

2018-2019

OUR SOCIAL RESPONSIBILITY POLICY

Communication on Progress report



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KEY ACTIONS IN 2018

Mise en conformité RGPD

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Developing a strategy
CSR
based on our core
VALUES

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ECOCORICO
actions



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Store openings
with sales staff:
Rossignol
ambassadors



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Positive results for
occupational
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Creation of
innovative
prototypes with
senior high school
students

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Quality of Work Life
and Psychosocial
Risks

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Design projects
focused on
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SUPPORTING
the fight against
breast cancer with the
Finland Trophy

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collection for the Riders
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Ski gear
100% Made in France
with recycled materials
ATELIER S



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adapted to local
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More environmentally
friendly helmets

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Animal welfare
and our clothing

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Compliant
wastewater treatment

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THE PRESIDENT'S COMMITMENT

BRUNO CERCLEY

Taking current social issues into account as part of our activity has been one of our priorities for several years now. We aim to maintain our economic performance, grow our companies and help our employees to thrive whilst reducing our impact on the environment and contributing to a sustainable future.

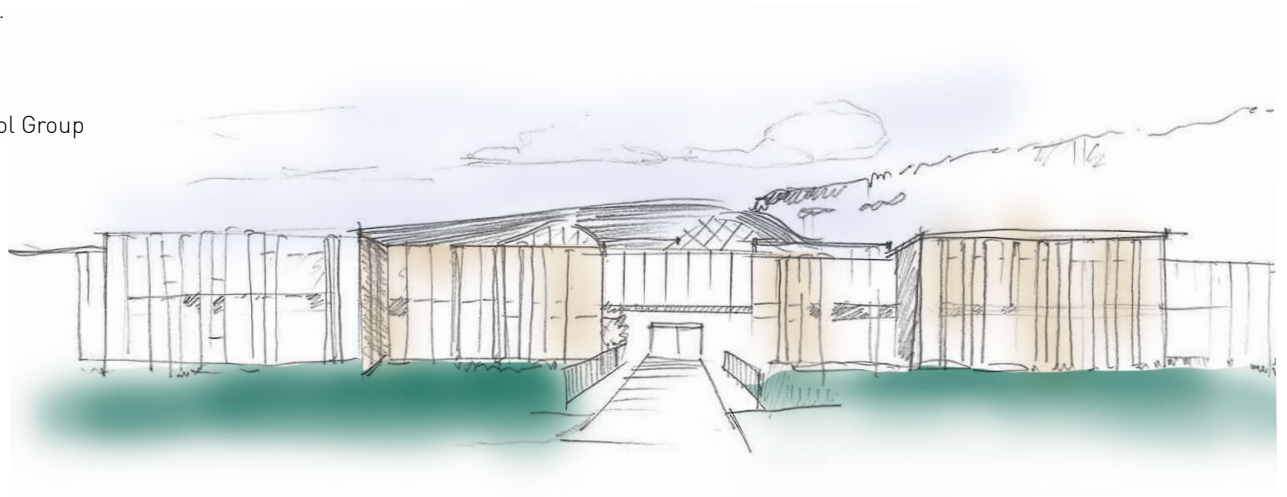
Admittedly, our approach is still incomplete and imperfect,

but we confirm our intention to make faster and increasingly virtuous progress by:

- building the Rossignol group for the future by working closely with our teams;
- sharing a common vision of sustainable development with all the Group's brands and sites;
- manufacturing our products with environmentally friendly materials and processes;
- contributing to preserving our natural playground and the communities which sustain it.

This third COP report presents our progress and demonstrates our renewed commitment to respect the principles of the United Nation's Global Compact.

Bruno CERCLEY
President of the Rossignol Group



THE ROSSIGNOL GROUP

WORLDWIDE



NORTH AMERICA

- > Park City (Utah - USA)
- > Montreal

EUROPE

- > France
- > Italy
- > Germany
- > Austria
- > Switzerland
- > Norway - Sweden

JAPAN

- > Tokyo
- + distribution in 42 countries

WORKFORCE



1400
World



730
France



INDUSTRIAL SITES

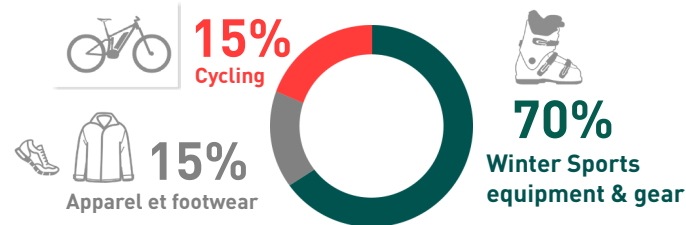
The Group has five plants in Europe, including two in France.

- > **Sallanches** (Savoie, France): production of high-end skis for Rossignol and Dynastar and low- and mid-range injected skis.
- > **Artés** (Spain): this site is dedicated to the production of wood core alpine skis, traditional technology skis for Rossignol and Dynastar and high-end cross-country skis.
- > **Nevers** (France): bindings for the Look brand and pedals for the Time brand.
- > **Montebelluna** (Italy): premium alpine boots for Rossignol and Lange and high-end Risport skates. Conception & Design center for footwear, including Rossignol footwear.
- > **Gajary** (Slovakia): carbon frame production using RTM (Resin Transfer Molding) technology.

The Group also has a central logistics warehouse in Saint-Etienne de Saint Geoirs (Isère, France).

REVENUE SOURCES

EEUROPE: 36%, NORTH AMERICA: 36%, FRANCE: 22%, JAPAN - ASIA: 6%



IMPORTANT DATES

in our sustainable approach

A commitment built over time



2013

Launch of the Rental New Deal initiative (see page 15) for recycling products at the end of their life cycle

Creation of the Ecocorico group (see page 13)

2011

Relocation of our junior ski production from Taiwan to Sallanches

2012

Adoption of the label "Origine France Garantie" for products "Made in France"

2015

Joined Global Compact (see page 7)



2009

Construction of the headquarters in St Jean de Moirans (Isère) integrating environmentally friendly aspects in the design and construction.

First eco-design product: Attraxion Echo skis



2000

Special rates for employees in a dedicated store

2003

First ISO 14001 certification for the St Etienne de Crossey site (Isère)



1907

First wooden skis manufactured in Voiron (Isère, France)

1970

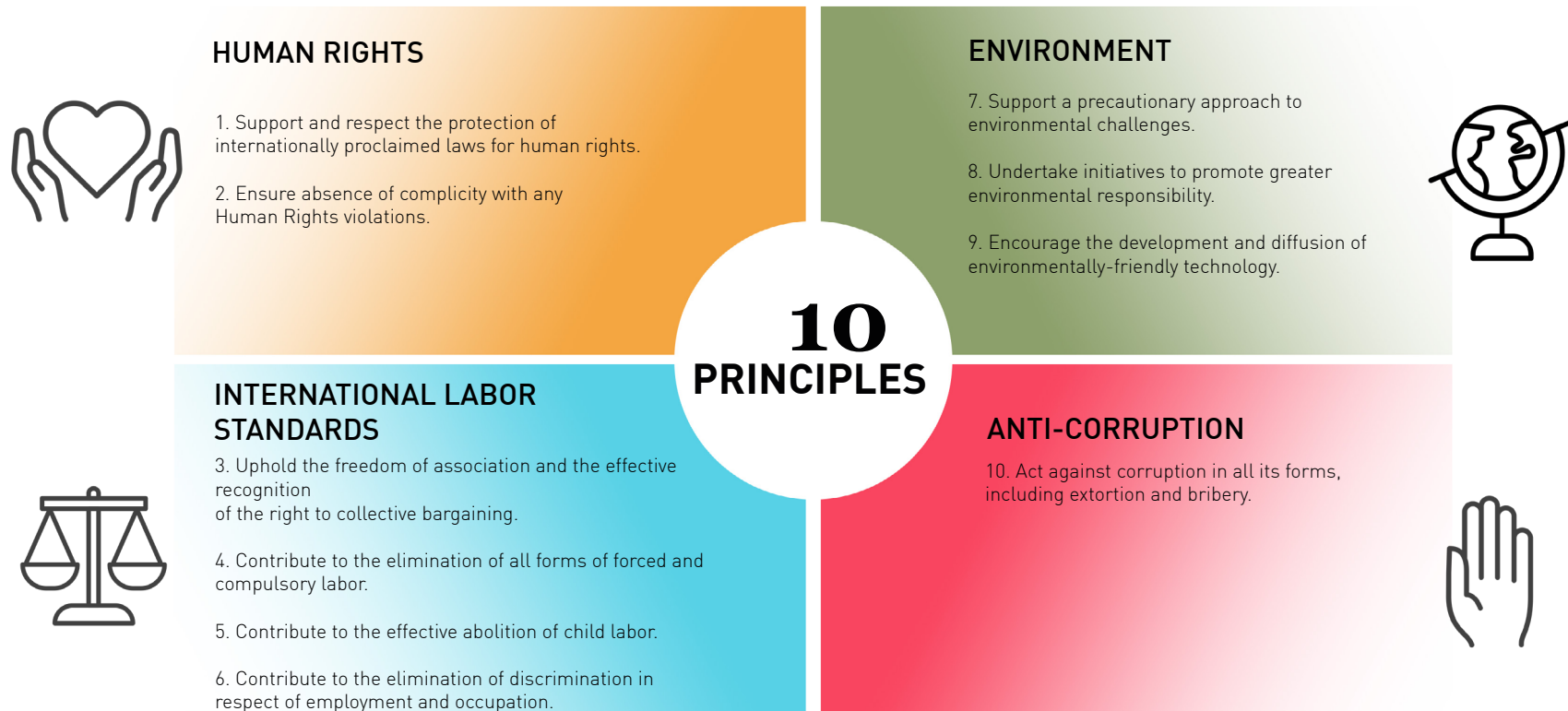
Creation of a Ski Club for our employees' children



GLOBAL COMPACT

Global Compact is an **international voluntary initiative for commitment to CSR** (Corporate Social Responsibility), launched in July 2000 by the UN. This commitment to ongoing improvement is based on a sense of responsibility, transparency and common good.

Rossignol Group has been a proud member of the Global Initiative since December 3, 2015.



See page 23 for the link between our actions for progress, the ten principles of the Global Compact, the UN's Sustainable Development Goals and the seven key themes of the ISO 26000 standard.



GOVERNANCE

ANTI-CORRUPTION ACTIONS

A range of anti-corruption measures has been implemented. All our payments are countersigned. We have also applied stringent controls around payment means. Finally, we have established checking processes before refunding our customers.

COMPLIANCE WITH THE GENERAL DATA PROTECTION REGULATION (GDPR)

Since the beginning of 2017, a global audit with a project for reaching compliance has been conducted throughout the group. As a result, we have established a data processing register and mapped risks. All our employees have received memos to raise awareness in their departments.

We have also called upon an external consultancy, Atos which assisted us for two days to prepare compliance with the regulation for BtoC. As a result, we were able to implement several actions including : revision of processing methods, modification of legal notices, opt-in updates, establishment of a procedure for the actual deletion of data.

Through this we have met demands by consumers to delete all traces of their personal data: approx 20 requests from a database of 1.7 million people.

A Data Protection Officer has been designated to ensure our personal data practices are monitored and revised.



REINFORCED SUPPLIER'S CODE OF CONDUCT

Our revised Supplier's Code of Conduct has been applied to all the Group's activities. The standards are also more stringent, particularly for textiles (see page 14).

RESPONSIBLE INTERNAL CSR COMMUNICATION

Last year all the group's employees were informed of our CSR actions with the publication of our 2017/18 COP. But it never appeared in printed form. Only seed-paper flyers were printed to announce the link to the electronic version.

Seed-paper flyers to announce our 2017/18 COP.

PROJECT
2.0.1.9

A new version of our ERP system has the scope to redefine our security measures and improve our transaction protection with, for example, better traceability of user access rights.

Information and training are planned regarding the Sapin 2 Law featuring notions of transparency, anti-corruption measures and the modernization of the economy.



DEVELOPMENT OF AN CSR STRATEGY BASED ON OUR CORE VALUES

Simple VALUES: shared pleasure, conviviality and tolerance.

These values are true to mountains and sport: values we share and promote.

Mountains - a symbol of freedom - deserve our RESPECT.

Four dimensions of RESPECT:

- > Respectful products: green design, environmental impact of production and recycling of products at the end of their life cycle.
- > Respect for our partners: CSR code of conduct, fair competition, anti-corruption actions.
- > Respect for our employees.
- > Respect for our natural playground and its community: supporting associations, skill sponsorship, philanthropic actions.

EMPLOYEES

Safety at work 1/2

PREVENTION OF MUSCULOSKELETAL PROBLEMS

The Nevers plant has invested in robot grippers to facilitate the work of warehouse staff.



The robotic gripper makes handling less arduous .

QUESTIONNAIRE ABOUT PSYCHOSOCIAL RISKS

A questionnaire about psychosocial risks has been distributed to all our sites. This project was greatly appreciated by employees who enjoyed the open exchange. Adapted corrective action plans have been developed and are currently being put in place.

CONTINUED IMPROVEMENT TO LABOR CONDITIONS

50% of the investments made in the Nevers plant are attributed to labor conditions to treat issues such as safety and hard working conditions.



Example of a visual used for safety meetings between employees and their managers.

POSITIVE SAFETY RESULTS

Frequency 2018/19 (end February 19): 9.44
(goal end March: <10)
Severity rate 2018/19 (end February 19): 0.46
(goal end March: <0.5)

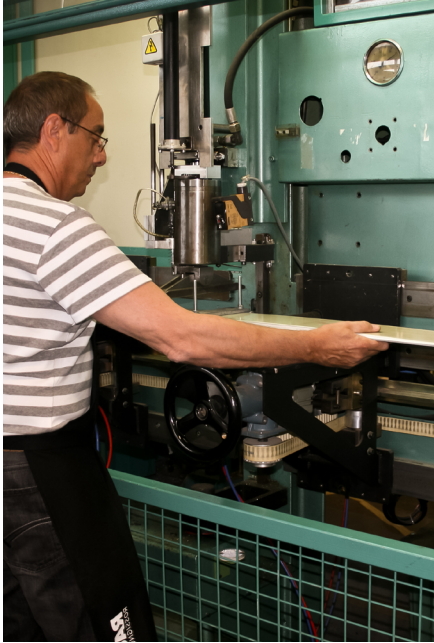
We have put in place corrective actions identified in the 2017/18 COP with two flagship actions:

- > Recruitment of permanent employees at the St Etienne de St Geoirs warehouse. Using less temporary staff has reduced the number of accidents, because permanent employees are more familiar with their working environment.
- > Increase in the number of behavioral inspections and organization of regular safety meetings . The aim of these monthly meetings between teams and their leaders is to exchange about good and bad safety practices: cleanliness, transportation and mobility, ergonomics etc.



EMPLOYEES

Safety at work 2/2



HIRING THE UNEMPLOYED AND CREATING LONG-TERM JOBS

The Nevers plant works with Eureka Interim, a temporary employment agency for the long-term unemployed or people in difficulty. The Artès plant works with Ampans, a company which employs people with a mental disability and vulnerable people.

All interns in our German and Austrian branches have been recruited with a short-term or permanent contract over the last few years.

IMPROVING LABOR CONDITIONS

In order to reduce fatigue and accident frequency for our Sallanches plant team, we have redistributed the workload so that employees no longer work on Saturdays during the peak season, a consequence of our seasonal activity. Employees are still required to work some Saturdays but on a purely voluntary basis.

THE FRENCH EXCEPTIONAL PURCHASING POWER BONUS

This bonus is not compulsory but the Rossignol Group has decided to pay it to all their French employees regardless of their employment status.

MORE INFORMATIVE PAYSIPS FOR OUR SALLANCHES PLANT

Payslip presentation has been revised to show that permanent employees earn more than temporary employees even if this is spread out over the year.

EMPLOYEE TRAINING

91% of the employees at the Artès plant received training last year.

PROJECT
2.0.1.9

The Nevers plant plans to obtain ISO 45001 certification for occupational health and safety.

One example of actions that will be implemented next year: an exoskeleton will be purchased to reduce musculoskeletal problems for painters.

EMPLOYEES

Labor conditions 1/2

SUPPORTING THE RIGHT TO DISCONNECT

After the agreement was made, the HR department assisted certain employees who had trouble exercising their right to disconnect. To do so, it was recommended they no longer answer emails outside working hours and it was suggested they have a second telephone for personal use.

We recognize we still have progress to make in this area, starting with better examples from management.



WELLNESS AREA FOR MANUFACTURING EMPLOYEES.

The wellness area at the Sallanches plant has been completely renovated. It is in a new location and has very functional areas including a kitchen, dining area, bar and lounge. The Scandinavian decoration provides a relaxing atmosphere.

A new comfortable relaxation area for Sallanches employees.

PROJECT
2.0.1.9

Configuration for access to full Skype Pro functions with a telephone, where a computer was previously required.



New product trials (paddle line) by the Rossignol Japan team.

IMPORTANT QUESTIONNAIRE ABOUT THE QUALITY OF WORK LIFE (QWL)

The Rossignol Group has undergone constant change over the last few years with the acquisition of new companies and internal reorganization. This generated a more complex and quite difficult internal social climate.

To improve the situation, the HR department put in place a QWL questionnaire. This questionnaire was put in place thanks to involvement by motivated employees who are conscious that this was an important step for the well-being of everyone in the group.

All our employees working in the French sites received the questionnaire and participated in round-table discussions about their quality of work life. The issues included:

- > recognition of your work
- > organization of your work
- > management
- > work environment
- > HR policy
- > communication

Round-table discussions were then organized in each department to provide for open exchange about the above issues. This was a particularly rich experience. Many areas for improvement were identified, but also suggestions and appreciation for the approach were expressed.

A presentation will be made to the senior management team by the QWL officers and an action plan will be prepared... More about that in our next COP!

EMPLOYEES

Labor conditions 2/2



STORES: OUR SALES STAFF ARE OUR AMBASSADORS

This year we opened many Rossignol stores around the world, including in Paris and Oslo... Other openings are underway. It is important for the Group that our sales staff are an integral part of our team. They have our DNA and share our core values. It is therefore essential that they are fully integrated into our activities, products, brands and in-house events. To that end, they will all visit the group headquarters and benefit from the same advantages as all our other employees.

VARIED INTERNAL COMMUNICATION TOOLS

- › Yammer social network: the initial goal was to provide an alternative mode of communication to email...in a very liberated way without any hierarchical pressure. Unfortunately, it is not yet used sufficiently with just 317 active users and 25,000 consultations in the last six months.
- › New intranet: for publishing clearer information on a daily basis and for making common documents available to employees: labor agreements, information about health insurance, works council offers etc.
- › Skype Pro: less intrusive than the phone and more informal than an email for a quick chat, it can also be used for video conferences. This application is being used increasingly, particularly by telecommuters with 540 active users, 117,000 connections peer-to-peer , 1,000 conferences with 2,600 participants in the last 6 months.



TELECOMMUTING AGREEMENT

An agreement was made in September 2018 for telecommuting. The agreement is open to all employees who meet certain criteria: technical constraints, department organization, personal aptitude, etc. and subject to agreement by their line manager. 4 types of telecommuting have been established:

- › Recurrent (0.5 or 1 day per week)
- › Occasional (max. 12 days per year)
- › Exceptional (strikes, weather, pandemic, etc.)
- › For medical reasons or for workers with a recognized handicap (France: RQTH)



NO MORE PLASTIC

We continue to reduce the use of plastic in our daily life, after the removal of plastic cups from headquarter coffee machines (see the 2017/18 COP), glass bottles are now provided by the works council.

Furthermore, the last international meeting organized between the group's retailers was plastic free with no plastic cups or water bottles. That's a reduction of 600 plastic bottles for 75 people over 4 days.

EMPLOYEES

Ecocorico



An insect hotel, local picnic tables and benches made from recycled skis and snowboards built by headquarter employees.

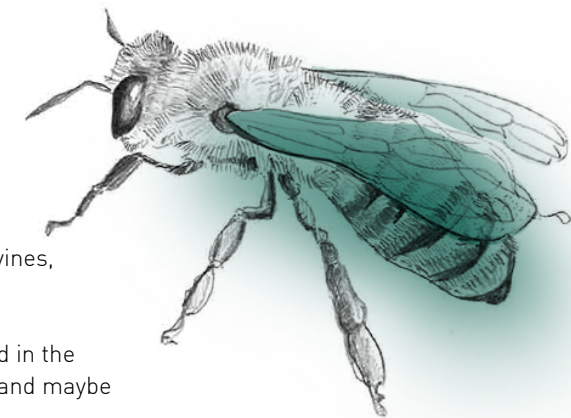
PROJECT
2.0.1.9

A repair kit with a pump and inner tubes is available for employees who cycle to work.

An extensive project for grouping office waste bins: 37 sorting centers with 74 bins will replace the 600 existing waste bins for the collection of standard waste, paper and cartons.

This motivated group of employees from headquarters has undertaken several actions throughout the year, particularly for Sustainable Development Week from May 28 to June 1, 2018:

- 1-** A **100% locally produced meal** during Sustainable Development Week.
- 2-** **Regular deliveries by local producers:** fruit, compote, juice, flour, and more.
- 3-** **Mobility Day:** a challenge to come to work using green transport. Bike repair shop and lessons given by Naturavelo (Charavines, Isère): around 15 bikes were repaired and 9 people participated in the lessons.
- 4-** **An insect hotel:** built with assistance from Naturama experts (Sainte-Colombe, Rhône). About thirty employees participated in the construction. It was a great opportunity to learn more about these little bugs which are priceless for our local biodiversity...and maybe some of us will take the idea and build one at home!
- 5-** **3 picnic tables:** bought from a local sawmill (Veurey Voroize, Isère) were mounted by our employees. They are used frequently and have become the place to be where employees from the workshop and offices meet!
- 6-** **3 benches made from recycled skis and snowboards.**



PRODUCTS

RESPONSIBLE DOWN, WOOL AND LEATHER

64% of the down we use is synthetic and 19% is labeled Duvet du Faubourg - a premium standard for responsible French down.

Following recent scandals which unveiled unacceptable sourcing conditions with regards to animal welfare, we have decided to completely stop using angora and mohair (mohair from 2021). For the same reasons, we have also decided to stop using Australian wool, unless it is certified as non-mulesed.

We have clarified and increased the stringency of our supplier requirements in our new Code of Conduct:

- › Down, feathers and leather must be food industry by-products.
- › The use of down and feathers sourced on live animals is forbidden.
- › Use of down and feathers from foie-gras production is forbidden.

CLOTHING WITH ZERO IMPACT ON HEALTH AND THE ENVIRONMENT

Most of our fabrics have Standard 100 certification from Oeko-Tex®. This standard provides consumers with an extremely safe product. The tests and value ranges for this standard are much more stringent than for any other national or international standards.

TECHNICAL CLOTHING MADE FROM RECYCLED MATERIALS

Several clothing items from the RaidLight use polyester made from recycled materials. The proportion of recycled material in fabrics varies from 10% to 100%.



Templar Impacts Core helmet made from more environmentally friendly materials.



ZERO ANIMAL FUR

As we announced last year in the 2017/18 COP, we have completely stopped using animal fur. We now only use synthetic fur.

MORE ENVIRONMENTALLY FRIENDLY HELMETS

We now use a new material which is more environmentally friendly for our ski helmets. It is 100% recyclable and requires no VOC (Volatile Organic Compounds), no CFC (chlorofluorocarbon) and no other composites known for their negative impact on the environment.

This product has received an ISPO Award for meeting environmentally friendly criteria and for its manufacturing conditions in an Asian plant with a social audit featuring zero non-conformities.



JCC Collection

LOCAL CLOTHING RANGE

The "Atelier S" freestyle range is 100% Made in France by a plant located in the Drôme. These extremely innovative clothing items are totally seamless. Environmentally friendly, they are made from Sympatex®, a waterproof, windproof and breathable fabric with zero PTFE or PFC content. It is made from 100% recycled materials and carries the bluesign® label. The cutting edge in environmentally friendly fabric!

The urban range created with designer Castelbaljac is made entirely in Italy.

AFTER-SALES SERVICE: OPTIMIZING PRODUCT END OF LIFE

Our after-sales department repairs our customers' damaged products. We stock certain components for our products until the end of production or until spare parts are no longer available.

RECYCLING PRODUCTS AT THE END OF LIFE: RENTAL NEW DEAL

We collect all equipment at their end of life thanks to the Rental New Deal operation with our partner Tri-Vallées. This year 7.25 metric tonnes of equipment were collected and recycled including skis, snowboards, ski poles and ski boots.



Freestyle "Atelier S" range: 100% made in France and environmentally friendly.

PROJECT
2.0.1.9

Alpine boots: printed user guides have been replaced with an on-line guide.

Ski poles: our R&D teams are working on an eco-design. We plan to have them in stores for winter 2020/21.

PRODUCTION

RECYCLING SOLE SCRAPS

In 2018 we recycled 12.7 metric tonnes of ski sole scraps. The scraps were crushed in the plant then sent to recycling centers to be re-used for manufacturing products such as electric cable sheaths, plant pots and flooring.



Solar panels
on the RaidLight plant roof

REDUCING OUR EMISSIONS

The RaidLight plant in St Pierre de Chartreuse has installed particle filters on the extraction units used to evacuate fumes generated by laser fabric-cutting machines.

FIRE PREVENTION

This is a constant priority, for example when installing equipment or training. We conduct annual site audits internally to establish a safety rating. The overall rating is progressing positively: +11 points since 2012 (2012 = 62 / 2018 = 73).

The local fire department was present for the last fire drill at the Nevers plant. A first! We plan to repeat this exercise with them annually, depending on their availability. This gives their teams the chance to familiarize themselves with our site and to train in an industrial setting.

SOLAR ENERGY

The RaidLight plant in St Pierre de Chartreuse has produced energy since its construction thanks to solar panels mounted on the roof. This installation was completely overhauled last year. 37,200 kWh were produced in 2018: an increase of 8.8% compared with the average production since the installation.

PROJECT
2.0.1.9

The last plant concerned is the Sallanches plant which is planned for ISO 14001 certification this summer.

A project is scheduled to begin this summer on the RaidLight plant to create products using obsolescent and scrap materials from the plant.



COMPLIANT WASTE WATER TREATMENT

We have installed a filter at the Sallanches plant to reduce the quantity of suspended solids (SS) in the waste water generated by our industrial activity.

We were previously rejecting approximately 120 milligrams/liter into the environment. This exceeded the local regulation which set the maximum at 35 milligrams/liter. By installing the filter, we have reduced the SS value to an average of 20 milligrams/liter in one year.

The filter has been optimized so that our process water circuit is treated constantly. This provides better irrigation for our machining equipment resulting in less nozzle clogging and a longer life for our high-pressure pumps.

HEAT RECOVERY

A heat recovery system has been installed on the boilers at the Nevers plant. The system, which has been operational since November 2018, has already generated an annual energy saving of 150 MW. The system was funded by the French agency for the environment and energy management, ADEME.

CUSTOMERS



The Paris Rossignol store on Boulevard Saint-Germain

REDUCING THE ENVIRONMENTAL IMPACT OF OUR STORES

None of our stores, neither in France nor abroad, distribute plastic bags. We have also installed LED lighting in all our stores.

WEBSITES ADAPTED TO LOCAL COUNTRY CULTURE

We aim for websites which reflect our customers' personal identity in each country. To that end, we recruited 7 people dedicated to ecommerce relations last year. As a result of understanding local cultures, we have, for example, put in place payment modes suited to each country and translated our sites into Norwegian.

ELECTRONIC BILLING

71% of our customers receive electronic bills. This is not yet the case for the supplier billing system, for which the project is underway.

PROJECT
2.0.1.9

Creation of an interactive guide for the Rossignol and RaidLight sites to help consumers choose the right size for clothing and footwear. Customers simply indicate several physical measurements and the guide proposes the best size for them. This system provides several advantages: better customer experience, greater trust and less returns which also decreases the negative impact of logistics on the environment.

Creation of a showroom for the RaidLight brand in the center of the Massif de la Chartreuse.

4 new stores will open this summer: 3 in China and 1 in New York.



Customers conduct virtual reality tests on Dynastar products using digital terminals.

ENHANCED CUSTOMER EXPERIENCE

The Dynastar and Rossignol brands regularly offer customers the possibility to test new products and give their feedback using mobile apps or websites. Such tests are carried out in resorts or stores. Digital terminals are used for virtual reality tests.

The goal is to make the consumer the focus of the project, giving them the possibility to express themselves and provide feedback to stores and R&D teams.

CLOTHING DONATIONS AND FUNDING 2 MAJOR PROJECTS



FUNDING FOR THE RIDERS FOR REFUGEES ASSOCIATION

Without being associated with any political movement, we share athlete Marion Haerty's opinion that it is unacceptable for refugees, particularly children, to suffer inhuman living conditions in France. So we support her commitment to the Riders For Refugees association by collecting around 40 cartons of unused clothing and donating €2,000 of new clothes: 107 jackets/sweaters and 81 hats.



SUPPORTING THE KEEP A BREAST EUROPE CAMPAIGN WITH THE FINLAND TROPHY

The Finland Trophy is the first 100% charitable polar trek. It is an extraordinary event for the fight against breast cancer. In January 2019, 120 women took up the challenge and participated in a 3-day sporting event in Lapland!

Rossignol Apparel was the proud sponsor for the second year running and provides their ambassador Laure Manaudou and the teams with down jackets. The perfect ally for performing in temperatures at around -75°F!



RaidLight employees helped organize the Winter Trail in Chartreuse.



Equipment donations for the junior high school Winter Games in the Sept Laux resort.

SUPPORTING LOCAL ASSOCIATIONS

The RaidLight employees provided assistance to the Chartreuse Sport Nature association for 2 sports events they organized: the Winter Trail and the Chartreuse Trail Festival. The whole RaidLight team benefits from a charity day to contribute to the Chartreuse Trail Festival organization.

We have also been working for many years with the French school sports union: UNSS (Union National du Sport Scolaire). We offered many prizes for the junior high school Winter Games in which 800 teenagers participate.

**We support many projects which are close to our hearts each year.
They are organized by a range of associations:**

- › donations of clothing and accessories for "Sourire à la vie";
- › donations of equipment for the "Open Patrouille de France" for the association Image For Margo;
- › donations of accessories for the race "Tous ensemble à la Vouise";
- › donations of equipment and accessories for the world parasport championship
- › donations of equipment for competitors in the Handisport ski team
- › donations of equipment and accessories for competitions organized for juniors from French official ski schools and sports clubs

PROJECT
2.0.1.9

Ongoing support for committed local actors!

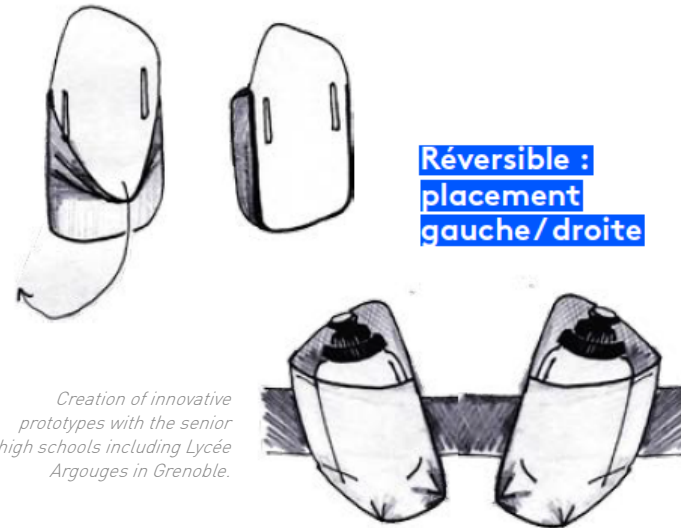
EXCHANGES WITH SENIOR HIGH SCHOOL STUDENTS

The RaidLight R&D teams worked with senior high school students from Lycée Argouges in Grenoble (Isère) and Lycée Diderot in Lyon (Rhône) to create innovative prototypes.

A methods technician from the Sallanches plant participated in the jury for the advanced technical certificate for industrial product design* at the Lycée du Mont-Blanc in Passy (Haute-Savoie) *BTS Conception de Produits Industriels.

GREEN INDUSTRIAL ACTION

We have put in place a collective pallet recovery system with Centr'Alp, an environmental industrial work group. "Europe" pallets are reused and the others are used by the association Passiflore (Tullins, Isère) where unemployed people build recycled furniture.



Creation of innovative prototypes with the senior high schools including Lycée Argouges in Grenoble.



Bags made from recycled promotional tent material.

RECYCLING PROMOTIONAL TENTS

Following a change in logo, Skis Dynastar in Sallanches had to make about 15 new promotional tents. They worked with our supplier Cap Mer et Montagne (Saint Ferréol) to recycle the old tents into small bags. They were used to distribute our brand catalogs and were distributed amongst our retailers. A great example to be repeated!

E-WASTE RECYCLING

We have recycled E-waste collected from our headquarters as part of the Bon Deee Barras operation organized by Véolia: 40 monitors, 86 desktop computers, 80 portable computers, 2 small printers, 10 servers and a range of accessories such as keyboards and mice. The equipment underwent a depollution process to remove any hazardous components such as batteries and accumulators then the materials were separated into plastic, aluminum and metal for recycling.

IT EQUIPMENT DONATIONS

We offered unused IT equipment to an association which sent them to Africa where they are taken apart and reconditioned. This work funds cultural missions, including assistance for local artists.

ACKNOWLEDGMENTS

We would like to thank all our team members for their daily contributions to our shared progress.
Our commitment is your commitment!

We would also like to thank all our customers and partners for the trust they place in us.
Lastly, thank you to the Global Compact organization for the positive effect it has around the world.



WE SUPPORT

This is our Communication on Progress report on the implementation of the United Nations Global Compact principles.

We would appreciate your comments on its contents.

OUR CSR PROGRESS ACTIONS	RESULTS 2017 - 2018	RESULTS 2018 - 2019
Turnover sources	Winter sports equipment and gear 72% Bikes 18.5% Apparel & footwear 9,5%	Winter sports equipment and gear 70% Bikes 15% Apparel & footwear 15%
Safety - accident frequency	11.43	9.44 **
Safety - accident severity	0.72 **	0.46 **
End of life products collected by Rental New Deal	4.21 metric tonnes	7.25 metric tonnes ●
Plants certified ISO 14001	Artès yes Montebelluna no Nevers yes Sallanches no	Artès yes. Montebelluna no ● Nevers yes ● Sallanches no ●
Water consumption in our plants	Artès NC Montebelluna 1,648 m ³ Nevers 2,267 m ³ Sallanches 6,521 m ³	Artès 30,512 m ³ Montebelluna 1,607 m ³ ● Nevers 1,623 m ³ ● Sallanches 6,212 m ³ ●
Energy consumption in our plants	Artès electricity 9,930 MWh/gas 7,560 MWh Montebelluna electricity 2,101 MWh/gas 216 MWh Nevers electricity 1,272 MWh/gas 1,933 MWh Sallanches electricity 7,544 MWh/gas 4,955 MWh	Artès electricity 9,600 MWh ●/gas 7,400 MWh ● Montebelluna electricity 2,167 MWh ●/gas 211 MWh ● Nevers electricity 1,149 MWh ●/gas 2,281 MWh ● Sallanches electricity 7,101 MWh ●/gas 3,598 MWh ●
Quantity of common industrial waste generated by our main plants	Artès 1,325 metric tonnes Montebelluna 83 metric tonnes Nevers 129 metric tonnes Sallanches 527 metric tonnes * SESG 213 metric tonnes	Artès 1,052 metric tonnes ** ● Montebelluna 97 metric tonnes ● Nevers 122 metric tonnes ● Sallanches 530 metric tonnes * SESG 241 metric tonnes ●
Fire prevention rating for our plants	75	73 (84% of maximum potential) ●
Customer E-billing	38 %	71 % ●

● Variation: neutral
(less than 10%)

● Variation: positive

● Variation: négative

* Significant improvements, many areas cleared.

** To end February 2019 (operation incomplete).

LOOKUP TABLE



OUR CSR PROGRESS ACTIONS	DOCUMENT PAGES	GLOBAL COMPACT PRINCIPLES	UN SUSTAINABLE DEVELOPMENT GOALS	CENTRAL ISSUES FOR THE ISO 26000 STANDARD
CSR strategy	Governance/p8	-	9 Industry, innovation and infrastructure	Organizational governance
CSR Communication	Governance/p8	-	9 Industry, innovation and infrastructure	Organizational governance
Anti-Corruption	Governance/p8	Anti-Corruption	16 Peace, justice and strong institutions	Fair practices
GDPR compliance	Governance/p8	-	16 Peace, justice and strong institutions	Consumer issues
Occupational health and safety	Employees/p9	International labor standards	8 Decent work and economic growth	Labor conditions and relations
Work stability	Employees/p10	International labor standards	8 Decent work and economic growth	Labor conditions and relations
Psychosocial risks	Employees/p9	International labor standards	3 Good health and well-being 8 Decent work and economic growth	Labor conditions and relations
Quality of Work Life (QWL)	Employees/p11	International labor standards	8 Decent work and economic growth	Labor conditions and relations
Ecocorico actions	Employees/p13	International labor standards	11 Sustainable cities and communities 12 Responsible consumption and production 15 Life on land	Labor conditions and relations
Eco-design of our products	Products/p14	Environment	12 Responsible consumption and production 13 Climate action	Environment
End of life products	Products/p15	Environment	12 Responsible consumption and production	Environment
Consumption and waste (production)	Production/p16	Environment	6 Clean water and sanitation 7 Affordable and clean energy 12 Responsible consumption and production	Environment
Fire safety	Production/p16	Environment	8 Decent work and economic growth 12 Responsible consumption and production	Environment
E-billing	Customers/p17	Environment	12 Responsible consumption and production	Environment
Customer experience	Customers/p17	-	9 Industry, innovation and infrastructure	Consumer issues
Reducing the environmental impact of our stores	Customers/p17	-	7 Affordable and clean energy 12 Responsible consumption and production	Environment
Industrial ecology	Presence/p20	-	12 Responsible consumption and production 17 Partnership for the goals	Environment/Communities and local development
Donations and sponsoring	Presence/p18,19 and 20	-	1 No poverty 3 Good health and well-being	Communities and local development
Contribution to education	Presence/p20	-	4 Quality education	Communities and local development