

2023 mission report

sessùn

The purpose of this mission report is to present the actions and progress specific to our status as a mission-driven company and our statutory objectives for Sessùn SAS in 2023. In addition, we are implementing a broader Corporate Social Responsibility (CSR) strategy covering the social and environmental challenges facing the brand. We invite you to refer to the dedicated CSR report, available on our website, to learn more about the full extent of our commitments. Mission and CSR trajectories coexist and often feed into each other. Although they are managed separately, together they allow us to coherently and comprehensively embody our vision and social responsibility.

I. sessùn, mission-driven company

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IV. outlook & orientation

” Sessùn has always been driven by a collective energy and commitment to create and develop a meaningful business project and make it flourish. Our success rests on a community of values and aspirations, supported by management based on trust and sharing.

As we have grown, we have chosen to set ourselves more goals, not as ends in themselves, but as directions of travel where anything is possible along the way.

The desire to make our journey even more beautiful than the destination has gradually become our *raison d'être*, our purpose. For us, the true value of our achievements lies in the many encounters and discoveries, the questioning, and above all, the fulfilment from and dedication to our craft.

By becoming a Mission-Driven Company, we wanted to enshrine in our Articles of Association what we believe in, which is the very foundation of Sessùn, while publicly committing ourselves to social, environmental and economic transition.

This is a way for us to affirm our conviction that we must all be fully aware of and responsible for our actions. We stand behind our belief that only companies based on human values can truly endure.

Linking our desire to be exemplary to the very existence of our company gives meaning and impact to every action we take, providing us with a rigorous framework aligned with our approach of continuous improvement.

This motivates us daily and serves as a common thread that inspires us to go ever further, even if it sometimes involves failure, in order to steer our performance towards objectives that benefit the collective interest.

This requires constant questioning and reflection, full investment in the movements reshaping our world and complete acceptance of the role we can play - welcoming it not as a constraint, but as an opportunity.

An opportunity to be an agent of change, to move forward with a respectful heart, an open mind and a soul vibrant with a desire to do our best... and at all times, because beauty lies in the journey.

”

Emma François-Grasset

*Founder, CEO and Artistic
Director of Sessùn*



I. sessùn, mission-driven company

The brand

Sessùn is a unique and timeless brand of women's fashion.

Founded in 1996 by Emma François, it was born from a desire to promote traditional know-how through creations that tell the story of the hands that shape them. Closely linked to craftsmanship and developing outside industry norms, Sessùn has always stood out for its high standards, remarkable attention to detail, sustainable relationships with its partners and the extension of its universe to encompass a true art de vivre.

Sessùn now has 400 points of sale around the world, both own-name and in multi-brand outlets. It brings together more than 300 employees motivated by their profession and a desire to participate in the development of a company which endures thanks to authenticity, meaningful encounters, a love of work well done and collective commitment.

DECISION TO BECOME A MISSION-DRIVEN COMPANY

For more than 25 years, Sessùn has been shaped by the desire to develop and grow a unifying and meaningful business project. A project for a dynamic company, people-oriented, creative and fully aware of the role it can play with its employees, partners and customers, as well as towards the environment and society more broadly. For several years now, we have been structuring our commitment and those values through a policy of social responsibility.

Marked by the upheaval associated with Covid, we took the time to refocus on the deepest significance of Sessùn's existence, and emerged more convinced than ever that an official, structuring commitment would be the profound realisation of our entire corporate philosophy and complement the implementation of our CSR policy.

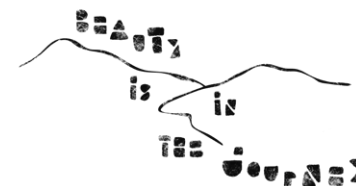
When we discovered the new legal status introduced by the French Pacte Law of May 22, 2019, allowing companies to include their raison d'être in their Articles of Association, along with the social and environmental objectives they set to achieve it, we immediately realised how perfectly it aligned with our vision. Intrinsically linking the success of Sessùn to its societal impact allows us to place our desire to reconcile our own performance with the common interest at the heart of our business project.

Choosing to become a Mission-Driven Company was a way for us to publicly assert what has always been the Sessùn's fundamental ethos, and what drives us every day:

*Following our own path, at our own pace.
Feeding off encounters along the way: artisans,
craftsmen, creators, artists, cultures.*

*Admiration for their invaluable know-how, a desire to raise
awareness around them and act to preserve them.
Reflecting on how the design process can be improved,
including shorter supply chains and longer rhythms,
to create clothes that last, and that we can love and enjoy
for a long time.*

*Abandoning convention to offer our customers warm,
welcoming stores that align with our aesthetics and ethics.
Remaining attentive and open-minded, placing respect
for others and the love of work well done
at the heart of all our actions.*



OUR RAISON D'ÊTRE

After a valuable period of reflection and a careful examination of our values, identity, aspirations and responsibilities, and after seeking the opinions of our stakeholders – employees, suppliers, BtoB and BtoC customers, service providers and financial partners – we have structured and formalised the mission we wish to set for ourselves as a company:

“Forging our own path to embody sensitive, sustainable fashion that values textile know-how, supports craftsmanship, cultivates the art of encounters and promotes long-lasting partnerships as part of a conscious approach based on respect for people and resources.”

A shorter version of our mission statement, deliberately more conceptual than the one in our Articles of Association, was created to capture and convey the very foundation of our corporate philosophy. This evocative phrase succinctly expresses the essence of our approach and is designed to guide our every action, decision and interaction daily.

It is **“Make the journey
even greater than the destination.”**



OUR STATUTORY OBJECTIVES

We have devised four statutory objectives for the company to give substance to our raison d'être and around which our various business projects will revolve:

1 Produce durable clothing, manage impacts effectively and ensure maximum traceability

2 Promote craftsmanship, artistic professions and textile know-how

3 Manage our consumption and engage our employees in ecological causes

4 Share our values and best practices with our suppliers

We then worked on the concrete implementation of each of these objectives, along with specific actions and measurable criteria, to lay the groundwork for the path to follow while remaining anchored in the operational reality of our company:

OBJECTIVE 1

Produce durable clothing, manage impacts effectively and ensure maximum traceability

1.1 Maintain our dynamic of responsible sourcing, eco-design, certification and low-impact production.

1.2 Enhance our understanding of the impacts of our products and develop traceability across supply chains for greater transparency with our customers.

OBJECTIVE 2

Promote craftsmanship, artistic professions and textile know-how

2.1 Continue our actions to promote, support, transmit and distribute artistic and artisanal know-how.

2.2 Support and promote textile know-how across our collections.

OBJECTIF 3

Manage our consumption and engage our employees in ecological causes

3.1 Measure, manage/reduce our water, energy, waste and carbon impacts.

3.2 Raise awareness and increase employee engagement.

OBJECTIVE 4

Share our values and best practices with our suppliers

4.1 Maintain momentum in supplier audits and enhance the traceability and mapping of our value chains.

4.2 Maintain fair and sustainable relationships with our suppliers, while guiding them towards improved social and environmental performance.



II. our mission committee

The mission committee is the body responsible for overseeing the execution of our mission. It serves as the reference point for assessing its relevance, coherence, the means implemented to fulfil it, as well as the extent of its ambition, and progress in real terms towards achieving its statutory objectives.

We saw this as an ideal opportunity to create a space for dialogue and reflection, a way of guiding and supporting our approach, inciting reappraisal and helping us continuously move forward along the path we are shaping. Thanks to its representative and diverse nature, it gives us a comprehensive and expert external perspective of the different aspects of our mission.

II. our mission committee

The mission committee comprises 8 members, supplemented by 2 permanent invitees:

Committee members (in alphabetical order):



Isabelle BOUDET

Sustainable Development Project Manager
and Audit Manager, Galeries Lafayette –
Historical B2B customer



Sarah CORNE

Impact Partner FOUNDERS FUTURE
& Co-Founder SO GOOD –
Expert in ESG & innovation



Léa DHELIN

CSR Manager, Sessùn –
Internal Mission Manager



Wennassa GHERBOUDJ

CSR Manager PELINTEX –
Historical supplier



Daphné JANSSAUD

CSR Expert –
Former Sessùn employee



Françoise MOULIN

Schoolteacher –
Historical client
photo ©Marie Pacifique Zeltner



Caroline PERDRIX

Co-Founder ITINERANCE et TABLE,
Artistic Director BARTA STUDIO –
Expert on savoir-faire & craftsmanship



Guillaume VIGOUROUX

Co-Founder MARSATWORK –
Expert on raison d'être, regionality & communication

Permanent invitees (in alphabetical order):



Virginie BIRADE

Director EXPERIENCED CAPITAL –
Shareholding Partner



Emma FRANCOIS GRASSET

CEO, Founder and Artistic Director of SESSÙN



OUR FIRST MEETING

Formally set up at the end of 2023, our mission committee held its first meeting in February 2024, with the main objective of initiating the momentum, familiarising participants with its operation and making a preliminary assessment of the initial elements of the company's mission model. The committee discussed the following topics:

- **Functioning and governance of the committee**
- **Evaluation of the *raison d'être* and statutory objectives**
- **Feasibility of assigning each member the enhanced monitoring of a limited number of statutory objectives**
- **Organisation of additional individual interviews to carry out a more in-depth analysis of the mission model**

Two members of Sessùn's Management Committee were invited to this first meeting, in their capacity as Secretary General and Marketing and Digital Manager, to provide additional insights into members' questions, while sharing their perception as to how the company formulated its mission and intends to achieve it.

Sessùn's *raison d'être* as stated appears to be clear and comprehensive. Clarification was deemed necessary as to the distinction made between the longer version and the shorter one. Sessùn therefore emphasised the importance in its eyes of having a comprehensive, specific legal *raison d'être*, while highlighting the value of a more conceptual and evocative version, which is not incorporated into the official Articles of Association.

As a whole, the statutory objectives and their operational variations were perceived as coherent, well-constructed and balanced. However, the absence of the internal social dimension in the model presented was highlighted, especially employee wellbeing. The company feels that there is a clear distinction between its role as an employer and its ambition as a Mission-Driven Company. This does not mean that the two aspects are mutually exclusive, but rather that employee wellbeing is a fundamental principle. That is why employee wellbeing is a major focus of the Company's Social Responsibility policy, which is implemented alongside its mission as a Mission-Driven Company.



WHAT THE COMMITTEE SAYS ABOUT THE MISSION MODEL

” The mission model is quite ambitious, also encapsulating the company's ongoing efforts, yet at the same time it is simple and well-structured with two operational objectives per statutory objective. The whole company is aligned around this mission. ”

Guillaume VIGOUROUX

” Sessùn operates within a sector with its own dynamics. Increased communication and benchmarking within that ecosystem can only better position us and enhance our outlook. The brand has made significant strides in the last decade, but the sector is evolving rapidly and expectations around these issues are high. It is therefore important to chart a course that aligns with these movements. ”

Virginie BIRADE



III. review of our first year as a mission driven company

This report offers an opportunity to assess our achievements over the past year for each statutory objective. It has been drafted to reflect discussions with members of the mission committee. Their contributions, although currently limited to a small number of discussions, drive us to take our commitments even further, and to clarify our ambitions and showcase our progress to a greater extent.

OBJECTIVE 1

Produce durable clothing, manage impacts effectively and ensure maximum traceability

This statutory objective reflects our desire to minimise the impact of the design and production processes across the lifecycle of our products.

This involves:

- comprehensive knowledge of our suppliers
- precise **traceability*** across our supply chain
- heightened focus on quality and **eco-design*** in our product range
- rigorous selection of the materials used in their composition

MATERIALS

Sessùn has always been meticulous in selecting materials for its collections and continuously evaluates the impacts of its choices. Since 2019, we have been transitioning to more responsible fibres, which we call "low-impact materials". Our guiding principle is to prioritise these materials wherever possible, through quantified monitoring to increase their presence in each collection. Additionally, we have set specific targets for certain strategic fibres, such as viscose, leather and polyester.

DURABILITY

We uphold very demanding standards for the design and quality of our products to ensure longevity. We advocate for creative, timeless fashion, centred around a wardrobe of essential pieces designed and made to stand the test of time. That is why our collections feature a significant proportion of permanent and carried-over products, and the reason our products undergo extensive testing.

The additional information provided by LCAs enable us to advance our eco-design work, by incorporating reflections around product lifespan and **recyclability levels***.

Downstream, we aim to provide our customers with solutions to extend product life, in particular through a care and repair service that could be made available in-store.

ECO-LABELLING

At the same time, in order to gain a clear understanding of the impact of our design and production choices, we have partnered with Fairly Made to conduct lifecycle assessments (**LCAs***) of our products, allowing us to enhance traceability across the supply chain.

Starting with the Winter 2023 collection, this data collection work gives us an accurate and multi-criteria assessment for each item (except jewellery for which impact methodology is not yet available) while strengthening our relationship with our suppliers, both in terms of transparency and their indispensable cooperation.

As a consequence, we are able to provide so-called **environmental display*** for our products in store through QR codes on the labels. We plan to extend this initiative across all our distribution channels during 2024. Beyond anticipating future obligations under the AGECL Law, we see this new tool as a way of providing our customers with clearer information about our products, their manufacture and environmental impact.

TRAINING

To guide, raise the awareness of, train and support our employees in their key role within this movement, we have implemented dedicated reporting systems and internal guides for the Style and Production teams.

Our commitment to continuous improvement drives our ongoing research, monitoring of new innovations and our continued dynamic of cross-disciplinary team training.



	2023 results	objectives	ambitions
Maintain our dynamic in responsible sourcing, eco-design, certification, and low-impact production	42% of low-impact materials in products marketed in 2023 (except for the «Oui» bridalwear collection)	Increase the use of low-impact materials	Ensure an overall supply of sustainable materials with at least over half of our materials being low impact in 2025 and the following fibre targets by 2025: - 100% LWG-certified leather - 100% certified sustainably sourced viscose - 100% recycled polyester
	87% of non-synthetic materials in products marketed in 2023	At least 95% of non-synthetic materials (2025)	
	3/5 average recyclability for the references analysed by Fairly Made since the start of our partnership	Enhance recyclability	
		Increase durability: launch of a care and repair service	Increase, measure and showcase the durability of our products
Better understand the impact of our products and develop traceability across our supply chains to provide	69% of references have undergone LCA and have eco-labelling in accordance with the AGECE Loi AGECE.	- Increase the share of products having an LCA and eco-labelling - Global implementation of eco-labelling: integration of product sheets on the Web, communication and training for our employees	100% of the references subject to the AGECE Law have an LCA and eco-labelling in accordance with the AGECE Law

Traceability* : Improving the traceability of our products allows us to trace back through our supply chains and identify suppliers in tier 2 (production of fabrics), tier 3 (processing of raw materials) and tier 4 (production of raw materials).

Eco-Design* : During the design process, efforts to reduce a product's environmental footprint throughout its lifecycle (choice of materials, manufacture, quality and durability, ease of care, timelessness of use and end-of-life impact).

Low Impact* : Refers to materials that require fewer resources to create and cause less environmental damage compared to their traditional counterparts. This includes certified, organic and recycled alternative materials, as well as intrinsically sustainable materials such as linen.

Recyclability* : The ease with which the materials in a product can be transformed into new materials. It can be improved by removing recycling disruptors (buttons, zippers, etc.) and by prioritising mono-materials (a mixture of different fibres is harder to recycle due to the need to separate them).

LCAs* assess the environmental impacts of our products throughout their lifecycle.

Eco-labelling * will be made mandatory under the AGECE Law from January 2025.



THE VIEW OF OUR MISSION COMMITTEE

The committee's initial discussions revealed a consensus on the complexity of decisions concerning the choice of materials, with regard to:

- the multitude of factors to consider
- the individual assessment of each priority criteria
- the absence of official guidance on prioritisation

This underscores the need to proceed with a strategy of experimentation and continuous improvement.

topic	committee's opinion	comment from sessùn
Customer's place in the process	Question regarding the absence of any mentions of customers in the objective	This aspect of our mission is clearly dedicated to our customers as it takes into consideration their specific expectations and was formulated after consulting with them
Eco-labelling	While highly positive, the system would benefit from being more intuitive with more guidance provided to customers on how to interpret it	This analysis strengthens our commitment to our ongoing projects aimed at integrating eco-labelling on our e-commerce site, enhancing our FAQs and providing a comprehensive care guide
	Sessùn could work on enhancing traceability and conducting LCAs for products not covered by the AGEC Law, such as jewellery and packaging	While we hoped to test this already, our partner Fairly Made is currently unable to support us in this endeavour
Low-impact materials	Although the company's definition of «low impact» is distinctive and very strict, it should be clearly explained (in a glossary, perhaps)	It is understood that we will maintain momentum in our transition, improve our communication around the issue and clarify the concepts involved
	Achieving an annual proportion exceeding the symbolic threshold of 50% would be more impactful, as would calculations extending to the accessories used in our products (buttons, zippers, etc.)	The next step is to work on eco-design and recyclability early in the design process, particularly for supplies and accessories (buttons, zippers, etc.) the sourcing and impact of which are not yet fully managed
Care & repair service	This initiative can only be encouraged, even if its relevance to different customers may vary based on educational and cultural factors.	This project is still in its early stages, but we will soon have a clearer understanding of how it could work in the long term, customer perception and how it could be implemented. Initial feedback will determine how the service evolves
	To take it even further would require significant communication, and maybe even full coverage of the associated	



” This objective resonates deeply with me and aligns with my own approach of eco-responsible consumption. To me, Sessùn stands out for its willingness to question its practices and embrace a more sustainable approach. ”

Françoise MOULIN



OBJECTIVE 2

Promote craftsmanship, artistic professions and textile know-how

Sessùn's story is very closely interwoven with art and craftsmanship. From the outset, by nurturing a profound love for beauty, know-how, cultural nuances and creativity in all its forms, we have consistently celebrated the authenticity and irreplaceable value of all things handmade. Just as our collections draw inspiration from artists and artisans, their work is profoundly infused into our entire creative process, the layout of our stores and our developmental choices.

IN OUR SUPPORT INITIATIVES

Building on this approach and driven by the desire to further increase the reach of creators every day, we have structured and implemented specific support and promotion programmes for the benefit of artists and artisans:

- **Floraison Créative**, a travelling exhibition project which gives five artisans and designers carte blanche to create freely around a theme.
- **The Sessùn Craft Prize**, an international design competition open to young designers, rewarding projects based on their creativity, feasibility, eco-responsibility and functionality.
- **Les Jolies Rencontres**, portraits of artists and artisans highlighting their approach and their practice in order to display their know-how and bring them visibility across our various platforms.

*Floraison Créative translates as Flourishing Creativity.
Les Jolies Rencontres translates as Inspiring Encounters.*

IN OUR COLLECTIONS

We entrust the manufacturing of our designs to partners based on their know-how, sometimes even refusing to diversify our production locations when only a single supplier possesses the requisite skills to make a particular product. Likewise, we are committed to small-scale structures and family-run businesses, seeking to showcase them through the manufacture of specific designs that require their specialist expertise.

Fabrics also receive special attention as they reflect our stylistic approach, our focus on quality and the care we take in selecting our suppliers. We aim to increase the proportion of European fabrics used in our custom-made products, while working to further support French know-how, enhance its development and transmission. We share this information with our customers wherever we can, on our product sheets and also via eco-labelling.

IN OUR STORES AND IN A DEDICATED VENUE

When we create our stores and concessions, and this also applies to our head-quarters, our aim is to design beautiful settings that reflect our art de vivre. Our spaces are intentionally atypical, designed as warm, welcoming places where visitors come to shop for an outfit but also to find inspiration. We make a point of preserving the specific historical features of each site and enhancing local cultural heritage. Each site is fitted out in collaboration with architects, designers, cabinetmakers, artists, and above all professional craftsmen and women

In 2019, we inaugurated a space dedicated to creation in all its forms – artisanal, artistic, culinary and cultural – as well as to sharing and encounters:

Sessùn Alma.

There, we present a curated selection of meticulously sourced arts and crafts pieces, books, collaborations and limited series, in an endeavour to shine a light on passionate artisans and emerging talents. This is also where we organise most of our workshops devoted to sharing and passing on know-how. Such special moments that foster inspiring encounters, while enhancing accessibility to culture and craftsmanship.

To extend the promotion and availability of these works, we have made a selection of the curated pieces available in some of our French and Spanish shops, as well as on our website.

MEASURING THE IMPACT OF OUR ACTIONS

In order to understand the positive outcomes of our promotion and support initiatives, and identify areas for improvement, we have implemented dedicated reporting to track several key indicators, including creator satisfaction, improvements in their visibility, the number of people who have had access to their know-how, the number of groups, artists and artisans supported, etc.

We also carry out quantified monitoring of items incorporating specific know-how in their production (embroidery, patchwork, handmade techniques, etc.) referred to as "Made in Savoir-Faire" (savoir-faire is know-how or expertise in French).



	2023 results	objectives	ambitions
Provide visibility and support to artists and craftsmen, promote know-how and measure positive impact	16 craft workshops organised in 2023 (6 of which took place at our headquarters and 10 at Alma)	Open up the organisation of craft workshops to venues other than Sessùn Alma and our headquarters	<ul style="list-style-type: none"> - Establish even more partnerships and collaborations with artists and artisans while more accurately measuring the positive impact generated by these projects - Develop a formalised societal commitment to promote and support textile know-how
	Cumulative social reach of nearly 6 million provided to artisans and artists	Continue our actions and improve indicator monitoring while increasing the number of beneficiaries	
	103 artists/artisans have benefited from our curation offer	Enhance impact measurement	
Support and promote textile know-how through our collections	15% of our custom-made products are made from fabrics Made in France	Increase the share of fabrics Made in France used in custom-made products	<ul style="list-style-type: none"> - Play a role in strengthening the local economic fabric (France, Europe, Mediterranean) - Participate in the development/preservation of local textile know-how (France, Europe, Mediterranean)
	31% of products marketed in 2023 were made in Europe	Increase the proportion of collections made by European manufacturers	
	61% of our 2023 turnover was generated from the sale of products made from know-how («Made in savoir-faire»: incorporating materials produced using specific textile know-how, or whose manufacture requires artisanal expertise or reflects a particular form of know-how)	Increase the proportion of Made in Savoir-Faire and continue our showcasing efforts	



THE VIEW OF OUR MISSION COMMITTEE

This objective prompted much discussion within the committee, particularly regarding the notion of promoting craftsmanship and the specific interest shown in French know-how. Committee members feel that it is essential to revitalise the company's role in putting the local industrial heritage [back] in the spotlight. However, they also emphasised that the French context, despite its richness, poses external challenges to the brand's ambitions. It does not allow for sufficient diversification and innovation in the textile sector and lacks the support of an active industry-specific association.

topic	committee's opinion	comment from sessùn
Sessùn Alma	Sessùn Alma is perfectly aligned with Sessùn's DNA. It holds great worth for its visitors, and for artists and artisans, being a unique vector of visibility and a space where valued new creators can be discovered.	
Store design	The choice of materials and the thoughtful approach to showcasing heritage and collaborations with local artisans adds special value to the stores.	Indeed, our ambition is to better structure these actions in order to further share and showcase them. We are also working on a real long-term commitment project that would be implemented on a much larger scale and fully embody our support for know-how and craftsmanship.
	However, this approach and all our efforts would benefit from being further clarified, highlighted and communicated to visitors so that they can discover the artists and artisans and elements showcasing local know-how in greater detail.	
Floraison Créative et le Sessùn Craft Prize	These two projects are very positive and reinforce the company's commitment to supporting creation, although they are less accessible to customers and the general public.	
Made in Savoir-Faire vs. Made in Local	These two ambitions do not always seem compatible and perhaps need to be reformulated in order for Sessùn to play a specific role in the revitalisation of either textile sectors, or know-how on a French or even Mediterranean scale (or even aspire to in-source more upscale local manufacturing for part of production?).	
Engagement sociétal structuré sur l'artisanat et les savoir-faire textiles	There appears to be a real, coherent project to be defined in these domains in order to provide lasting support that aligns with Sessùn's activity and DNA.	



” **The brand's commitment to associations like the Maison des Femmes is honourable but it would be more coherent for Sessùn to support associations that work to promote know-how and craftsmanship.** ”

Caroline PERDRIX



OBJECTIVE 3

Manage our consumption and engage our employees in ecological causes

The brand's commitment is based on conscious decisions guided by the desire to always do the best we can, but above all to do better. That is the philosophy guiding us in our perception of our role as a Mission-Driven Company. We want to transform our mission into a real culture that runs through all our activities. That involves applying these guidelines to the way our very structure operates, but also assuming the role of an example to and educator of our teams.

CARBON FOOTPRINT

We believe it essential to understand the impact we have. It is a prerequisite to implementing solutions aimed at reducing our impact and that is why for three years now we have been measuring our annual **carbon footprint***. This initiative allows us to identify the highest emitting activities. We can then develop responses and take action to effectively reduce our emissions, on each of our **scopes***.

One particular way in which we are reducing our carbon footprint is by pursuing a policy of prioritising the transport of our goods by sea or land, using air freight for only 11% of our logistics requirements.

EMPLOYEE ENGAGEMENT

We believe that Sessùn's impact as a company is actually the sum of all the collective and individual actions put together. It is therefore essential to involve our employees in our commitments, by offering them effective ways to develop their awareness, receive training and act.

To do this, we incorporate awareness-raising opportunities into the different stages of the employee journey (integration, seminars) and via regular internal communication on the subject. The objective is to allow each department to implement best practices and contribute to the company's mission.

To take this even further, we have given all our employees access to the **Vendredi*** commitment platform, in order to share awareness programmes covering a wide variety of social and environmental topics (energy conservation, disability, gender equality, etc.). The platform also makes it easier to take action, by connecting our employees with associations that can provide opportunities for willing participants to commit some of their free time. Starting in 2024, we are initiating **commitment credits*** which will make it possible for employees to carry out voluntary work during their working hours.

OUR CONSUMPTION

One of our priority projects is the measurement, reduction and management of our water and energy consumption, as well as the volume of waste we produce, while taking into consideration the specificities and constraints inherent in each operation, whether that involves our headquarters, or our stores located in France and elsewhere in Europe. We have already chosen to power our network of French stores via Enercoop (a renewable energy supplier). We are also pursuing the transition to renewable energies in other countries.

At our head office, we have established a partnership with a specialised structure promoting social inclusion for the management of our waste, which is sorted and recycled. In terms of textile waste, for years now we have been entrusting our defective and unsold products to a recycling professional who transforms them for reuse in other sectors.

THE COMITÉ COLLINE

We wanted to leverage our status as a Mission-Driven Company to harness our collective strength and achieve immediate tangible and operational impact. To accomplish this, we established an internal committee whose role is to foster unity around our statutory objectives by proposing ways to incorporate them into our daily operations. **The Comité Colline**, which comprises 3 head office employees and 3 store employees who volunteered for the role, assisted by the HR and CSR managers who are permanent members, is the company's first ever collaborative committee. Through brainstorming workshops, its members develop and implement tailored actions for each job type, thereby empowering every employee to actively participate in our Mission-Driven Company initiative.



	2023 results	objectives	ambitions
Measuring, managing and reducing our impacts in terms of water, energy, waste and carbon emissions	We consumed nearly 500,000 kWh in 2023, 84% of which was from renewable sources	<ul style="list-style-type: none"> - Implementation of reliable and consolidated reporting with monitoring of indicators across a broader area (headquarters, retail, France, abroad) - Reduce and manage consumption to make progress towards the established reduction targets 	Definition of a decarbonisation strategy aligned with the Science Based Targets (SBT)*
	We reduced our GHG emissions by 5% between 2021 and 2022 across the three scopes (-17% in carbon intensity, i.e. relative to annual turnover)		
	We reduced our GHG emissions on scope 3 by 5% between 2021 and 2022		
	We consumed nearly 1,600 m3 of water in 2023		
	We generated 78 tonnes of waste, 48% of which was recycled		
The three tonnes of textile waste generated in 2023 was 100% recycled			
Raising awareness and increasing employee engagement	2 two-hour Comité Colline workshops (on 6/07/2023 and	Maintain the pace of Comité Colline workshops and implement resulting actions	Foster an internal CSR culture
	13% of employees registered on the Friday platform completed awareness-raising challenges (117 challenges completed)	<ul style="list-style-type: none"> - Continue awareness-raising campaigns (responsible digital practices, energy efficiency, etc.) - CSR training for employees 	

Carbon footprint* : A way to calculate and monitor the quantity of greenhouse gases emitted by an organisation as a result of its activities. Greenhouse gas emissions are categorised into 3 scopes.

Scopes* : We measure our carbon footprint across three scopes following GHG Protocol standards. Scope 1 covers the company's direct emissions, scope 2 includes indirect emissions from energy consumption and scope 3 accounts for emissions related to operations upstream and downstream, as well as support activities.

Vendredi (Friday in English)* : A «commitment» platform that connects employees with associations, allowing them to carry out «missions». It also offers gamified thematic awareness programmes.

Commitment credit* : Also called "skills sponsorship", the commitment credit is an employee benefit allowing them to volunteer for [charitable] associations during working hours.

Science-Based Targets* : These help companies in setting carbon reduction targets and trajectories consistent with the Paris Agreement and aligned with scientific recommendations.



THE VIEW OF OUR MISSION COMMITTEE

For the committee, this objective underscores a significant challenge, and not an easy one: that of harmonising practices between our headquarters and our stores (especially those located in countries with different norms). It is agreed that the initial focus should be on establishing the framework, before proceeding with gradual and progressive implementation:

- Year 1: Starting point (setting up the means, conditions, tools and indicators) and awareness-raising
- Year 2: Reference year for assessment, measurement and setting more precise goals while initiating implementation
- In subsequent years, we will be able to measure changes in impacts compared to the reference year

topic	committee's opinion	comment from sessùn
Importance of employees	There is no doubt that employees are central to this policy because without their involvement and changes in their behaviour, progress cannot be made. It is therefore essential that everyone has a clear understanding of the initiative as a whole, of the company's commitment, and how each individual can participate and contribute to achieving the goals, at their own level.	One of our priorities in 2024 is indeed the implementation of consolidated reporting in order to have a comprehensive and precise overview that will serve as a reference base going forward. We consider this first step as essential in implementing our actions in a structured, consistent and sustainable manner for the years ahead.
«Levers» of engagement	Several «levers» can be utilised to get people on board and encourage a unified approach: - internal and external communication (or the art of telling the story of our actions and the manner in which we lead the way) - reporting tools with indicators that evolve as the project «matures» over time - awareness-raising geared towards all the different profiles, boosted by multiple highlights, aimed at creating a true culture of commitment <i>Make a conscious effort to remain consistent, especially in the context of Vendredi where there is a risk of the various themes becoming fragmented.</i>	Since this statutory objective expresses the essence of the pivotal role played by employee engagement in the growth of Sessùn as a Mission-Driven Company, raising awareness and internal communication are the two strategic pillars we need to secure in 2024.
Consumption and waste	It is important to consider overproduction when addressing the issue of textile waste. We need to equip ourselves with the means to analyse both the quantities produced and unsold items (by category and reference) with the aim of producing more accurately and streamlining procurement. That may involve enhancing efforts to sell existing stock and increasing the desirability of items.	We fully endorse the committee's recommendations. Reflection and action on streamlining our product offering, procurement, and sales are already in progress.
	To further enhance this objective, it would be relevant to incorporate the issue of preserving resources and biodiversity.	



” To launch a true impact trajectory requires mobilisation. Inspiring engagement and arousing interest without imposing constraint is indeed an art. ”

Sarah CORNE

” It takes global comprehensive understanding, which is why internal communication is vital in ensuring our actions are understood, rallying everyone, educating them, understanding each person's contribution, the Hummingbird Effect. What matters is taking that step (for beauty lies in the journey). ”

Guillaume VIGOUROUX



OBJECTIVE 4

Share our values and best practices with our suppliers

When we commit to working with a particular supplier, it is a deliberate choice. Above all, we seek partners who prioritise quality, commitment and production conditions and who possess the specific know-how required to accurately and expertly produce the styles we design. Together, we aim to drive forward industry practices in order to address all the challenges presented by the current context, whether they are social, economic or environmental.

GEOGRAPHICAL DISTRIBUTION

We have been monitoring the geographical distribution of our production sites for several years and we make this information transparent on our website. We select our suppliers based on their know-how, which is often tied to local textile traditions or longstanding industries. That is why we continue to maintain part of our production in China and India, despite the distances involved, because we entrust the work to partners with whom we have developed trusted relationships and who possess unmatched expertise.

TRACEABILITY

In addition, the traceability project we are conducting with **Fairly Made** helps us to strengthen our relationships and cooperation with our suppliers, by relying on their collaboration in sharing information. The higher the quality of data collected, the more effectively it enables traceability throughout our supply chains. This allows us to identify an increasing number of suppliers within our ecosystem, including those involved in the manufacture, breeding and cultivation of raw materials.

HISTORICAL SUPPLIERS

We aim to promote long-term partnerships because we are committed to fostering and maintaining sustainable and equitable relationships with our suppliers. We are also mindful of the economic impact we can have on them. For this reason we have implemented monitoring indicators to track the proportion of our products manufactured by what we refer to as our **«historical suppliers»**, partners with whom we have been working for more than 10 years, and sometimes even longer.

AUDITS

One of the prerequisites for making progress on common practices is to have clear and precise knowledge of the actual production conditions of our products. We can then be in a position to engage our suppliers in a process of continuous improvement. In addition to regular visits by our teams, we pursue a comprehensive and structured **audit*** policy.

Nous avons renforcé cette démarche en devenant membre de l'**ICS*** en 2020 et en adoptant leurs standards, considérés comme les plus exigeants du secteur. Grâce à la plateforme ICS qui permet aux membres de collaborer avec des outils partagés et de mutualiser les audits, nous contribuons à réduire les sollicitations inutiles auprès de nos partenaires. La plateforme nous permet aussi d'accompagner les usines auditées à travers leur plan d'action correctif, en les guidant dans la mise en place de bonnes pratiques. Pour aller plus loin, nous souhaitons explorer l'outil de **checklist environnementale*** de l'ICS qui permet de recenser et de vérifier les pratiques environnementales au sein de nos usines partenaires.

ETHICS CHARTER

The foundation of all our partnerships is the co-signing of our **Ethics Charter***, which aims to frame practices by sharing our vision and expectations with our partners, while guiding them and supporting improvements in their practices. It encompasses our social requirements (respect for human rights, working conditions, prohibition of illegal and dangerous practices) as well as our expectations regarding environmental practices (waste, energy and effluent management).

This framework will be enhanced in 2024 with an updated version of the supplier specifications, transitioning from a primarily technical document to a tool incorporating a broader range of social and ecological best practices.



	2023 results	objectives	ambitions
Maintain the momentum of supplier audits and enhance the traceability and mapping of our value chains	75% of suppliers audited in 2023	<ul style="list-style-type: none"> - Implementation of reliable reporting - Priority audit plan for Tier 1 suppliers - Launch of Tier 2 supplier audits - Mapping via the ICS 	Audit 100% of our Tier 1 suppliers and Tier 2 suppliers of custom-made products
	2.6/5 average traceability score (no updates available yet)	Strengthen supplier involvement in work on traceability and data collection with Fairly Made	
Maintain fair and lasting relationships with our suppliers while supporting their efforts to improve their social and environmental performance levels	92% of our suppliers have signed the ethics charter	<ul style="list-style-type: none"> - Distribution of the new supplier specifications - Reporting % of supplier specifications signed 	Environmental audits of Tier 1 suppliers of our permanent finishes
	51% of the products marketed in 2023 were made by historical suppliers	Historical supplier and new supplier reporting	
	Launch of the first environmental checklists	Campaign around ICS environmental checklists and monitoring of their completion	

Audit* : Factory compliance assessment carried out by a third party. Currently, we perform social audits to evaluate our partner's performance in areas such as health & safety, remuneration, human rights, etc.

ICS* : The Initiative for Compliance and Sustainability is a cross-sector initiative aimed at improving working conditions and setting the industry's highest auditing standards.

Ethics Charter* : Clearly communicates to both suppliers and employees the fundamental principles that we follow as we develop our business.

ICS environmental checklist* : A tool used to gather environmental data from factories (water + energy consumption, waste management and carbon emissions).

Historical suppliers* : Partners with whom we have been collaborating for more than 10 years



THE VIEW OF OUR MISSION COMMITTEE

Since one of our historical suppliers and the Audit Manager of Galeries Lafayette are both members of the mission committee, we have been enlightened by the viewpoints of both a direct partner and a brand that faces the same issues as we do.

topic	committee's opinion	comment from sessùn
Audits and traceability	<p>Social audits of Tier 1 suppliers have been carried out according to ICS standards and the prioritisation plan established for them has proved effective over successive collections. Conducting audits of Tier 2 suppliers will, however, prove much more complicated, given that Sessùn carries a lot less weight with those suppliers, making it harder to impose checks. It would seem more realistic to revise our ambitions and prioritise direct suppliers.</p>	<p>The committee's vision seemed very apposite and allowed us to refine our audit strategy, making it more constructive and realistic.</p> <p>Based on our discussions, it was decided that Tier 2 supplier social audits would initially focus only on those suppliers involved in the production of our custom-made products, prioritised by economic weight. Similarly, in line with the committee's recommendations, it was determined that the environmental audit plan would prioritise the sites that produce our permanent items.</p>
	<p>Environmental audits are still not widespread in the industry and tend to be conducted only by large groups. Although they are an excellent tool, we should adjust our ambitions, even if that means only covering one specific product category for the moment. Using the ICS environmental checklist can, in fact, be an efficient, and sufficient, way of making an initial assessment.</p>	
	<p>Eventually, it would be logical for social audits to be a prerequisite for any new procurement launch, so that checks and traceability are ensured upstream.</p>	
	<p>More generally, since Sessùn is actively working on selecting its materials to reduce their impact, more should be done to involve suppliers in this process, by communicating our requirements more formally and regularly.</p>	
Relationships and support	<p>It is undeniable that that Sessùn attaches great importance to maintaining quality, fair and enduring relationships with its suppliers. However, the monitoring indicator for historical suppliers may not be entirely appropriate, since it is subject to the impact of choices made to mitigate supply risks. Despite Sessùn continuing to maintain the same volume levels with its historical suppliers, the overall increase in production quantities and the inclusion of new suppliers may suggest a decline in these strong partnerships, despite their significance</p>	<p>This is indeed a significant point because it highlights the challenge for the company to develop an indicator that accurately reflect its efforts to maintain long-term partnerships with suppliers, amid an increasingly complex procurement landscape. Currently, it is still worth measuring the share of collections produced by our historical suppliers - despite the graph not fully conveying all the positive aspects. It is also important to closely monitor how this proportion changes in relation to the introduction of new partners.</p>



” Working on improving the environmental impact of the industry requires a joint effort and it is essential for everyone to get involved at their own level. It is the collective effort that will truly make a difference. ”

Wennassa GHERBOUDJ



IV. outlook & orientations

This report marks the conclusion of our first year as a Mission-Driven Company and reinforces our commitment to continue on this fertile, structuring and deeply enriching path.

Discussions with the mission committee helped to nourish our reflections, broaden our perspectives, adjust our ambitions, and refocus our attention on essential points. The synergy created is a testament to the fundamental role played by the committee in supporting Sessùn's initiative, both in terms of strategic and purely operational aspects.

The richness of dialogue, the diversity of perspectives, the accurate understanding of the issues at hand and the depth of human connection also affirm our confidence in the quality of the committee's composition and the relevance of its chosen members. We feel supported, guided, energised and empowered to lead, implement and nurture a demanding yet coherent mission model. And this is despite the limited time we were able to devote to discussions during this year, our first.

Guided by our *raison d'être*, we consider that becoming a Mission-Driven Company is an integral part of our commitment to continuous improvement and our ongoing pursuit of a more sustainable business model. We continue to learn and evolve through collaborative engagement with our stakeholders, both internal and external, who provide valuable insights, perspectives and expectations on many subjects.

This first year, marked by the in-depth structuring of our mission model, centres around the transition to the next stage, allocating resources and implementing the means necessary to gradually accelerate our achievements in the future.

Our roadmap is clear: Follow the action plan defined for each objective, specify indicator measurements and continue engaging with our committees, uniting the whole company and its ecosystem around the commitment to always do our best and the unwavering desire to do better.

Because what truly matters is not just reaching our goals, but the process itself – the questioning, encounters and projects, learning from our failures and sharing our successes – that marks our journey and helps us grow every day.



LA BEAUTÉ
EST DANS
LE DÉTAIL

sessùn