

GRUPE
ROSSIGNOL
ANOTHER BEST DAY

2019·2020

OUR SOCIAL RESPONSIBILITY POLICY

Communication On Progress Report



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BRUNO CERCLEY

This letter confirms our Group's renewed support for the ten principles of the United Nations Global Compact and the UN Global Compact and our persistent determination to address current social issues. We strive to sustain and develop our business while engaging in strong social and environmental policy.

The RESPECT program, officially launched in January 2020 by the Rossignol Group, combines our commitments and all our environmental and social responsibility initiatives, which include reducing our carbon footprint by 30% in 2030 and our waste by 40% by 2025.

These ambitious goals have been impeded by the COVID-19 crisis. Our employees' health and maintaining our global business have been our top priorities during this period. We have deployed teleworking, organized furlough in a just and gradual manner, and ensured that all our teams can return to work on-site with optimal safety conditions.

The whole Group has begun a structured approach aligned with European objectives for the reduction of carbon emissions.

Discover our RESPECT program in this fourth COP and join us in this new commitment to respect the United Nations Global Compact principles.

Bruno Cercley
President of the Rossignol Group



THE ROSSIGNOL GROUP

WORLDWIDE



NORTH AMERICA

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

EUROPE

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

JAPAN

- > Tokyo

DISTRIBUTORS

42 countries

WORKFORCE



1366
World



709
France



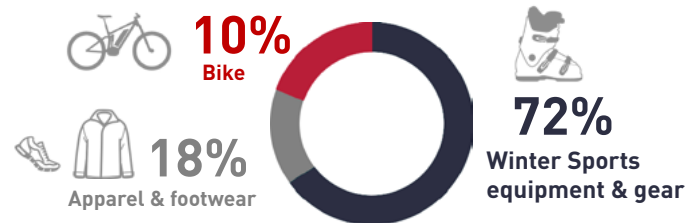
INDUSTRIAL SITES

- > **Sallanches (Haute-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 nordic 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

EUROPE : 36%, NORTH AMERICA : 34%, FRANCE : 23%, JAPAN - ASIA : 7%



IMPORTANT DATES

in our sustainable approach

A commitment built over time

[BACK TO SUMMARY](#)

Corporate

1970

Creation of a Ski Club for our employees' children

2000

Special rates for employees in a dedicated store



2009

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

2011

Relocation of our junior ski production from Taiwan to Sallanches



2013

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

2015

Join Global Compact

2020 *Respect* by ROSSIGNOL

Official launch of our RESPECT Program, on January 16

Installation of 600 solar panels. Estimated annual production : 200,000 KWH (annual consumption of 87 households)

Factories



ISO 14001 certification

2006

ARTES (Spain)

2012

NEVERS

2019

SALLANCHES

Products



1907

First wooden skis manufactured in Voiron (Isère, France)

2009

The first eco-friendly ski: Attraction Echo (using flax fibers and a poplar wood core from a sustainable forest)



2011

XPRESS Bindings: including environmental impact, depending on the impact category: between 51% and 77% of traditional bindings



2018

Launch of "Atelier S", our 100% recyclable range with the bluesign® label. The ultimate in green fabrics! (see p.19)



2019

Commercialisation of Templar Impacts helmet



IMPACTS
TECHNOLOGY

2020

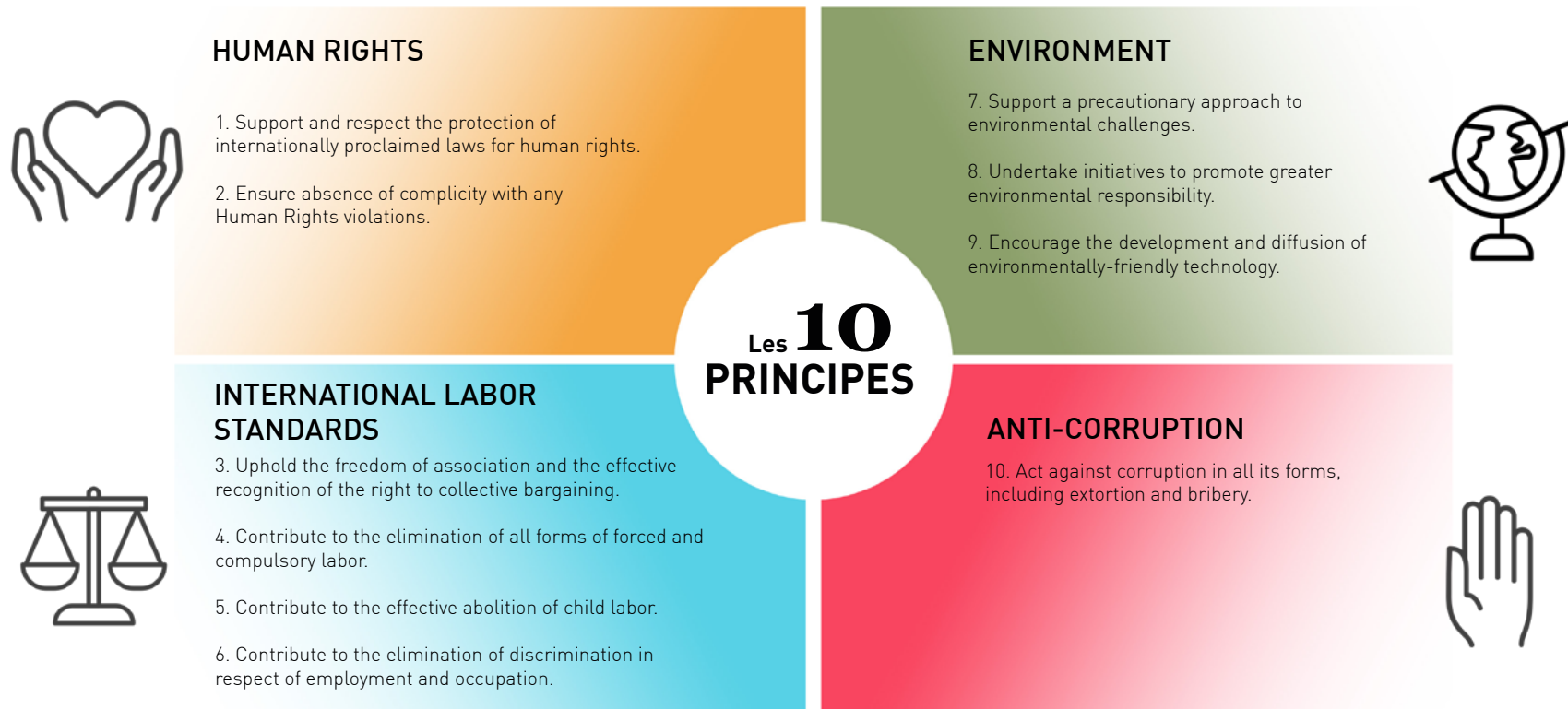
Launch of the range BLACKOPS 2020-21

GLOBAL COMPACT

[BACK TO SUMMARY](#)

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.



OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

[BACK TO SUMMARY](#)



OUR SOCIAL & ENVIRONMENTAL
RESPONSABILITY PROGRAM



THE WORLD & NATURE ARE SENDING US A LOUD MESSAGE

CLIMATE CHANGE PROTEST

120 countries worldwide
7,000,000 demonstrators around the world
2,000 walks organized

OUR BUSINESS

HAS AN UNDENIABLE IMPACT
ON OUR ENVIRONMENT

GLOBALLY : 53 billions tons of CO₂
SKI RESORTS : around 160 millions tons of CO₂
ROSSIGNOL GROUP : 100,000 tons of CO₂

1 ski holiday week for 4 people living 700km from
the ski resort = 0.27 tons of CO₂

Each year our factories produce over 3,500 tons of waste

INCREASE OF AVERAGE TEMPERATURES

+ 0.85°C in the world between 1880-2012
+ 0.89°C in France between 1900 - 2012
+ 2°C in the Alps between 1900 & 2012

SNOW & ICE IN DANGER

The Mont Blanc glacier has lost 130m since 1990

IF TEMPERATURES RISE BY + 3°C BY 2100

No more glaciers at altitudes lower than 3,500m
Only 24 French ski resorts (13 %) would expect to
have a good level of snow.

WE MUST

COMMIT TO A **STRONG SOCIAL AND ENVIRONMENTAL** POLICY

UNITE ALL OUR PARTNERS TO SUPPORT OUR INITIATIVE



3 GOALS



**REDUCE
OUR WASTE BY 40%**
by 2025



**REDUCE
OUR CARBON
FOOTPRINT BY 30%**
by 2030

**AIM FOR CARBON
NEUTRALITY**
by 2050



Live harmoniously
TOGETHER

1.DESIGN
RESPECTFUL PRODUCTS

2.RESPECTFUL
MANUFACTURING PROCESSES

4

4 PILLARS
TO ACHIEVE OUR
OBJECTIVES

3.COMMIT
SOCIALLY FOR THE RESPECT
OF OUR COMMUNITY

4.ACT
FOR THE RESPECT
OF OUR PLAYGROUND



1. DESIGN

RESPECTFUL PRODUCTS

1- DESIGN RESPECTFUL PRODUCTS

THE CHOICE OF RAW MATERIALS OUR COMMITMENTS



Use
**RECYCLED
MATERIALS**



Use
**MATERIALS
CERTIFIED**
by recognized labels



Pursuit of elimination
of any materials
which don't respect
**ANIMAL
WELFARE**



Reducing the use of
**CHEMICALS FROM THE
PETROLEUM INDUSTRY**

1- DESIGN RESPECTFUL PRODUCTS



The use of **RECYCLED MATERIALS**

SKI :

- › Edges made with recycled steel
- › Base made with 30% recycled materials

SKI BOOTS :

Scraps from injection for ski-boot shells are recovered and ground for re-injection

ACCESSORIES :



The Rossignol Freeride backpack, released this winter, combines technical performance with our values: the majority of the fabric in the design is recycled polyester fabric

APPAREL :

Partnership with the brand **PRIMALOFT** for the use of recycled materials in synthetic insulation for the **SPORT CHIC** brand (SKI products = 100% - AFTER SKI = 80%)

1- DESIGN RESPECTFUL PRODUCTS



The use of **CERTIFIED NATURAL MATERIALS**

SKI :

Our ski plant in Artés in Spain has been certified since 2019 for the use of PEFC and FSC wood cores, both independent certifications that guarantee timber from sustainably managed forests



The mark of
responsible forestry



BOOTS :

New FSC-certified cardboard cartons

APPAREL :

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

1- DESIGN RESPECTFUL PRODUCTS



MATERIALS THAT RESPECT ANIMAL WELFARE NEW SUPPLIER CODE OF CONDUCT

NEW SUPPLIER CODE OF CONDUCT :

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



Reduced use of CHEMICALS FROM THE PETROLEUM INDUSTRY

We have asked all our suppliers for all our product lines to comply with our RSL (Restrictive Substance List)

- › Our list goes beyond regulatory requirements
 - › To date, it has been signed by 80% of our suppliers
- The other 20% have their own charter that meets our requirements

1- DESIGN RESPECTFUL PRODUCTS



BLACKOPS

WINTER 2020-21, NEW FREERIDE SKI RANGE

USE NATURAL AND CERTIFIED MATERIALS

FSC® or PEFC™ certified wood cores (poplar or paulownia wood)
Plant certified by FSC® and PEFC™



The mark of
responsible forestry



PEFC™ PEFC/14-35-00477

USE RECYCLED MATERIALS

- › Topsheets: up to 15% recycled materials
- › Soles: from 30 - 70% recycled materials
- › Edges: manufactured with recycled steel

LIMIT FACTORY'S EMISSIONS

- › Certified ISO 14001 since 2006
- › Only using electricity from renewable sources

LIMIT TRANSPORT LOGISTICS

- › European production, less than 600kms from our logistics platform

1- DESIGN RESPECTFUL PRODUCTS

ON THE MARKET SINCE WINTER 2018



INNOVATIVE ASSEMBLING TECHNOLOGY

› Seamless construction



Use of recycled & recyclable materials

› SYMPATEX Membrane - 100% recyclable



USE OF CERTIFIED MATERIALS



› Bluesign® label guarantees the product has a low impact on the environment



› OEKO TEX LABEL guarantees the product isn't harmful to health

LIMIT TRANSPORT LOGISTICS



› Made in France, less than an hour from our logistics platform

1- DESIGN RESPECTFUL PRODUCTS

PACKAGING OUR ACTIONS



Elimination of plastic hangers
and printing on poly bags

A study is underway to identify
poly bags with the least impact,
for example recycled or organic

**STUDY IN PROGRESS TO REDUCE
THE USE OF PAPER AND PLASTIC**
in our skiboot packaging

SKI-BOOT PACKAGING
NEW PACKAGING FROM 2020

FSC®-certified cardboard
and minimum use of inks



1- DESIGN RESPECTFUL PRODUCTS

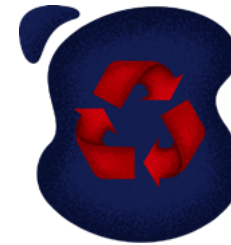
COLLECTION & RECYCLING PROGRAM



LAUNCHED IN 2013 IN FRANCE, SWITZERLAND, ITALY AND AUSTRIA



AN ADDITIONAL SERVICE
proposed to rental stores



RECYCLING & RE-USE
of 10,000 end-of-life
products each year



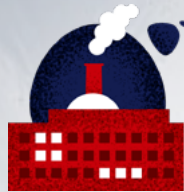
2. RESPECTFUL

MANUFACTURING PROCESSES

2 - RESPECTFUL MANUFACTURING PROCESSES

OUR PRODUCTIONS SITES

Saving in resources already achieved



SALLANCHES PLANT ■■

› -97% water consumption from the production's cooling system

NEVERS PLANT ■■

› -36 tons of CO2/year heat recovery system of the painting process
› -14% electricity consumption in 2 years

ARTES PLANT ■■

› 100% electricity from renewable sources
› -51% electricity consumption for lighting

LOGISTICS PLATFORM ■■

› -30% electricity consumption for lighting

HEADQUARTERS ■■

› Following the last energy audit, many initiatives to reduce energy consumption were put in place, particularly on the refrigerated units and compressors

2 - RESPECTFUL MANUFACTURING PROCESSES



OUR PRODUCTION SITES

Accomplishments in 2019-2020



NEVERS PLANT ■■

- › Neon lighting replaced with LEDs
- › Installation of a new powder booth to reduce pollution
- › Creation of a bike shelter to encourage clean mobility



Powder booth before/after

MONTEBELLUNA PLANT ■■

- › Creation of a system for the reuse of technical textiles as rags in production
- › Waste-collection system that separates office waste from production waste
- › Neon lighting replaced with LEDs
- › Insulation of water compressors and high-pressure cleaners for waste treatment

HEADQUARTERS ■■

- › Installation of an independent cooling system in a server room for significant energy savings
- › Installation of 600 solar panels in January 2020

2 - RESPECTFUL MANUFACTURING PROCESSES

OUR SUBCONTRACTORS **OUR ACTIONS**

27 of our suppliers were audited and 96% of them received a positive result. However, action plans have been requested for issues requiring improvement

Only one supplier does not meet our minimum requirements. An action plan is underway and another audit will be conducted next year



5 TO 10
compliance audits
per year

2 - RESPECTFUL MANUFACTURING PROCESSES

Rossignol Group joins major fashion brands by signing the fashion pact and the fashion industry charter for climate action from the G7 summit

This global coalition of fashion and textile companies, suppliers and distributors, is committed to key environmental objectives:

STOPPING GLOBAL WARMING
RESTORING BIODIVERSITY
PROTECTING THE OCEANS

**FASHION
PACT**



Ordered by the French President, Emmanuel MACRON
Presented to Heads of State at the G7 Summit in Biarritz in
August 2019

Coordinated by the KERING Group

250 signatory brands
committed to 3 objectives



3.COMMIT

SOCIALLY FOR THE **RESPECT**
OF OUR COMMUNITY

SAFETY AND EMPLOYMENT

SAFETY RESULTS 19-20

Frequency 19-20 (end March 2020):
8.67 (objective end March: <10)

Severity rate 19-20 (end March 2020):
0.66 (objective end March: <0.5)



ATEX system (exhaust stack fan)

In **Nevers**, fire protection has been improved in the boiler shop and a sprinkler system has been mounted in the manual painting and powder workshop.

In **Montebelluna**, major work to secure the roofs with the removal of asbestos and to improve lighting has been undertaken. The fan in the exhaust stack has also been replaced by a system with significantly improved performance.

SAFETY AND EMPLOYMENT

CONTINUED IMPROVEMENT IN WORKING CONDITIONS

Workshops and offices have been modified to improve working conditions for our employees. In Nevers, the decor department is now in an open space and the maintenance department has been reorganized, including the creation of offices.

700 m² of industrial area has been refurbished to create a bike-assembly workshop.

SALLANCHES PLANT

- > Waste: a change of supplier for the collection of our non-hazardous industrial waste led to a 50% increase in the proportion of revalorized or recycled waste. Also worth a mention is our switching from plastic cups to cardboard cups
- > Noise pollution: in order to reduce noise pollution at night around the boundary of our premises, the transportation of wood chips was modified to reduce the power of the machines during the night
- > Energy: the installation of network compressor was carried out to function during off-peak weekend hours which resulted in energy savings



Decor department



New bike-assembly workshop



Open Space Sallanches

SAFETY AND EMPLOYMENT

WORKING CONDITIONS

Our **Montebelluna** site receives a large number of drivers, for whom we have created a special area with showers and a waiting room

The plant has also applied the 5S system in workshops with notable results this year

We have also built a picnic area on our **St-Etienne-de-St-Geoirs** logistics site with tables and benches made from recycled snowboards. Trees have also been planted

We improved acoustics in the open space used by the sales department on the ground floor in our headquarters and also improved lighting and heating for the apparel department



5S system in Montebelluna workshops



Benches made from recycled snowboards
our St Etienne de St Geoirs site

SAFETY AND EMPLOYMENT

CONTRIBUTING TO EMPLOYMENT PROGRAMMES

Our **Nevers** site has also set up a remote sheltered workshop to provide people with a disability with a professional activity

MANAGING THE CONSEQUENCES OF THE PANDEMIC AND TELEWORKING

Teleworking has become the norm due to the pandemic

Our **headquarters'** employees have been covered by an agreement taking into account our company's constraints since 2018. However, the generalized application of this work mode has changed our organization and our communication tools. As a result, a new and more flexible agreement is currently under negotiation with unions

During these difficult times, we have also encouraged exchanges between employees via Teams, a new communication tool that was readily approved and used by our employees. We particularly used it for informal meetings over a coffee so management could communicate information with all the employees at the same time during this very complicated period

QUALITY OF WORKING LIFE



JULY 2019

Barbecue with all the staff (organized by members of the executive committee)

SEPTEMBER 2019

Organization of a get-together after the summer holidays with a raffle and donations of Group products

DECEMBER 2019

This event was organized by a team of employees for the first time. It was a huge success.

JANUARY 2020

Our Sallanches plant organized some «Let's all go skiing» days. For this first organization, a dozen employees were able to discover skiing by being given free lessons, ski passes and equipment.

3 - COMMIT SOCIALLY FOR THE RESPECT OF OUR COMMUNITY

ECO CORICO *La semaine DE LA TRANSITION ÉCOLOGIQUE du 17 au 21 juin 2019*

Comme chaque année, le groupe Ecocorico vous propose sa semaine de Transition Écologique. Celle-ci a pour but d'informer, de sensibiliser et de présenter des solutions simples, efficaces et respectueuses de notre environnement.

Nous avons préparé un calendrier proposant au moins une action par jour. Nous espérons vous retrouver nombreux !

PROGRAMME

lundi 17

Atelier Do it yourself

Viens fabriquer ton propre désinfectant ou déodorant !
Atelier d'1 heure gratuit, organisé par un intervenant spécialisé dans le zero déchet.
12h et 13h en salle Vercors

JE M'INSCRIS >

mardi 18

Marché local

Quelques producteurs locaux seront là pour te vendre des produits du coin : jus, fraises, fromage, œufs frais, champignons, pain/pâtisserie.
16h à 18h sur le parking
Pensez à prendre de la monnaie

NoK Boards

Viens rencontrer la Start Up Nok Boards et découvrir comment redonner une seconde vie aux produits de glisse.
Entre 12h30 et 14h, coin à l'entrée du showroom

EN SAVOIR + SUR NOK >

mercredi 19

Depoussiére ton velo

Que tu sois cycliste de tous les jours ou seulement du dimanche, apporte ton vélo, 2 mécaniciens t'attendrons pour le remettre sur roues.
Main d'oeuvre offerte et 20% sur les pièces (prévoir monnaie ou chèque).
Dépose ton vélo le matin en arrivant.

Cours de mécanique gratuit
Sur le parking, entre 13h et 14h

JE M'INSCRIS AU COURS >



In-house Rossignol association created in 2013 with 20 engaged employees. Another edition of our annual

SUSTAINABLE DEVELOPMENT WEEK in May:

- > DIY workshop: making toothpaste or a disinfectant cleaning product
- > Local evening market: producers of local fruit and fruit products, cheese, eggs, bread, flour, etc.)
- > Meeting with the start-up Nok Boards that recycles end-of-life boardsport products
- > Bike-repair workshop with discounts on parts and labor
- > Vegetarian menu available at the company canteen
- > Projection of the film *Ma Vie Zéro Déchets** followed by a debate between employees. (*My Zero-Waste Life)



OUR COMMITMENT LOCAL

- › Active participation of SKIS ROSSIGNOL SAS in the local **Pays Voironnais** association with monthly meetings, exchanges about best practices, raising awareness in local businesses and organizing Global Compact events
- › Active member of **Centr'Alp** association of business leaders from the industrial park. The goal is to unite members around joint local development projects with three themes: business services (synergy), employee services (such as cultural and sporting activities) and the promotion of the park and its companies
- › Participation with **the group of municipalities** to improve the network of bicycle paths to ensure safe journeys to and from work for our employees
- › Priority given to **local businesses**: translation, green spaces, vehicle maintenance, etc. The pandemic: anti-bacterial solutions purchased locally and masks manufactured in-house with fabric purchased in the area

ANTI-CORRUPTION

ACTING AGAINST CORRUPTION IN ALL ITS FORMS INCLUDING EXTORTION AND BRIBERY

In accordance with the Sapin II Act dated 9 December 2016, our Group has put in place a number of measures to ensure compliance with regulations for risks regarding corruption and bribery.

In May 2019, the Rossignol Group sent an email to all employees to inform them of the new measures.

- › A code of conduct defining and illustrating prohibited behaviors that can be considered as corruption or bribery is incorporated in the internal rules and regulations of all the Group's companies
- › An internal alert system exists for reporting situations or actions infringing the Group's code of conduct. All alerts are reported through secure reporting process to ensure anonymity
- › A risk map has been created, and is updated regularly, to identify, analyze and prioritize risks of external encouragement or corruption
- › A procedure for assessing customers and suppliers is also applied to all new business relations with third parties: consultation of databases and integrity and economic and strategic intelligence surveys for partners in countries at risk
- › An internal or external accounting audit procedure: all our companies are responsible for ensuring that our accounting personnel and/or external auditors check for risks of corruption in registers, records and accounts
- › Disciplinary sanctions in the event of violation by employees of the Code of Conduct are listed in the internal rules and regulations of each company in the Group
- › An internal system of control and evaluation has been established
- › Unfortunately, the training program has been postponed due to the pandemic. It will be rescheduled in the coming months



4.ACT

FOR THE **RESPECT** OF OUR
PLAYGROUND

4 - ACT FOR THE RESPECT OF OUR PLAYGROUND

SUPPORT OUR SOCIALLY ENGAGED ATHLETES AND AMBASSADORS

SUPPORT
our athletes and
ambassadors who are
socially engaged

Organization
**OF ACTIONS TO
SUPPORT
THEIR CHARITIES**

**GIVE
VISIBILITY**
to their
charities

4 - ACT FOR THE RESPECT OF OUR PLAYGROUND



The ROSSIGNOL Group is involved in a major planting program of 25,000 trees in Tanzania with one of our ambassadors, **Laury Thileman**.

Through this environmental action, the Group is participating in the mitigation of climate change.

25,000 TREES PLANTED

Usambara Mountains in North East Tanzania

Degradation of the ecosystem leading to the loss of endemic species

Reforestation/raising awareness among local populations/ supporting them in sustainable forest management

- > **3,750 tons of CO2 stored**
- > **75,000 animal shelters created**
- > **3,571 workdays created**
- > **8,333 years of oxygen generated**

4 - ACT FOR THE RESPECT OF OUR PLAYGROUND



Riders for Refugees

We are pursuing our partnership with the **RIDERS FOR REFUGEES** association to support our snowboarder athlete, **Marion Haerty**, representative of the association in the Rhône-Alpes area.

THIS PARTNERSHIP HAS TWO MAIN OBJECTIVES:

- › **HELP REFUGEES, PARTICULARLY CHILDREN DURING WINTER.**
- › **REDUCE THE IMPACT ON THE ENVIRONMENT BY REUSING CLOTHES THAT WOULD OTHERWISE HAVE BEEN DESTROYED.**

4 - ACT FOR THE RESPECT OF OUR PLAYGROUND

In November 2019, ROSSIGNOL committed to a partnership with POW.

The association was created by a movement of enthusiasts, professional athletes and brands who use their social influence to inspire and mobilize the outdoor sports community in **the fight against climate change**



A White Friday operation was launched at the end of November 2019

THE GOAL:

Donate 10% of the turnover made to PROTECT OUR WINTERS.

During the presentation of the RESPECT program last January, the ROSSIGNOL Group also decided to make a donation to the POW movement

4 - ACT FOR THE RESPECT OF OUR PLAYGROUND

MEANINGFUL EXPERIENCES

- SPORT AND HUMAN -

In March 2020, Rossignol and Défi d'Elles organized an unprecedented sporting event for charity, the Raid Blanc. Two Group employees were chosen in a draw to participate.



FOR CHARITY:

Rossignol and Défi d'Elles contribute to two associations:



› **LES ÉTOILES FILANTES** which makes dreams come true for children with brain tumors, and supports families and research;

› **KEEP ABREAST** for the prevention of breast cancer.



Equipment supplied to an employee and their team for a charity trek. Planting of 330 date palms in private gardens in a village in Morocco this week



THANKS

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.



Ceci est notre **Communication sur le Progrès** sur la mise en œuvre des principes **du Pacte mondial des Nations Unies**.

Nous apprécions vos commentaires sur son contenu.

CSR PROGRESS

OUR CSR ACTIONS	RESULTS 2017/18	RESULTS 2018/19	RESULTS 2019/20
Turnover breakdown	Winter sports equipment and gear 72% Bikes 18.5% Apparel & footwear 9.5%	Winter sports equipment and gear 70% Bikes 15% Apparel & footwear 15%	Winter sports equipment and gear 70% Bikes 15% Apparel & footwear 15%
Safety - accident frequency	11,43	9.98	8.67
Safety - accident severity	0,72	0,43	0,66
End-of-life products recovered by Rental New Deal	4.21 metric tonnes	7.25 metric tonnes	7.06 metric tonnes ●
Plants certified ISO 14001	Artes yes Montebelluna no Nevers yes Sallanches no	yes no yes no	yes no ● yes yes ●
Water consumption in our plants	Artes NC Montebelluna 1 648 m3 Nevers 2 267 m3 Sallanches 6 521 m3	30 512 m3 1 607 m3 1 623 m3 6 212 m3	31 477 m3 ● 1 550 m3 ● 1 871 m3 ● 4 286 m3 ●
Energy consumption in our plants	Artes 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	electricity 9,600 MWh/gas 7,400 MWh electricity 2,167 MWh/gas 211 MWh electricity 1,149 MWh/gas 2,281 MWh electricity 7,101 MWh/gas 3,598 MWh	electricity 7,560 MWh/gas 7,400 MWh ● electricity 1,887 MWh/gas 137 MWh ● electricity 872 MWh/gas 2,103 MWh ● electricity 6,469 MWh/gas 2,912 MWh ●
Quantity of common industrial waste generated by our main plants	Artes 1,325 metric tonnes Montebelluna 83 metric tonnes Nevers 129 metric tonnes Sallanches 527 metric tonnes St Etienne de St Geoirs 213 metric tonnes	1,052 metric tonnes 97 metric tonnes 122 metric tonnes 530 metric tonnes 241 metric tonnes	1,027 metric tonnes ● 87 metric tonnes ● 90 metric tonnes ● 472.88 metric tonnes ● 220 metric tonnes ●
Fire prevention rating for all our plants	75	73 (84% of maximum potential)	70% (80% of maximum potential) ●
Customer E-billing	38 %	79.9 %	83.55 % ●

● Variation neutre
(inférieure à 10%)

● Variations positive

● Variations négative