently flame-retardant fabrics have been designed to offer maximum resistance to heat, flame and welding, as well as supplying antistatic and electric arc protection. The materials used combine maximum protection and durability.

Available in different weights, from 205g/sqm to 390g/sqm, they are ideal for an extensive arrays of industries and environments.

#### HIGH VISIBILITY

TDV's high-visibility range of fabrics provides the highest standards of performance for high-visibility clothing.

They allow protection to workers, operating in low-light and / or potentially hazardous conditions, thanks to the superior luminosity and brightness of the colours.

They are ISO 20471 certified.





## TACTICAL WEAR

Over 150 years of textile expertise has made TDV Industries a key partner and trusted supplier of high-performance technical textiles for primary defence and police personnel in Europe and around the world.

### **STRETCH FABRICS**

Our range of stretch fabrics provides unyielding quality and reliability when it matters most. The comfort and resistance are tested to offer the best performance and maximum quality.

### **INHERENT / FLAME RETARDANT**

TDV Industries' inherently flame-retardant fabrics use best-in-class fibres (such as FR Viscose, Aramide or Modacrylic), to offer the military sector the right protection against heat and flame. The range is especially designed to be resistant in every challenging occupation. We also offer the market a solution with linen in the blend, to combine performance, breathability and comfort.

### **LINEN FABRICS**

Thanks to their linen-based composition, those fabrics offer maximum comfort and breathability even in tough working conditions, in addition to strong mechanical properties. The linen composition makes these fabrics the right choice in terms of sustainability.



STRETCH



LINEN



INHERENT





# SOCIAL COMMITMENT AND HUMAN RIGHTS

**Being ethical means respecting human rights, taking a clear position against corruption, and embracing diversity and inclusion. It also means, of course, respecting the laws and regulations wherever we operate and paying taxes accordingly.**

We interact with millions of people across various countries and cultures. Whether you are a customer, colleague, business partner or any other stakeholder, we believe that mutual respect, integrity, transparency, and honesty are essential to our business.

During 2021-2022 TDV Industries has implemented new measures to prevent and avoid corruption and bribery, with a cabinet responsible for the new Code of Conduct, and by organising collective training on the new French anti-corruption law, SAPIN II, with all administrative employees in early 2022.

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**OUR COMMITMENT TO BE ETHICAL AND EQUAL WITH OUR PEOPLE IS FIRMLY ROOTED IN OUR CORPORATE VALUES**

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## PROJECTS 2022

A new Code of Conduct has been developed during year 2022 to define the key labour standards that TDV Industries is committed to respecting in our workplace. The new code of Conduct is planned for release to all employees, suppliers and stakeholders at the beginning of 2023.





# EQUAL OPPORTUNITIES FOR EVERYONE

**Our commitment to meeting our human rights obligations is particularly evident in our management approach, and we are dedicated to respecting human rights in all our actions and activities.**

## ABOUT HUMAN RIGHTS

TDV Industries upholds and promotes human rights in every context in which it operates, by creating equal opportunities for its people and fair treatment for all - regardless of race, nationality, political creed, religion, gender, age, minority status, disability, sexual orientation, personal or social condition - and always respecting the dignity of each individual and each employee.

TDV Industries offers equal opportunities, ensuring fair treatment based on individual expertise and abilities, and hiring people under legal employment contracts, mainly on an open-ended basis, in accordance with laws, national labour agreements, company agreements and current regulations.

TDV Industries believes that if the company is to achieve its business objectives, we really need support and cooperation from all of our people.

TDV Industries' workers are free to join trade unions, and the company sees that its relationships with the unions are cooperative and friendly, so that workers may report their opinions to Human Resources directly or via delegates.

TDV Industries does not allow and does not tolerate employment situations that violate current regulations on child, women, and immigrant labour. This also applies to its external contractors, suppliers, and business partners.



# EMPLOYEE OVERVIEW, DEVELOPMENT AND TRAINING

## INVESTING IN THE PROFESSIONAL VALUE OF OUR EMPLOYEES

Helping people achieve their potential is one of our HR goals.

Despite the pandemic prompting limitations in the way we work, with social distancing perhaps most significant among them, the company was able to fulfil its commitment to support and promote employees' professional growth through an exceptional amount of training hours.

## KEY FIGURES FOR YEAR 2021

**For the year 2021, we can count 2210 hours of training and 134 employees trained (excluding in-house training).**

- Foreign languages: 57 hours of training for 19 people
- SST (first-aid attendant at work) training: 203 hours of training, for 21 people
- Fire training: 126 hours of training, and 84 people trained
- AUDIT training: 93 hours of training for 5 employees

**Internal training also involved more than 18 people, including 12 new arrivals, 8 internal job changes and 19 multi-activity training courses.**

ÉRIC, MANAGER OF THE  
WEAVING WORKSHOP.  
18 YEARS AT TDV

### TRAINING TO BECOME FIRST-AID ATTENDANTS AT WORK (SST)

Their role is to provide first aid to any victim of an accident at work, but also to be active in the prevention of occupational risks in his company. At TDV, training is offered to all new employees and renewed every two years for those already trained.





# OUR GUIDELINES FOR THE NEXT THREE YEARS

**The main objectives of the three-year training guidelines for 2022-2024 are to:**

- develop access to training for all employees, in line with the development of each individual and on a regular basis, in particular through the CPF (Compte personnel de formation)
- to make each employee aware of the importance of the behavioural factor in terms of safety, particularly by training as many employees as possible as first aiders at work
- use training and/or multi-skilling to reduce the use of the partial activity scheme
- develop transversal skills to promote employability and internal mobility (other than technical)
- secure the careers of our employees by promoting training leading to a diploma or certificate
- develop and promote multi-skilling, through specific training on positions, in order to :
  - enhance intra- and inter-workshop skills
  - ensure continuity of activity in the event of absence (illness, epidemic, training, departure, etc.)
  - reduce the use of partial activity
- develop the transmission of skills by strengthening the support of tutors and the training of internal trainers. Possible method is: AFEST (Action de Formation En Situation de Travail) = a course aimed at a professional objective, alternating phases of work and reflection, supported, assessed and traceable.
- raising awareness of good IT practices: email management and cybersecurity.



ESTELLE,  
QUALITY OFFICER,  
SINCE 13 YEARS IN TDV



# WELLBEING IN THE COMPANY AND MAIN EVENTS

2021 was a critical year for internal events. Due to the COVID Crisis, TDV had to cancel some events that were programmed during the year. Despite the situation, our team members were happy to share some moments together and to support the national effort against the epidemic.

## UNIFYING OUR COWORKERS AROUND SOCIAL EVENTS



### July 2021 > Tour de France in Mayenne :

The fabric masks were made by TDV with the punchline "La Mayenne aime le Tour" to support the event as it passed along Mayenne's roads.



### July 2021 > July Festive Day:

Just before the holidays, all coworkers were invited to share their lunch next to the company buildings. A food truck was there to offer burgers and fries, while the Association for the Road Risks Prevention was there to liven the day with some fun activities

## FOSTER EMPLOYEE BONDS, AND SHARE THE MAIN POINTS OF THE COMPANY'S STRATEGY WITH TEAM BUILDING



### January 2022 > team building for TDV's administrative teams:

Successful team-building brought TDV teams together. An ideal initiative to consolidate the bonds between the teams and create a new synergy, around common objectives and strong values.



## CHRISTMAS GIFTS

To celebrate Christmas with all the employees, all people from Klopman TDV Group received a gift box with a bottle of wine, and a traditional Italian cake called "panettone".



## CHRISTMAS VIDEO

Organising a gathering and an official speech with the directors was not recommended at this time, so we decided to produce a special video for Christmas, with Christophe Lambert and Alexandre Desroches discussing future projects and sharing their best wishes with all our colleagues.



## PROJECTS 2022

**New offices** : to bring our offices in line with improved working practices, the administrative building will be renewed. The workspace will be redesigned, with more meeting rooms and brand new equipment, to improve the quality of work life for the administrative teams and sales representatives.

**A big Festive Day** is scheduled in July with more activities and entertainment to celebrate the holidays together, and create a stronger team bond between all TDV employees: administrative and operators, managers and salespeople, all together.



# OCCUPATIONAL HEALTH & SAFETY

## INVESTING IN THE SAFETY OF OUR EMPLOYEES

The commitment to making health and safety an integral part of daily operations is strong across management levels.

The company has adopted the strong, risk-based and data-driven management systems needed to identify and control health and safety risks, reduce the potential for accidents and proactively improve overall health and safety performance, year on year.

TDV Industries undertakes to:

- ensure and maintain a safe and healthy workplace environment and prevent injuries, illnesses or damage to the health of employees, suppliers, customers and visitors
- continuously improve the management system's performance, not only with respect to the prevention of injuries and work-related illnesses, but also in terms of more general employee wellbeing
- adopt risk assessment criteria for all dangers relating to work activities, in compliance with national and international legislation, and aim to update best practices
- increase the training and updating of all employees to make them more aware of the risks related to their activities and working environment
- continue developing activities to spread a culture of safety to all suppliers and concerned parties.



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THOMAS,  
WAREHOUSEMAN  
4 YEARS AT TDV

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## SAFETY AND HEALTH BOOKLET

We have designed a simple and comprehensive safety booklet to ensure all the employees are aware of the safety rules and understand them.

They receive this booklet during onboarding and follow group training for all safety rules that apply at our production facility.

The booklet also covers more general health issues, such as how to avoid illness, and the correct processes in the event of an accident.

## TDV INDUSTRIES CONSIDERS SAFETY A PRIORITY!

The health and safety of our people and our customers is a number one priority.

The consistent focus on improving workplace safety is measured through the high investments made in equipment, training, safety measures to maintain our high standards and go beyond legal compliance.

TDV Industries' is committed to advancing health and safety strategies and practices and better assessing and managing risk.

The main initiatives for the prevention of injuries and accidents are:

- in 2021: 203 hours of training provided for Safety and Security at work and 12 people trained, who have received their SST certificate (Sauveteur Secouriste du travail)
- PADSTEAM installation was renewed, all the mix has been automatised, in order to protect colleagues from chemical spills in the dyeing workshop
- installation of specific pipes to avoid manual handling of soda.







# INVESTING IN THE SOCIETY WE LIVE IN

## THINKING GLOBAL, ACTING LOCAL

Increasingly, acting locally is just as important as acting globally. As much as it is beneficial for companies to take high-profile action on an international scale, there is an opportunity for businesses to make a really significant impact closer to home, within the communities surrounding their various premises. CSR is more than “grand gestures”, but it is also about the smaller but essential impact that can be had locally.

Our aim is to create a real connection between the company and its communities, allowing everyone to find opportunities to help and share in the positive impact they've helped to create.

## ENGAGING WITH OUR EMPLOYEES

We also engage our employees in the collective with regular training and discussions about energy savings, recycling projects.

Since the beginning of 2022, we also supported personal initiatives such as collecting garments and emergency supplies for Ukraine.

### Gifts to associations

We provided some gifts to local associations such as Breizh Phenix, which helps industries to valorise their waste and to involve them in the circular economy scheme.

The total gift was 29 590 metres, valorised at 123 790 €.

### Helping our colleague's initiatives

We also offered some sponsorships and gifts to our collaborator's associations and initiatives including running and volleyball clubs.





# COMMUNICATION AND CUSTOMER CARE

## COMMUNICATION DURING THE PANDEMIC CRISIS

Our brand has had to remain strong throughout the pandemic. We have been supported by motivated and committed teams that ensure the continuity of our services. Therefore it was also important to show our presence at international events and to support national efforts against the epidemic.

Several measures implemented in 2019 and 2020 have seen their deadlines extended, and constraints strengthened in 2021, as a result of the health situation in France. These measures involved quality of life and safety solutions for our employees, and the production of durable, innovative masks and PPE. A vaccination plan, the distribution of masks, and a continuity plan were initiated and implemented during the whole period.

## BUSINESS CONTINUITY PLAN 2021

### A business continuity plan was deployed in September 2021:

TDV Industries identified all of the measures it takes to anticipate the consequences and find solutions to:

- ensure the continuation, in whole or in part, of essential operational activities and tasks
- plan for the resumption of full activities at the end of the crisis and to meet our external obligations
- meet our internal obligations to minimise the impact of these crises
- ensure financial, commercial and legal continuity, as well as communication and maintaining trust with stakeholders.





**SHOWING OUR  
PRODUCTS AND SAVOIR-  
FAIRE IN MAJOR EVENTS  
IS AT THE CORE OF OUR  
COMMERCIAL STRATEGY**

## INTERNATIONAL EVENTS

Participating in fairs and events is at the core of our commercial strategy, and it was great to finally exhibit our products and savoir-faire at an international fair like MILIPOL Paris in November 2021.

### MILIPOL PARIS : LEADING EVENT FOR SECURITY.

Organised with the French Ministry of Interior, MILIPOL is an official event carried out in partnership with the French National Police and Gendarmerie, Civil Defence Service, French Customs, City Police and Interpol, where we could meet existing clients and potential new customers.



## PROJECTS 2022

In 2022 new international opportunities are opening up for TDV Industries. We are exhibitors together with Klopman, with special focus on our protective and workwear ranges. TDV & Klopman participate to two major international fairs:

- **TECHTEXTIL in Francfort (June 2022)**
- **EXPOPROTECTION in Paris (November 2022)**

TDV Industries was present at the **MIF EXPO** in november 2022, a fair dedicated to "Made In France" products, at a special event called "Usine du Futur" (Factory of the Future). The aim was to show our circular solutions for the textile industry, and to present **Renaissance Textile** and **Firex projects**.



# CORPORATE AND PRODUCT COMMUNICATION

## NEW FOLDERS FOR EACH RANGE

New folders have been developed with a new and stronger brand identity.

The aim was to create a bigger impact by focusing on our products, and to reflect the company's values, image and company message so that customers can get to know TDV a little better.

In order to let the customers feel the products, all our fabrics are also sampled in small squares, along with the most important technical data.

## UPDATED TECHNICAL DATASHEETS

All the technical datasheets have been renewed and updated. They now show the colors codes of the ranges and give more information about the products.





# DIGITAL COMMUNICATION

## WEBSITE

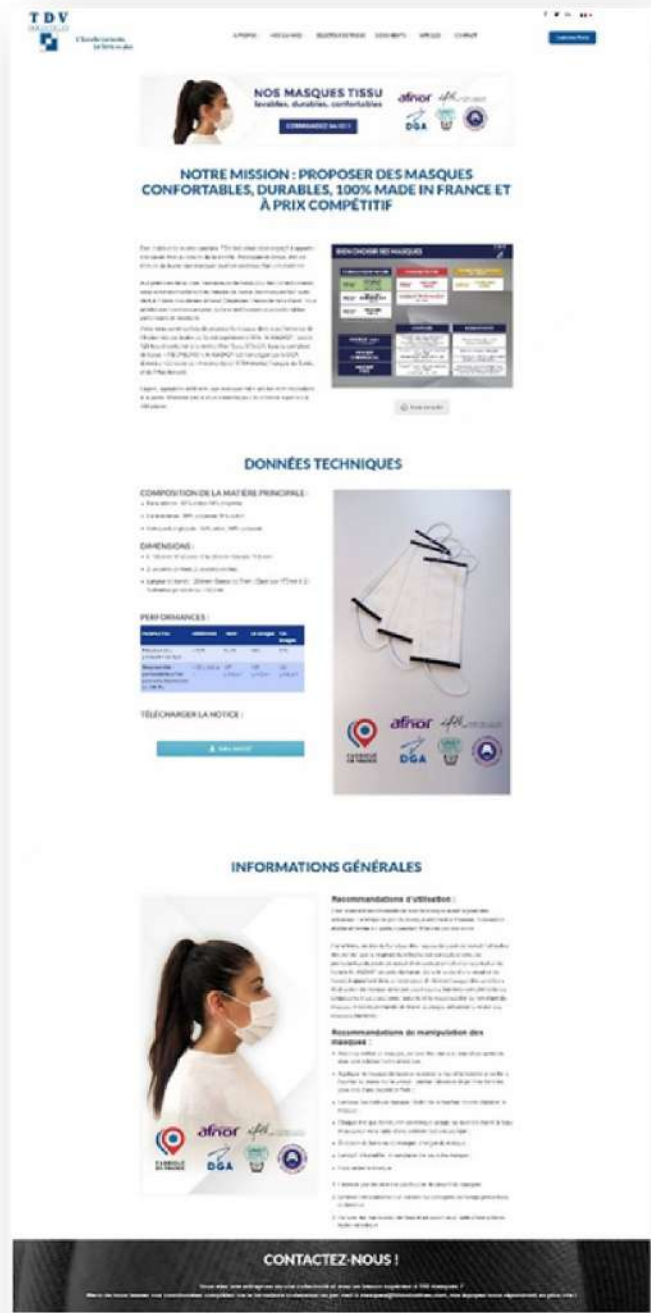
TDV's website presents the brand and its values, every fabric range, and details on all products. More than a mere brochure, it generates business opportunities and attracts potential customers.

TDV's website has been regularly updated during the COVID crisis period. All the products data, and colors were checked and updated when needed.

During 2021-22, the pandemic remains a significant global public health crisis and TDV was particularly involved, with the creation of the masks workshop, in partnership with other French textile companies.

That's why a new page dedicated to our masks workshop was developed, providing more information about the initiative as well as technical product details.

## UNIFYING OUR EFFORTS WITH A NATIONAL COLLECTIVE OF MANUFACTURERS



## SAVOIR FAIRE ENSEMBLE

Born in a hurry to unite French weavers and manufacturers around the production of masks for caregivers, the collective Savoir Faire Ensemble brought together 227 companies and enabled the creation of more than 200 million masks.



# DIGITAL COMMUNICATION

## CUSTOMER PORTAL

**A STEP FORWARD INTO THE INDUSTRY OF THE FUTURE WHERE ALL PURCHASE DOCUMENTS ARE “JUST ONE CLICK AWAY”.**

**TDV's Customer Portal was launched at the beginning of 2022.** It's a new virtual approach which makes our services even more accessible for our customers.

Upon entering, they can simply find all the documents needed: ASCII files, certificate of conformity, stocks, invoices, lab dips, open orders, packing lists, price lists, order confirmations, orders, tracking courier number, supplier's declaration. A user account is required to access the service, and it's extremely easy.

The application is also accessible "on the move" from a mobile phone or a tablet.



## PROJECTS 2022

### SUPPLIER PORTAL

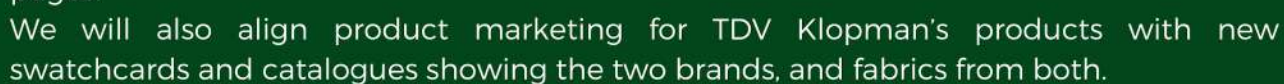
Klopman has already implemented a Supplier Portal which allows a quicker information flow from the company to its suppliers and vice versa. TDV will soon launch the same platform, enabling a shared end-to-end vision of our supply chain process, generating interaction with our suppliers and promoting transparency along the supply chain.





## TDV INDUSTRIES // SUSTAINABILITY REPORT 2021-22

<https://rapportrse.tdv-industries.fr/?lang=en>







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**#GOCIRCULAR**  
**THE FUTURE IS CIRCULAR**  
**CHECK OUT OUR SOLUTIONS:**  
**[WWW.JOINTHEFABRICREVOLUTION.COM](http://WWW.JOINTHEFABRICREVOLUTION.COM)**


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