



CHARGEURS

CHARGEURS GROUP CORPORATE STATEMENT

MODERN SLAVERY STATEMENT

2021



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Introduction

The Chargeurs Group has always been and will remain to be, committed to treating everyone in its business with dignity and respect.

Modern slavery is completely unacceptable in our business and supply chain. We have a great responsibility to protect and respect human rights for all in our operations. We welcome the increase in global legislations on mandatory human rights due diligence as we see the great value in public accountability for businesses across all sectors.

In this second Chargeurs Group Modern Slavery Statement, in accordance with Section 54 of the UK Modern Slavery Act 2015, we will summarise our work in supply chain due diligence and remedy in the year 2021 and what we plan to do in the year 2022 to increase our impact.



This statement was approved and signed by Michael Fribourg Chairman and Chief Executive Officer of Chargeurs Group. This statement was also signed and approved by Joelle Fabre-Hoffmeister, Secretary General of Chargeurs on 30th June 2022. This statement sets out the steps taken by the Chargeurs Group during the financial year ending December 2021.

“
The Chargeurs Group is dedicated to fight against all forms of Modern Slavery and to implement actions that strengthen the respect of fundamental rights across all our value chain, in particular by providing adequate training to our teams
”

Joelle Fabre-Hoffmeister,
Secretary General

“
We are working with our suppliers to increase our human rights due diligence across our supply chain. We are committed to ensuring the workers in our value chain are protected and respected.
”

Gianluca Tanzi
CEO
Chargeurs PCC & Chargeurs Luxury Materials

ABOUT THE Chargeurs Group

Chargeurs is a world leader in bespoke industrial services operating in niche markets and offering integrated, high value-added solutions to its B2B and B2C customers.

Active in 5 continents with nearly 2,500 employees, the Group, whose global signature is "High Emotion Technology[®]", develops its technological expertise across a range of sectors, including premium materials protection, fashion and luxury goods, museography, and health and well-being. Whether by protecting premium surfaces, enhancing textile structure and comfort, developing sustainable supply chains for wool, offering unique visitor experiences or protecting your health and well-being, Chargeurs creates value in each of its markets by constantly pushing their boundaries. Chargeurs' solutions are designed to meet the environmental and societal challenges faced by our planet to enhance customer performance and support us in our daily lives.



150
years
OF HISTORY

€736.6 m
2021 REVENUE


CSR PROGRAM

25

EMPLOYEES ACTIVE
IN THE BUSINESS LINES,
LEADING THE GROUP'S
UNIFYING APPROACH

ACTIVE IN
5
CONTINENTS

NEARLY
2,500
EMPLOYEES

22
PRODUCTION FACILITIES

16
DESIGN OFFICES
AND LABORATORIES

Chargeurs



OF ENTREPRENEURIAL SPIRIT

— FOUR
MAIN FAMILY
SHAREHOLDERS
IN 150 YEARS —

THE VIGNAL FAMILY

In 1872, Jules Vignal, a banker based in Le Havre (northern France), founds a steamship company, Chargeurs Réunis, anticipating the boom in maritime goods transport.

THE FABRE FAMILY

In 1927, the Fabre family acquires a majority stake in Chargeurs Réunis. The Group remains under the control of the Fabres until it is taken over by Jérôme Seydoux.

— A HISTORY
SPANNING
THREE
CENTURIES —

— 1872 • 1940

CREATION OF A GLOBAL GROUP

The Compagnie des Chargeurs Réunis operates the first regular maritime services between France and Latin America, followed by services between France and its empire in Africa and Asia. In the ensuing years, the Group responds to external crises with bravery and boldness. During the First World War, the Group contributes substantially to the war effort, with all its ships being requisitioned to transport and supply troops.

— 1940 • 1980

CHARGEURS RÉUNIS EXPANDS ACROSS THE WORLD

Anticipating the container revolution that would revolutionize the freight sector, Chargeurs Réunis invests in upstream and downstream freight companies to control the supply chain of maritime, air and land transport. It also diversifies in the tourism, cruise and air transport sectors. In 1963, Chargeurs Réunis creates Union des Transport Aériens (UTA), which goes on to become the sole private French long-haul flight company.

75
businesses
in

150 years of
history





4 core values

**Reliability/Passion
Commitment/Boldness**

THE SEYDOUX FAMILY

In 1981, the Group changes family and takes a new strategic direction with the strengthening of the textile and media businesses and the discontinuation of the long-standing maritime and air transport activities.

THE FRIBOURG FAMILY

In 2015, Michaël Fribourg acquires Jérôme Seydoux's equity interest via Columbus Holding, a company Mr. Fribourg controls. This makes Michaël Fribourg the fourth main shareholder in Chargeurs' history. He extends the Group's history by modernizing its business lines, expanding their global leadership while launching new business activities.

— 1980 • 1990

DIVERSIFICATION INTO TEXTILES, MEDIA AND INDUSTRY

Jérôme Seydoux, a French captain of industry and the largest shareholder in Pricel, one of Europe's leading textile groups, acquires a controlling stake in Chargeurs Réunis, which merges with Pricel. Chargeurs then acquires the Prouvost wool group and diversifies into media by taking over Pathé, investing in BSKyB, creating the La Cinq television station, and purchasing the *Libération* newspaper. These investments are financed by the disposal of the maritime, air and overland transportation businesses.



— 1996 • 2014

REFOCUSING ON SPECIALTY MATERIALS

In 1996, Jérôme separates the manufacturing businesses from the media empire in what would become France's first spin-off transaction. Retaining its lead shareholders, Jérôme Seydoux and Eduardo Malone, Chargeurs strategically refocuses on high value-added technical businesses where it holds global leadership positions.



— SINCE 2015

CHARGEURS BECOMES A CHAMPION OF INDUSTRIAL LUXURY

As the new main shareholder, the Fribourg family Group makes Chargeurs into a champion of niche industries, accelerating the Group's growth.



- 2016 • The Chargeurs share joins the B compartment of Euronext Paris
- 2017 • Launch of the **Game Changer operational optimization program**
- 2018 • Acquisitions of Leach and PCC Interlining
- 2019 • Launch of the new 4.0 production line at CPF
- 2020 • Creation of two new business lines: Chargeurs Museum Solutions and Chargeurs Healthcare Solutions
- 2021 • Deployment of the **Leap Forward 2025 strategic development program**

OUR Businesses

CHARGEURS PCC FASHION TECHNOLOGIES

Chargeurs PCC Fashion Technologies (CFT-PCC) is the global leader in the manufacture and supply of interlining to the major international brands within the apparel and textile industry. Interlining is a technical fabric which gives garments structure and shape.



Chargeurs Protective Films (CPF) is the world leader in the design, development, and sale of temporary surface protection tapes. The division offers a range of high-performance products to protect high-end goods, furniture, appliances, and the construction industry. Brands within this division include Novacel, Boston Tapes, Main Tape, Novacel Performance Coatings, Omma, and Walco.



Chargeurs Museum Solutions (CMS) has become the world's leading supplier of turnkey solutions for museum-quality exhibit services. CMS is composed of an industrial division, Senfa, which specializes in functionalizing technical textiles, and Chargeurs Creative Collection, the global standard-setter in museum services.



Chargeurs Luxury Materials NATIVA™ (CLM) brings a global solution of traceability, transparency and sustainability for supply chain partners and end brands. This traceability is enabled by certifications at farm and industry level, through the NATIVA™ protocol, with high standards of animal welfare, land management and Corporate Social Responsibility. Besides traceable & certified wool, backed by Blockchain Technology, they developed an integral recycling solution for full circularity, as well as offering wool from regenerative farming. NATIVA™ created 360° solutions to help Brands become motors of change in the industry by becoming accountable for their own impact in the environment.



Lainiere Santé™

Chargeurs Healthcare Solutions (CHS) designs high-technology healthcare and personal protective equipment. This division develops technical solutions for health and PPE sectors. The division manufactures and sources a range of products including hydro alcoholic gels, reusable face masks, and surgical gowns.



OUR Governance



The **Chargeurs Group CSR Strategy** is led by the **General Secretary**. The Chargeurs Group CSR activities are reported to the General Secretary through the **Chargeurs Group CSR Committee**.

The **Chargeurs Group CSR Committee** meet monthly and are comprised of members of each business. They are responsible for managing the risk in the supply chain and for monitoring our supplier's adherence to the Group **Code of Conduct** from which our CSR activities are based.

The Chargeurs Ethics Committee is a separate impartial group of 3 members (outside the group and independent) that monitors whistleblowing cases. Referring to the Group Code of Conduct, this committee's responsibilities include:

- Defining and recommending the governance and ethics practices for the group.
- Overseeing and verifying the proper implementation of the Code of Conduct.
- Providing an advisory opinion on any situation that may violate the Code of Conduct.
- Investigating violations reported through the whistleblowing system and deciding what action needs to be taken: closing the case, adopting appropriate corrective measures, or initiating disciplinary and/or legal proceedings.



Each year, an independent rating agency, Ethifinance (GAIA Rating), specialized in SMEs and medium-sized companies, analyses and assesses the Group's ESG performance. This provides us with an external and independent point of view on our performance and drives us to continue to challenge ourselves to adopt a more ambitious approach.



United Nations
Global Compact

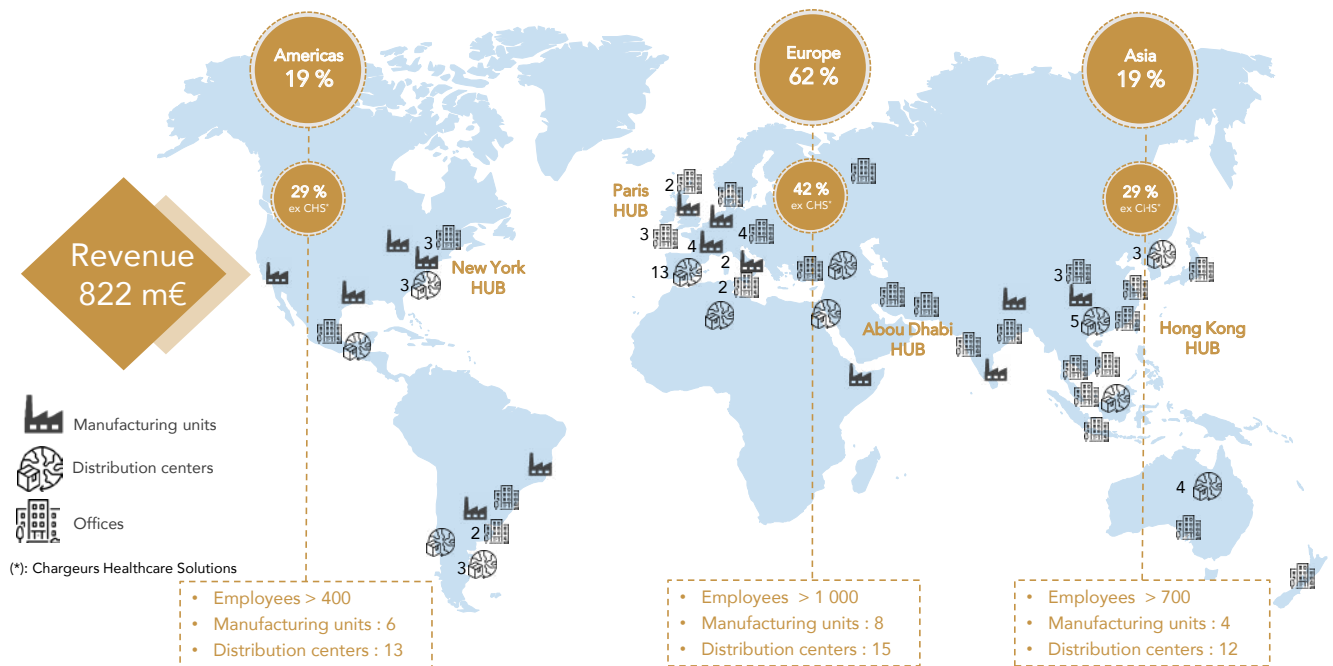
As members of the UN Global Compact, we publish annual communications on progress regarding our activities based on the four pillars of human rights, labor standards and anti-corruption principles.

These reports give our stakeholders the opportunity to review our annual progress against the Sustainable Development Goals. In particular relation to modern slavery, we report against our actions according to SDG No.8; Decent Work and Economic Growth.

OUR Supply Chain

In total the Chargeurs Group has globally

Geographic location of our facilities and part of turnover



In total, the Chargeurs Group has globally

14 IN **9** AND **3072**
 owned factories countries third party suppliers

OUR Policies

As members of the UN Global Compact since 2017, we are aligned with the four pillars of human rights, labour standards, environmental and anti-corruption policies regarding the United Nations Guiding Principles of Human Rights. We are committed to:

1. Support and respect the protection of internationally proclaimed human rights.
2. Ensure we are not complicit in human rights abuses.
3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Uphold the elimination of all forms of forced and compulsory labour.
5. Uphold the effective abolition of child labour.
6. Uphold the elimination of discrimination in respect of employment and occupation.
7. Support a precautionary approach to environmental challenges.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.
10. Work against corruption in all its forms, including extortion and bribery.

The Chargeurs Group code of conduct sets out our commitments to several international human rights standards currently in force, including:

1. The Universal Declaration of Human Rights.
2. The United Nations (UN) Global Compact.
3. The United Nations Guiding Principles on Business and Human Rights.
4. The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.
5. The International Labour Organization (ILO) Conventions

The Chargeurs Group Responsible Purchasing Charter sets out these commitments and extends them to all the suppliers in our supply chain. Our suppliers confirm their own commitments to human rights by implementing the charter to their business.

A whistleblowing mechanism is available within the Charter whereby suppliers can confidentially contact us to report any violations.

OUR Due Diligence

We use SMETA audit methodology and independent auditors to assess the working conditions in our supply chain. We then use the Sedex system to monitor the remediation progress in each of the facilities we audit.

The combination of these systems, as well as regular factory visits, is the basis of our due diligence in the supply chain.



A Sedex Members Ethical Trade Audit is prepared against the Ethical Trading Initiative base code, which is based on the ILO conventions of decent work, and local law. The audit reviews a facilities performance against the ETI base code and requirements of the local law and reports on non-compliances, observations and good examples of the working conditions.

Auditors review records of the workers on site, tour the facility including dormitories, and conduct interviews with workers and management separately in order to build an accurate picture of the conditions in the factory. Records are also checked including recruitment process records to flag any modern slavery indicators.

In the financial year ending December 2021 the Chargeurs Group independently audited 32 facilities including owned sites.

In the year 2021 no forced labour indicators were found during the audit process.

In terms of identifying modern slavery risks we are aware that audits alone are not the answer. We are developing strategies and training so that we are better equipped to locate the issues and remediate them.

Review And Next Steps

IN 2022

THE CHARGEURS GROUP COMMITS TO :

Increase modern slavery training across the business

Increase the scope of independent auditing in our supply chain



CHARGEURS

CHARGEURS PCC
FASHION
TECHNOLOGIES

CHARGEURS
PROTECTIVE
FILMS

CHARGEURS
MUSEUM
SOLUTIONS

CHARGEURS
LUXURY MATERIALS
NATIVA™

CHARGEURS
HEALTHCARE
SOLUTIONS