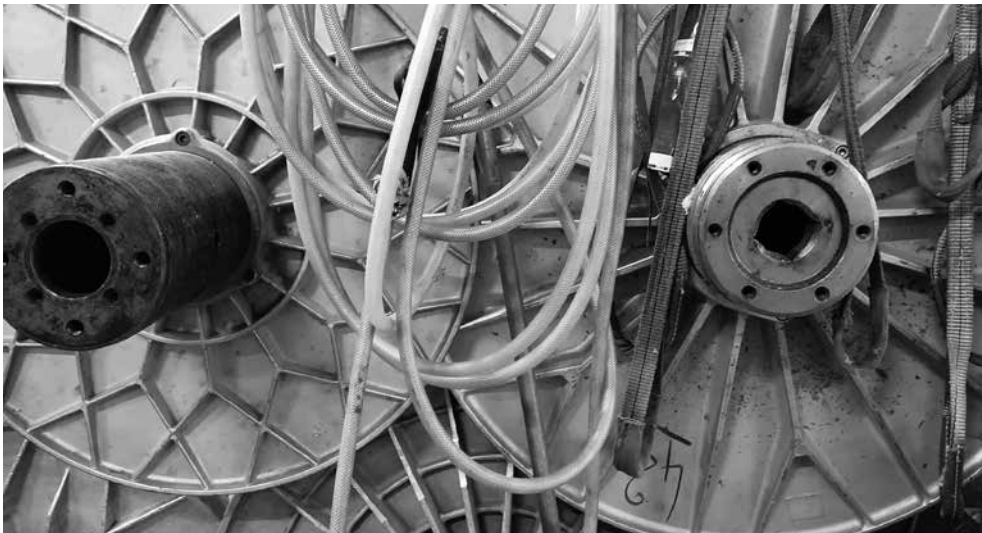
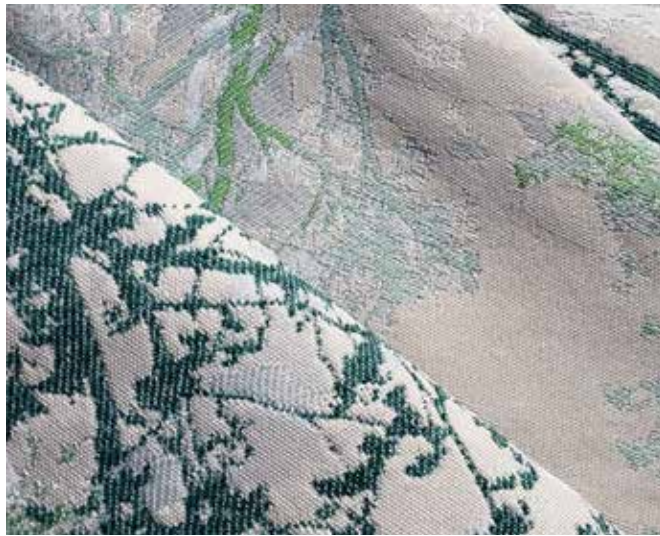


2023 SOTEXPRO CSR REPORT



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PRESIDENT'S LETTER

Emmanuel Granjard Chairman and CEO

Sotexpro will soon celebrate our 50th anniversary. When I took over the business from my uncle, I was aware of the heritage that had been passed on to me. I have always taken a keen interest in perpetuating the expertise of the textile sector in France and to pass it on in a way that respects employees and maintains our values.

This is why I have always promoted responsible business practices and reducing our environmental impact is now the predominant focus of our research and development.

This is especially true since we cannot ignore our responsibility as a major player in the local economy. The textile industry is often perceived as a polluting sector. Yet we have been working with our industrial partners for many years to develop a more virtuous approach to our products. So, we are developing new approaches that provide effective and long-lasting characteristics such as antiviral properties, recycled raw materials, thermal fabrics that regulate climate effects and more. Our next step is to expand our eco-design product end of life review initiatives.

In addition, we must focus on vigilance and prevention, fulfilling an educational role for our clients. The standards imposed on them often need explanations. As a manufacturer, we have to monitor regulatory issues and changes to protect their business strategy.

All of these topics challenge us and we are always progressing. We recently created transparent evaluations of our products' environmental impact in the form of eco-profile sheets.

We are just getting started on exciting new sustainable development projects!



ABOUT THE COMPANY

Company name: SOTEXPRO SAS

Chairman and CEO: Emmanuel Granjard

Head office: 510 route de Montchal - 42360 Panissières, France

Telephone: +33 (0)4 77 27 60 60

Website: www.sotexpro.fr/en/

Company's business: Manufacturing decorative, Flame Retardant (FR) furnishing fabrics

SIRET No.: 88735039500026

Sotexpro is a French manufacturer of decorative, Flame Retardant (FR) furnishing fabrics. For 50 years, the development of our collections has combined style with technical prowess. With an art department and a team of technical advisers involved in operations, Sotexpro sells its products through an international distribution network.

Sotexpro is the ideal partner to help you stand out in your markets and comply with standards imposed by local governments. From yarn to custom finished products, Sotexpro incorporates all of the expertise needed to make your textile projects become reality, with no minimum order size and solutions to fit any budget.

To do this, Sotexpro relies on a combination of skills that is unique in France, including:

- *Extra-wide plain, printed and Jacquard fabric production*
- *Extra-wide digital printing*
- *Constant stock of 300,000 m of fabric*
- *4000 m of fabric shipped per day, with 400 curtains made per day*



■ OUR VALUES

DEFENDING FRENCH TEXTILE EXPERTISE:

- *We are located in Panissières in the Loire Valley in France where we promote local jobs and maintain French textile expertise.*
- *We have a keen interest in sharing our textile expertise by passing it from generation to generation and providing internal training.*

BEING A TREND LEADER - INFLUENCER - INNOVATOR

- *We design, manufacture and sell products, the majority of which are FR certified. The creative process is Embedded in our approach whether we are updating the classics or anticipating future trends. **Innovation is the essence of Sotexpro, enabling us to address regulatory issues and meet our client's expectations. Thinking about the future is our motif!***

USING A VIRTUOUS APPROACH TO THE PRODUCT LIFE CYCLE:

- *We extensively reflect on the product life cycle, which involves using eco-design, incorporating recycled materials, partnering with local suppliers, optimising manufacturing processes, waste management and product life span, and reviewing product end of life.*
- *We provide comprehensive calculations of the environmental impact of our products, including carbon footprint, water eutrophication, water consumption and fossil fuel use.*

SOCIAL INNOVATION:

- *We host well-attended sophrology workshops, introduced as part of our efforts to reduce psychosocial risks.*
- *We promote a good work/life balance and the quality of life is recognised by employees, most of whom live near their place of work.*
- *We support inclusion: 7.6% of FTE posts are filled by people with disabilities, some of whom hold positions of responsibility.*

CSR POLICY

Sotexpro is a French manufacturer of flame retardant furnishing fabrics that has always been based in Panissières, France in the Loire Valley. Sotexpro incorporates all of the expertise necessary to complete decorative fabric projects.

We are France terre textile certified and manage the entire production cycle from purchasing yarn to making custom finished products, including extra-wide Jacquard weaving and extra-wide digital sublimation printing.

Our growth is guided by the desire to maintain our local roots, reduce the environmental impact of our business, increase the use of recycled fabric and reuse our waste. Since we oversee the entire value chain, Sotexpro also provides calculations detailing the carbon footprint of decorative project.

Our entire product range is available in an online fabric library. We also invite you to visit our Le LAB' showroom at 4 Rue du Mail in Paris where you can view our unique expertise in digital printing, which offers endless creative possibilities for transposing designs on textiles. Making this technique available at our Paris workshop provides flexibility and responsiveness to architects who can review printing samples to visualise a project's final result.

■ CHALLENGES

The societal and environmental impact of the textile industry is well-known. That is why we voluntarily include CSR initiatives in our business and our decision-making. We leverage our experience and comply upstream with current regulations, while following ISO 26000 guidelines as well as the UN's 17 sustainable development objectives. To guide our CSR initiative and set a relevant, sustainable course, we have outlined the main priority challenges in connection with our stakeholders.

These challenges are organised into four major focus areas:

- **Developing human capital**
QWL, health and safety, career path at the company, work/life balance
- **Focusing on eco-design and the life cycle approach**
Optimising and limiting impacts on all life cycle stages, avoiding impact transfer
- **Providing comprehensive calculations of our environmental impacts**
Carbon footprint, water consumption, fossil fuel use, water eutrophication
- **Taking responsibility in the value chain**
Responsible purchasing, French manufacturing, traceability, regional development and local expertise

Open communication with stakeholders, management commitment, governance and employee involvement are the cornerstones of our projects.

ENVIRONMENT

We want to do our part to help reduce the environmental impacts linked to the textile industry. We have completed our own analysis to identify our significant environmental aspects (SEAs). This enables us to more precisely target our initiatives and review our product life cycle and eco-design initiatives.



THE ENVIRONMENTAL FOOTPRINT ECO-CALCULATOR

Measuring the environmental impacts of our products:

To complement our analysis, we decided to comprehensively measure the environmental impact of our products. Our R&D team and our CSR project manager, with support from an LCA consultant, developed an environmental footprint calculator.

This tool enables us to generate five key indicators using measurements taken from the entire life cycle. These calculations are expressed in a functional unit (FU) that translates the service provided (fabric use) to enable comparisons.

WITH WHAT METHODOLOGY?

To successfully manage our initiative and focus on continuous improvement, we followed directives in the ISO 14040-44 and BP X 30-323-24 standards. This means we collected as much specific (primary) data from our suppliers and rounded it out with secondary data from the Base Impact database (ADEME).

This enabled us to quantify all of the necessary information for calculating environmental impacts for the entire life cycle of our products. This data was then integrated into our calculator to generate scores for the entire life cycle and each stage for every product.

WHICH INDICATORS?

We have chosen to measure five major indicators that fit the textile industry and anticipate future environmental disclosure requirements:



Carbon footprint:

Amount of greenhouse gas (GHG) emitted over the entire product life cycle, which causes climate change. Shown in kilograms of CO2 equivalent, as well as in number of kilometres driven in a car.



Water consumption:

Amount of fresh water used throughout the entire product life cycle corrected for local water stress. Shown in m³ and in number of showers.



Fossil fuel consumption:

Amount of primary fossil fuel (oil) used over the entire product life cycle. Shown in MJ, as well as in number of smartphone charges.



Water eutrophication:

Amount of effluent emitted over the entire product life cycle, which causes fresh water eutrophication. Shown in kilograms of phosphorus equivalent.



Percentage of recycled raw materials:

Amount of recycled raw materials used for manufacturing a product. Shown as a percentage of total finished product.

HOW ARE THESE INDICATORS SHARED WITH YOU?

In the interest of environmental disclosure, the results are shared on detailed eco-profile sheets that highlight all of these indicators by life cycle stage and summarised in a comparative table. Our objective is to help our customers choose products based on their environmental performance.

For even more representative results, we can use our calculator to output results for an entire past or forecasted order (for example, 2000 linear meters of Noctis representing...).

EXAMPLE WITH A SIENTO COLOR:



Carbon footprint:

3.78 kg CO₂ eq./m²

Equivalent to a trip of:

14.77 km in a car



Fossil fuel footprint:

1.80 MJ eq./m²

Equivalent to energy used for:

30 smartphone charges



Water footprint:

82.52 M³ eq./m²

Equivalent to energy used for:

322 showers



Water eutrophication:


0.0007 P eq



Recycled content in Product + Packaging:


34%

ECO-PROFILE SHEET:



ECOPROFIL

Empreinte Environnementale Produit



510 route de Montchal – 42360 Parisières
www.sotexpro.fr

Définition de l'étude

Nom du produit :	SIENTOC
Cas d'étude :	Rideau
Date :	21/09/2022
Auteur(s) :	AC
Unité Fonctionnelle (UF) :	1m ² de Pare Solaire de qualité non-feu M1 pendant 10 cycles d'entretien

Composition du produit

Nomenclature produit :	Masse gr/m ²	Type	% de recyclé
Tissu	370,00	Polyester	34%
Traitement	0,15		0%
Total produit	370,15		34%
Emballage	33,59		94%
TOTAL produit+emballage	403,74		39%

Substances soumises à déclaration (REACH) :		
Designation	Fonction	Part en %
Aucune		


Méthodologie

Le présent document présente l'écoprofil du produit conçu et fabriqué par SOTEXPRO. Il renseigne le lecteur, de manière indicative, sur les impacts potentiels affectant l'environnement sur l'ensemble du cycle de vie du produit. Ces résultats sont rapportés à une unité fonctionnelle (UF) traduisant le service rendu.

La démarche d'analyse utilisée ici suit les directives dictées par les normes ISO 14040-44 et BP X 30-323-24.

Le périmètre de l'étude prend en compte : Le tissu et son emballage, les produits chimiques utilisés et leur emballage, le processus de fabrication, l'emballage d'expédition, la distribution moyenne, l'application et l'utilisation, et la fin de vie du produit avec son transport.

Le périmètre de l'étude ne prend pas en compte : Les infrastructures, les composants chimiques non-toxiques comptant pour moins de 1% en masse de formulation (dans la limite de 2% de négligence totale), les activités liées à la R&D et au marketing, le déplacement des salariés de l'entreprise, le trajet des clients entre leur domicile et le lieu de vente, étiquettes prix, vignettes tissées, étiquettes d'entretien, droit fil, biais, fil de couture.



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Evaluation des impacts environnementaux

Tableau des impacts environnementaux potentiels :

	Empreinte carbone	Eutrophisation	Epuisement de l'eau	Epuisement énergies fossiles
	kg eq CO ₂	kg eq P	m ³ eq eau	MJ
Tissu	2,5413	0,0009	1,1591	47,2414
Traitement	0,1437	0,0001	0,0493	2,8467
Processus	0,0000	0,0000	0,0000	0,0000
Emballage et distribution	0,1190	0,0000	0,0181	1,4738
Fin de vie	0,3737	0,0000	-0,0045	-0,0045
Application et utilisation	0,6030	0,0003	0,5425	30,8592
TOTAL produit seul	3,1778	0,0010	1,2619	2,9467
TOTAL par UF	3,7808	0,0012	1,8045	82,5166

Indicateurs :

Empreinte carbone : Quantité de gaz à effet de serre (GES), responsables du changement climatique, émise sur l'ensemble du cycle de vie du produit, exprimée en kilogrammes équivalent CO₂.

Eutrophisation de l'eau douce : Quantité d'effluents, responsables de l'eutrophisation de l'eau douce, émise sur l'ensemble du cycle de vie du produit, exprimée en kilogrammes équivalent Phosphore.

Epuisement de l'eau : Quantité d'eau douce consommée sur l'ensemble du cycle de vie du produit corrigée en fonction du stress hydrique local, exprimée en m³ équivalent.

Epuisement des énergies fossiles : Quantité d'énergie primaire fossile consommée sur l'ensemble du cycle de vie du produit, exprimée en MJ équivalent.

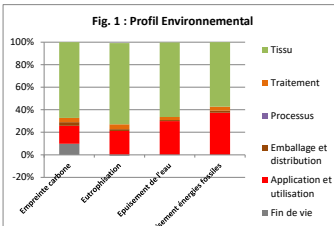








Fig. 1 : Profil Environnemental

Affichage environnemental

Certificat de tenue au feu :	M1
Labellisation :	Oekotex Standard 100
Etiquette Carbone : SOTEXPRO encourage ses clients, confectionneurs et utilisateurs, à évaluer l'empreinte carbone de leurs articles. Ainsi l'étiquette ci-contre vous indique l'empreinte carbone de notre produit sorti de notre usine et en incluant sa livraison et sa fin de vie théorique.	<div style="display: flex; justify-content: space-between;"> <div style="text-align: center;">  3,78 kg CO₂ eq./m² Équivalent à 3 parcours de 14,77 km en voiture </div> <div style="text-align: center;">  82,52 MJ eq./m² Équivalent à la consommation de 322,33 recharges de smartphone </div> </div>
Etiquette Energie fossile : SOTEXPRO encourage ses clients, confectionneurs et utilisateurs, à évaluer l'empreinte énergie fossile de leurs articles. Ainsi l'étiquette ci-contre vous indique l'empreinte énergie fossile de notre produit sorti de notre usine et en incluant sa livraison et sa fin de vie théorique.	<div style="display: flex; justify-content: space-between;"> <div style="text-align: center;">  82,52 MJ eq./m² Équivalent à la consommation de 322,33 recharges de smartphone </div> <div style="text-align: center;">  39% Produit + Emballage : Produit seul : 34% </div> </div>
Etiquette Contenu recyclé : SOTEXPRO informe ses clients de la part recyclée de ses produits emballés, la progression de cet indice permet une économie de matières premières et une réduction de la pression environnementale.	<div style="display: flex; justify-content: space-between;"> <div style="text-align: center;">  39% Produit + Emballage : Produit seul : 34% </div> </div>
Engagement :	 France Made

SUMMARY OF ENVIRONMENTAL IMPACTS:



Impacts environnementaux

Environmental impacts



Sotexpro a fait le choix de mesurer l'impact environnemental de ses produits, de la façon la plus complète et transparente possible, tout au long de leurs cycles de vie. Notre objectif est de vous fournir une information objective qui prend en compte tous les transferts d'impact. Cette démarche nous a semblé être la plus juste au regard des enjeux climatiques actuels.

C'est avec cette vision que nous avons développé un calculateur d'empreinte environnementale capable de générer 5 indicateurs clés : empreinte carbone, consommation d'eau, consommation d'énergie fossile et eutrophisation de l'eau pour ainsi permettre de comparer pour une même ligne, l'impact de chaque produit. Les résultats sont synthétisés dans le tableau comparatif au verso.

Sotexpro has chosen to measure the environmental impact of its products, in the most complete and transparent possible way, throughout their life cycles. Our goal is to provide you objective data to take into account all environmental impact transfers. This approach seemed to us to be the fairest with regard to current climate issues.

It is through this vision that we developed an environmental footprint calculator capable of generating 5 key indicators: carbon footprint, water consumption, fossil energy consumption and water eutrophication to allow comparison for the same line, the impact of each product. The results are summarized in the comparative table overleaf.







Ces résultats sont rapportés à une unité fonctionnelle (UF) traduisant le service rendu : 1M² de tissu pour 10 cycles d'entretien. La démarche d'analyse utilisée ici suit les directives dictées par les normes ISO 14040-44 et BP X 30-323-24.

- Le périmètre de l'étude prend en compte : Le tissu et son emballage, les produits chimiques utilisés et leur emballage, le processus de fabrication, l'emballage d'expédition, la distribution moyenne, l'application et l'utilisation, et la fin de vie du produit avec son transport.
- Le périmètre de l'étude ne prend pas en compte : Les infrastructures, les composants chimiques non-toxiques comptant pour moins de 1% en masse de formulation (dans la limite de 2% de négligence totale), les activités liées à la R&D et au marketing, le déplacement des salariés de l'entreprise, le trajet des clients entre leur domicile et le lieu de vente, étiquettes prix, vignettes tissées, étiquettes d'entretien, biais, fil de couture.

These results have been reported to a functional unit (UF) representing the service rendered : 1M² of fabric for 10 maintenance cycles. The analysis approach used here follows the directives imposed by the ISO 14040-44 standards and BP X 30-323-24.

- The scope of the study takes into account: The fabric and its packaging, the chemicals used and their packaging, the process of manufacturing, shipping packaging, average distribution, application and use, and end of product life with transportation.
- The scope of the study does not take into account: Infrastructures, non-toxic chemical components paying for less than 1% in mass formulation (within the limit of 2% of total negligence), activities related to R&D and marketing, movement of company employees, the journey of customers between their home and the place of sale, price tags, woven labels, maintenance labels, bias, sewing thread.

Classeur 1
Binder 1

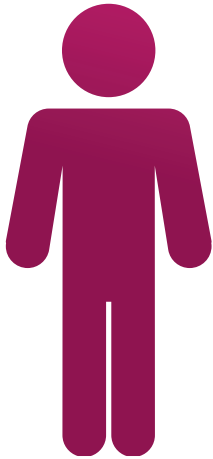





RÉFÉRENCES PRODUIT	NORMES ET LABELS		EMPREINTE CARBONE		ÉPUISEMENT EAU		CONSUMMATION ÉNERGIE FOSSILE		TAUX RECYCLÉ PRODUIT	
	FRANCE MADE	CLASSIFICATION	Kg CO ₂ eq/m ²	MJ eq/m ²	m ³ eq/m ²	MJ/m ²	%	%		
ALBAN	✓	M1-NF P 92 303-504-505	3,35	13,10	1,38	23	71,51	279	0	
ARTI	✓	NF EN 12 952-1&2	NA	3,35	13,10	1,38	23	71,51	279	0
BIOSAT	✓	M1-NF P 92 303-504-505	2,12	8,30	0,93	16	54,29	212	0	
BIOSAT METIS	✓	M1-NF P 92 303-504-505	2,07	8,08	1,12	19	57,75	226	0	
BIOTAM	✓	M1-NF P 92 303-504-505	2,46	9,60	1,11	19	61,78	241	0	
COLLEGE	✓	M1-NF P 92 303-504-505	2,34	9,13	1,24	21	62,77	245	0	
CORTE	✓	M1-NF P 92 303-504-505	2,91	11,36	1,16	19	69,04	270	0	
COLLOURE	✓	M1-NF P 92 303-504-505	3,22	12,57	1,45	24	76,10	297	0	
LINOSA	✓	M1-NF P 92 303-504-505	2,97	11,62	1,51	25	71,95	281	0	
MIRAGE 2	✓	M1-NF P 92 303-504-505	5,14	20,06	3,15	52	124,76	487	0	
SADNYA	✓	M1-NF P 92 303-504-505	3,89	15,20	1,73	29	86,61	338	0	
SAT 90	✓	Sans classement***	NA	1,69	6,61	0,64	11	51,64	202	0
SAT 120	✓	M1-NF P 92 303-504-505	1,79	6,98	0,84	14	57,4	224	0	
SETO MILLO	✓	M1-NF P 92 303-504-505	4,74	18,50	1,97	33	94,49	369	0	
SETO RIKO	✓	M1-NF P 92 303-504-505	4,64	18,13	1,94	32	93,07	364	0	
SIENTA BRUNEN	✓	M1-NF P 92 303-504-505	3,19	12,47	1,56	26	73,42	287	40	
SIENTA EUSTACHE	✓	M1-NF P 92 303-504-505	3,19	12,47	1,56	26	73,42	287	40	
SIENTO COLOR	✓	M1-NF P 92 303-504-505	3,78	14,77	1,80	30	82,52	322	34	
SIENTO LINA	✓	M1-NF P 92 303-504-505	3,54	13,85	1,91	32	81,47	318	47	
SIENTO LITO	✓	M1-NF P 92 303-504-505	2,86	11,17	1,36	23	65,67	257	80	
SIENTO RECYCLÉ	✓	M1-NF P 92 303-504-505	2,75	10,74	1,42	24	66,15	258	80	
SIENTO WOODY	✓	M1-NF P 92 303-504-505	2,60	10,15	1,23	20	62,91	246	80	
VELNE RECYCLÉ	✓	M1-NF P 92 303-504-505	2,48	9,74	1,14	19	59,43	232	80	
3141	✓	M1-NF P 92 303-504-505	1,13	4,42	0,48	8	34,52	135	0	
3141 ALPHA	✓	M1-NF P 92 303-504-505	0,91	3,56	0,45	7	32,66	128	73	
ETAMINE	✓	M1-NF P 92 303-504-505	1,28	5	0,61	10	39,26	153	0	
ETEL	✓	M1-NF P 92 303-504-505	1,45	5,65	0,81	14	44,79	175	0	
M102	✓	M1-NF P 92 303-504-505	1,31	5,13	0,61	10	42,19	165	0	
M140 EC	✓	M1-NF P 92 303-504-505	1,08	4,20	0,53	9	36,88	144	0	
ORGANZA	✓	M1-NF P 92 303-504-505	0,62	2,43	0,37	6	27,80	109	0	

* Les kilomètres en voiture d'express pour un passager en milieu péri-urbain classique essence.
* The kilometers in the car are expressed for a passenger with a petrol engine car in a city environment.
** Les données sont exprimées pour une volumétrie de 60 litres. The showers are expressed for a volumetry of 60 liters.
*** Rideau de douche. Shower curtain.

Classeur 1
Binder 1

*I'm an architect. I'm looking for a blackout fabric for a project.
I'm hesitating between the NOCHE and NOCTURNE products.
Their environmental impact will influence my choice.
What would you suggest?*



■ COMPARISON TOOL:

Compared to **NOCTURNE**, using **NOCHE** can save the equivalent per m² of:



1.69 kg of CO₂ which equals the pollution of a **6.6** km trip by car



19.82 MJ which equals **77** smartphone charges

■ ENTIRE ORDER:

For an order of: **1100 m²**

Compared to **NOCTURNE**, using **NOCHE** for this order can save the equivalent of:



1859 kg of CO₂ which equals the pollution of a **7260** km trip by car



21,802 MJ which equals the energy used for **85,140** smartphone charges

Conclusion: We advise this architect to choose from the NOCHE range which is also a certified France terre textile* fabric.

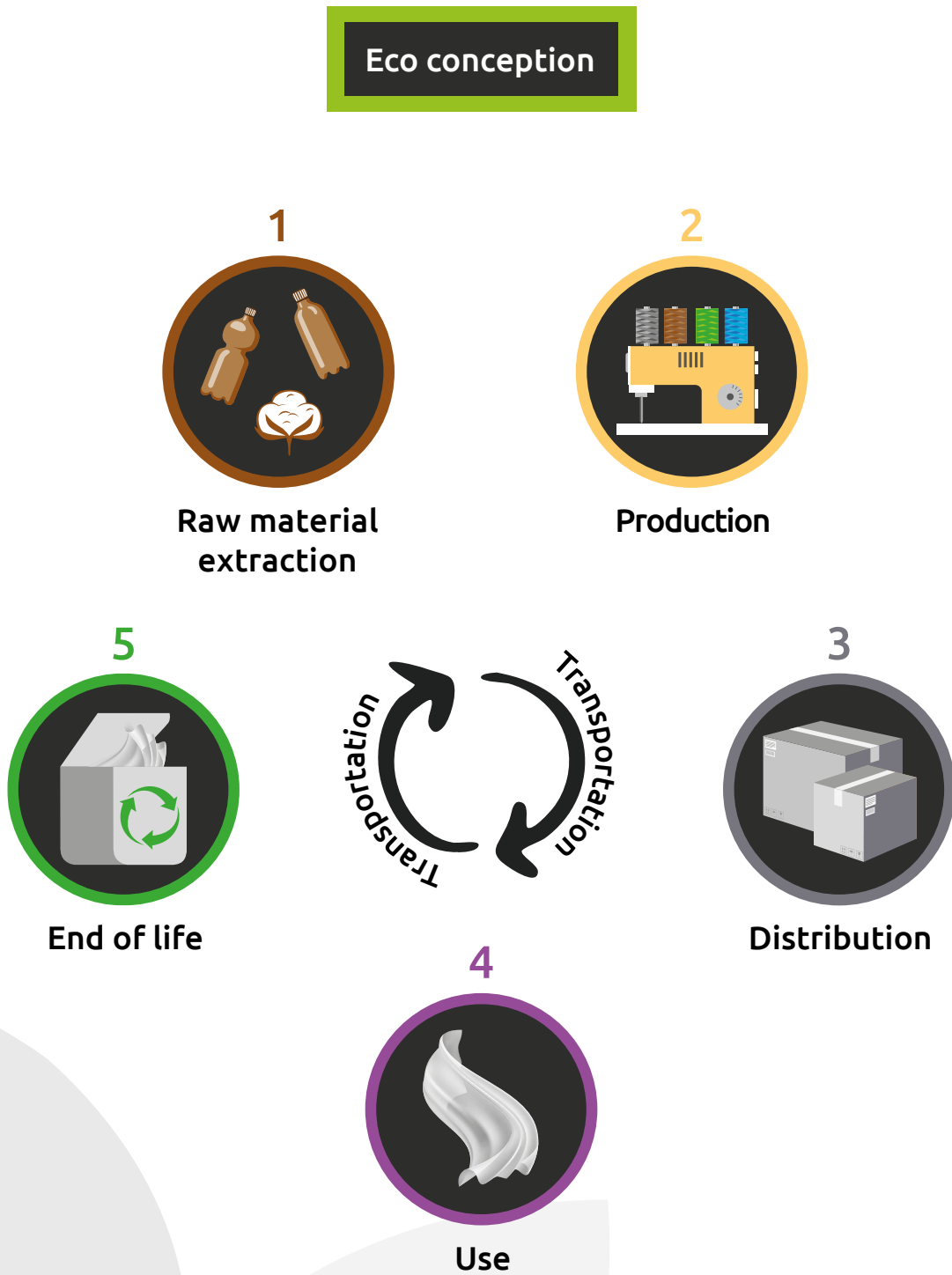
**The France terre textile® certification guarantees for all stakeholders (consumers, distributors, business users, etc.) that at least 75% of the steps in producing the certified item were carried out in historical French textile industry centres.*

ECO-DESIGN AT SOTEXPRO

We launched an eco-design initiative to encompass all product creation processes in order to limit their carbon impact, including R&D, production and sales.

The eco-calculator is a powerful tool that guide us in this process and enable us to choose which improvement areas to target.

Eco-design is a new approach for Sotexpro that provides a new framework for innovation while improving the eco-friendliness of our products.



ECO-DESIGN

We involve all stakeholders at each stage of the life cycle, from implementing simple eco-design initiatives to designing large projects. The challenge is to work on developing quality products that provide optimum durability and use. Here is a look at our initiatives in each phase of the product life cycle:

RAW MATERIAL EXTRACTION:

During our product design phase, we choose raw materials with the lowest environmental impacts. At this key stage of the process, we already think about our products' end of life, opting for single fibre compositions to facilitate recyclability and using recyclable polyester fibres and filaments.

25 products using recycled raw materials!

Progress: We are continuing our research to use more of them in our ranges.

We are proactive in implementing our environmental policy. Our collection includes a range of fabrics made from recycled yarn in partnership with European mills.



SIENTO:
This FR certified, semi-plain, raw material effect textile is woven with a yarn made from 80% recycled plastic bottles. A bespoke, digitally printed version is also available.



SIENTA JACQUARDS:
FR certified range of Jacquard textiles includes BRUNIEN, woven with a yarn made from 40% recycled plastic bottles.



SOLLY:
This FR certified, flax effect printing textile with raw material effect is woven with a yarn made from 41% recycled plastic bottles.

We are increasing our use of recycled yarn in all our collections, to create products that are even more sustainable.



MANUFACTURING STAGE:

The objective is to reduce our environmental impact by reviewing all of our manufacturing processes. For example, sublimation printing is produced with water-based inks and manufacturing waste is sorted, compacted and reused.

We use the exhaust bath method to dye polyester. This technique is quantitatively and qualitatively more respectful than dyeing on natural materials because it emits less waste.

DISTRIBUTION STAGE:

We reuse some of our packaging for new hanging shipments and supplies. We are researching new ways to recover other types of packaging. In the transport phase, we work with carriers who have good environmental practices to minimise the transport-related carbon impact, such as certifications, efficient vehicles and route optimisation.

USE:

The dimensional stability and light of our polyester textiles provide clients with optimum durability and guidance from our sales team on cleaning, application and more enhances use best practices in this area.

END OF LIFE:

We decided to more seriously consider implementing a network of collection, sorting and reusing end-of-life items. We are also researching now recycling avenues. This initiative would not be complete without participation from our clients and subcontractors, so we educate and encourage them to use facilities set up by eco-organisations (furnishing waste).

Implementing the eco-design approach enables and will continue to enable significant progress. Our calculator can measure the ecological qualities of our products and the decrease in their impacts.

We work to avoid transferring environmental impacts from one stage of the product life cycle to another.

RESPONSIBLE PURCHASING

OUR RESPONSIBILITY IN THE VALUE CHAIN

Sotexpro is aware of the role we can play in developing and sustaining French expertise, so we have always chosen and valued partnerships with local weavers, dyers and other finishers. The expertise, versatility and flexibility of our partners enables production of small series to limit overproduction while guaranteeing reproducibility and high quality.

Sotexpro is France terre textile® certified, which guarantees for all stakeholders (consumers, distributors, business users, etc.) that at least 75% of the steps in producing the certified item were carried out in historical French textile industry centres. This label certifies compliance with quality and environmental standards specific to French textile production. It brings the sector together to support a dynamic approach that promotes and maintains French expertise.



HUMAN CAPITAL

QUALITY OF EMPLOYEE LIFE

Support employee fulfilment and safety

■ QUALITY OF WORK LIFE (QWL): ANALYSE EMPLOYEE SATISFACTION:

As part of our progress, we wanted to create a QWL gauge to enable us to measure and compare results on the same topics from year to year. The first step in our initiative was to survey all of willing employees. We used an anonymous survey open to everyone to ask a series of 43 questions on different topics, including health and safety, work environment, work organisation, company culture and communication. People from every level of the organisation, from new arrivals to management, responded which gave us a representative sample for interpreting the results. We asked ambitious and sometimes sensitive questions, obtaining an average of 12.2/20, a good benchmark for improvement.

■ QUALITY OF WORKING LIFE:

The CSR committee analysed the results during a workshop to analyse all signals. The results were presented to all employees to be more transparent. Idea boxes were set up so that each person could contribute to the improvement plan. They brought out concrete ideas, from simple to more ambitious suggestions. This consultation fed into and improved our QWL action plan by bringing teams together.



■ WORKPLACE HEALTH AND SAFETY?

We implement initiatives designed to improve employee safety. They come from our APR, evaluating professional risks and analysing accident research. A sample of our most recent initiatives: informing new arrivals, repairing floors to prevent falls, putting up new signage, providing PPE and CPE, and of course, implementing all COVID-19 measures. Our priority initiatives focus on MSD, falls and road risks.

■ WORK/LIFE BALANCE

Work/life balance is important for everyone. It is a value recognised by Sotexpro employees and highlighted in the Quality of Working Life survey.

■ CAREER PATH AT THE COMPANY

TESTIMONIAL FROM CAROLINE BANDIERA:

- *I came to Sotexpro in July 2000 for a short, one-week contract to deliver the last orders before the holidays. Little by little, I got more involved in the company, starting with delivery, then on to manufacturing and production. When S2C was created in 2009, I became the manager and was able to make changes I wanted to see in the workshop. With support from management, I confirmed my position in the company. To better adapt to the market and our clientele, we relocated some production. By collaborating with managers at these locations, I helped support these new Tunisian and Romanian partners by going to visit them whenever I thought it was necessary. Bringing these facilities online was a wonderful professional and personal experience. I've had the opportunity to grow over the past 20 years, during which I've worked like I would for my own company. I want to be as close as possible to my teams, listening to them and involving them in our projects. I feel like I'm in the right place. This career wasn't in my plans, but all the connections I've shared with the people I work with make it so I don't regret anything.*



At Sotexpro, we believe that for our CSR initiative to be truly successful, our employees need to be informed about it. This is the best way to bring everyone together on this project. CSR is an important topic and a priority for many employees and often reflects a moral commitment more than a physical one. So, to get employees onboard in a fun way, we started hosting fun, informative workshops.

Our topical workshops (still being rolled out) don't place blame and aim to connect professional and personal life. They cover the technical basics of our initiative, like the eco-calculator, eco-design and learning to spot green washing. This is also a way to communicate about the company's projects in this area, so employees become ambassadors.

CHARITABLE PROJECTS SUPPORTED IN OUR AREA OF INFLUENCE

We supported the 48heures de la création event hosted by the town museum by providing fabric for a fashion show, textile communication items and curtains for the fashion show venue.



*La Route de la Soie fashion show - Stéphane V Couture
Photo - Serge Papin*

At the preview of the 15th Lyon Biennale Young International Creation exhibition, an artist we had been supporting, Charlotte Denamur, was awarded the Auvergne-Rhône-Alpes Young Creation Prize.



Rosées Bleues – Young International Creation Exhibition, 15th Lyon Contemporary Art Biennale

Sotexpro helped the Chazelles-sur-Lyon hat museum make two hats:

“L’Horizon A”: a large hat in green khaki felt with a small crown and very wide brim. The top of the crown and the brim are decorated with a printed velour made from a nature photograph by Daniel Ulmer.

“À l’Horizon”: large had in navy blue felt with small crown and very large brim. The top of the crown and the brim are decorated with printed velvet from a painting titled “Monde Furtif” by Jean-Baptiste Lyonnet that is displayed at the La Chapellerie site.

Printing and ultrasonic cutting by Sotexpro in Panissières.



“À l’Horizon” fashion show - “L’Horizon A”

Sotexpro supplied NATTE fabric printed with a bespoke drawing as well as ETAMINE and M140 ALU sheers for the VIP room in the Finnish pavilion during the 2020 Dubai world expo. This action was intended to strengthen ties between France and Finland.



GLOSSARY

CSR: Corporate Social Responsibility

Water eutrophication: Eutrophication is a unique, natural form of pollution in certain aquatic ecosystems.

FTE: Full Time Equivalent

THE LAB': Sotexpro's showroom - 4 Rue du Mail 75002 PARIS

Printing samples: samples of printed fabrics

ISO 26000: Standard related to corporate CSR.

Stakeholders: People impacted by or involved in a decision or project. Their interests can be positively or negatively affected.

QWL: Quality of Working Life

Fossil fuel consumption: Limited, non-renewable, greenhouse gas-emitting fuels.

SEA: Significant Environmental Aspect

LCA: Life Cycle Approach

Base Impact (ADEME): Environmental database needed to calculate environmental impact.

Furnishing waste: waste from furnishings

APR: Assessment of Professional Risk

PPE and CPE: Personal Protective Equipment/Collective Protective Equipment

Green washing: A marketing method using ecological claims in a misleading way to improve one's image.



sotexpro

Textile solutions for professionals