

CSR

CHARTER 09/2022



“ Cawé aims to be a **responsible business** which applies and promotes principles and values founded on **respect for human rights and preservation of the environment**.

These principles are structured in part by existing laws and regulations, and where this is the case, Cawé complies with them strictly.

Cawé also supports the values that underpin such regulations. It therefore seeks to act and take initiatives that go beyond regulatory requirements and be a **leader and driver** of CSR in a global sense.

We follow this CSR approach **in full transparency** with all our stakeholders. ”

Marc Ackermann, Director



SOCIAL

Work for the **welfare** of our staff in **France and Tunisia**



SOCIETAL

Contribute to thriving **local life** and **welfare in the community** at large



ENVIRONMENT

Improve our environmental impact and seek **positive solutions for the future**



RESPONSIBLE BUSINESS

Work with **business partners** who share and promote our **social, societal and environmental values**

2015

2020

2025

2030



SOCIAL



SOCIETAL



ENVIRONMENT



RESPONSIBLE BUSINESS



COMMUNITY

As an SME, Cawé takes pride in creating a **good working atmosphere** among employees in the business.

Various events are held all year round to create **team spirit** and improve **employees' welfare** at work. These occasions are a chance to **celebrate our shared successes** during the year.

Team building exercises take place in the form of escape games and workshops. These events are a way to spot future leaders and reinforce **team spirit!**

As a business, we not only look after our staff, but also our management team, for whom specific events and discussion forums are held.

BREAKFAST

At our regular company breakfasts, we celebrate birthdays and talk about the highlights of last month and the month ahead



DONE

1 event
per month

FRUIT BASKETS

We offer fruit baskets to promote healthy eating among our staff



DONE

2 baskets
per month

FESTIVE OCCASIONS

Picnics in the park near Cawé's premises and the end-of-year party



DONE

At least 2 events
per year

And much more

LEADERSHIP

RECREATION ROOM

A recreation room is currently being set up, in collaboration with staff

► *Staff created a moodboard for the décor and defined themes for the main spaces: a reading corner with a snacking area and board games for lunch breaks*



ONGOING

1st half 2023

PREVENTION

Improving the **quality of life** at work and working conditions of our staff also means making them aware of **risk prevention** and helping them achieve it in practice. The health and safety of employees is an essential concern in the Rentokil Initial Group. All employees have access to the U+ interactive training platform, which contains both voluntary and compulsory training courses.

In addition, training is also provided by CREDIR, which acts in favour of **human capital** and promotes on-site interventions to ensure the good overall **quality of life** of company employees.

At Cawé, managers are required to have their own personalised CREDIR support programme, to prevent **burn-out** and help maintain **work-life balance**.

U+ TRAINING

Preventing Corruption and Conflicts of Interest, Harassment at Work, Preventing Sexist Behaviour, Introduction to the Code of Conduct, Right to Disconnect, GDPR and Information Security

► *These courses are mandatory*



DONE

100% of
Employees trained

ERGONOMIC EQUIPMENT AND FURNITURE

New chairs, footrests, balls, ergonomic mice and monitor stands are available to employees to prevent musculoskeletal risks

► *Cawé intends to conduct a study on high-risk workstations and put specific measures in place*



TARGET

End of 2023

LEADERSHIP

COACHING

Marion Rolland, French downhill skier and the Chair of CREDIR Sport, spoke to us in 2021 on returning to work after a serious injury and breaking taboos about mental health

CREDIR



DONE

SUPPLEMENTARY HEALTH INSURANCE

Although supplementary health insurance is mandatory in France, this is not the case in Tunisia

► *Cawé has chosen to provide supplementary health insurance to Cap Tunis employees to give them the same access to healthcare as their colleagues in France*

CAP
TUNIS



DONE

SUPPORT

Cawé assists its employees to achieve their **career plans**. Every employee has mandatory **annual performance and professional reviews**.

An ambitious personalised **training plan** is put in place to support employees in realising their **professional goals**.

NON-MANDATORY TRAINING

Where there is a need, personal or group-based training is arranged for employees wishing to expand their skills in a particular area

► *Our target is to continue delivering one non-mandatory training course to 20% of our employees every year*



ONGOING

Done in 2022
To be renewed in 2023

LEADERSHIP

OCCUPATIONAL RETRAINING

Cawé provides assistance employees who want to retrain and start their own business



DONE

2 Staff members
In 2021

GOING FURTHER

Cawé works to improve **employee welfare** in every sense.

Two important avenues are **flexible working** and **remote working**, both of which give a degree of extra flexibility to every employee and help them lead a **well-balanced life**.

TELEWORKING

Teleworking was mandatory during the Covid crisis. Since then, working remotely has been optional for staff members and Cawé has drawn up a specific charter to regulate this practice



DONE

1 day
Per week

LAPTOPS

Cawé has equipped staff members with laptop computers



DONE

95% of
Employees have laptops

LEADERSHIP

WELLNESS WORKSHOP

We have started a Wellness Week, during which staff members can take part in a variety of workshops and receive advice on ways to improve their management of their daily lives

► *Stress: how to recognise it, manage it and free yourself from it fast; Healthy eating: "Not everything fatty or sugary is bad"; Sophrology; Brain Gym*



DONE

1 event
Per year

Wellness Week

For the second year in a row, workshops were held at our Strasbourg offices in May.

Several speakers came to give us tips on **how to improve our daily lives**.

ZOOM

IN



MONDAY

Naturopath Valentina Meier came to tell us about **managing stress** and the importance of a **balanced diet** and micronutrients as ways to fight it

GOOD ADVICE

Omega 3 fatty acids are an essential part of your diet. They help you manage anxiety and maintain emotional balance



TUESDAY

Kinesiologist Maryline Roncari introduced us to **Brain Gym** exercises, which you can perform daily to activate your brain and improve your learning skills

GOOD ADVICE

A few simple physical exercises are enough to help you feel energetic, think clearly and be active, positive and alert



WEDNESDAY

Dietician Isabelle Jecker set about debunking the cliché that **"everything fatty or sugary is bad for your health"**, showing us the proof that our favourite desserts can form part of a healthy diet

GOOD ADVICE

Stop swindling your brain with artificial sweeteners. Their negative effects outweigh the positives



THURSDAY

On Thursday, sophrologist Catherine Feissel led a workshop introducing the techniques of **belly breathing** to clear your mind and create your bubble of well-being

GOOD ADVICE

Good breathing and connecting with your body are the keys to managing the stress and anxiety of daily life



FRIDAY

Potager City set up a stand in our offices to present the **fruit and vegetable baskets** available for delivery direct to Cawé

A LITTLE EXTRA

A free fruit basket was provided to employees, who can now order baskets for delivery straight to their desk

REGULATION

Cawé operates in the European PPE market. As such, we take part in a number of **working groups** at various levels on future regulatory developments and other issues affecting our industry.

This helps us keep abreast of **PPE standards** and any potential changes to them, making sure we are always up to date on regulatory matters.

We believe that common action by everyone on the industry and supply chain is the right way to improve and **create the industry of tomorrow together**.

ESF

The European Safety Federation (ESF) ensures that the interests of PPE producers and wearers are taken into account in new regulations

► Cawé is a member of working groups on the various standards relating to its field of activity



Active member since 2020

BNITH

The Bureau de Normalisation des Industries du Textile et de l'Habillement, (BNITH) is involved in the revision of PPE standards

► Cawé is a member of the working groups on: Reviewing PPE standards



Active member since 2020

PÔLE TEXTILE ALSACE

The Pôle Textile Alsace promotes the textile industry by suggesting collective actions aimed at developing innovation while promoting the skills of the local industry and networked working

► Cawé takes part in joint actions on creating synergy between textile businesses in the Grand Est region



Active member since 2018

LEADERSHIP

OBSAR

The Responsible Purchasing Observatory (ObsAR) promotes communication about practices and initiatives in the field of responsible, sustainable and ethical purchases. Its members, whether private or public, small or large companies, meet to discuss their experiences and initiatives. The organisation regularly arranges events on specific topics

► Cawé is a member of the "Workwear" working group, which offers support to buyers, assisting them with the specifications for Responsible Purchasing



Active member since 2019

ONE-OFF LOCAL ACTIONS

One of our objectives is to **support local communities** by offering **financial or material assistance** on different occasions. During the Covid crisis, this meant making donations of masks and clothing, but we want to go further.

We provide one-off funding grants to **local associations**. The associations selected are presented to the staff so that they can learn about initiatives taking place on their doorstep and **become more aware** of different causes.

DONATION OF MASKS

Washable masks were donated to Tunisian local authorities via our Cap Tunis subsidiary, based near Monastir



50,000 masks donated

DONATION OF LAB COATS

Lab coats were donated to APIMA in Strasbourg, an organisation that supports non-hospital doctors practising in Alsace



4,600 lab coats donated

AID FOR ASSOCIATIONS

Cawé has provided financial support to several local associations: Viaduc 67, Les petites roues, Strasbourg Action Solidarité



3 donations since 2021
To be renewed in 2023

LOCAL & INTERNATIONAL ROOTS

Cawé maintains **partnerships** with a wide range of local organisations.

Besides keeping up these **long-term relationships**, Cawé also want to open its doors to new partnerships, both in France and abroad. The next step is to create the same local ties between our **CAP Tunis platform** and local Tunisian organisations.

EDUCATION SYSTEM

Training tomorrow's professionals is an opportunity to pass on advanced technical expertise while benefiting from new viewpoints and new ideas. Sharing and passing on skills is also a key route to continuous improvement

► Cawé maintains close links with four main educational institutions, providing regular internships and work-study placements to their students:

- Lycée Jean Rostand, Strasbourg (CAP and Baccaureate, Fashion Trades)
- Lycée Louis Armand/La petite Manchester, Mulhouse (DN MADE)
- Createch/Maya Campus, Roanne (Professional Qualification, Fashion & Textile Product Manager)
- Institut Supérieur du Textile d'Alsace à Mulhouse (Master's degree, Textile Product Manager)

Many work-study trainees go on to become full-time employees



ONGOING

5% in autumn 2022
To be renewed in 2023

EMPLOYMENT INTEGRATION

Cawé strives to prioritise partnerships with employment integration centres

► The Sonnenhof foundation works to enable disabled people to find their place in society. We work with them on sewing and repair assignments

► Elise, which collects and sorts our waste, primarily employs people with disabilities or those reintegrating into the employment market



SONNENHOF
FONDATION PROTESTANTE



ONGOING

Partner since
1998



ELISE
SOLUTIONS



ONGOING

Partner since
2021

INCLUSIVENESS

We also aim to adapt our own business by developing partnerships with organisations that facilitate integration and inclusiveness in businesses

► Cawé intends to begin a review on adapting its organisation to accommodate people with disabilities and those reintegrating into employment



TARGET

End 2025

PARTNERSHIP FOR CULTURE in ALSACE

In Strasbourg, with its rich history and culture, there are many opportunities for partnerships

► Cawé aims to be a strong supporter of culture and to work together with artists and associations. Planning for an arrangement with l'Industrie Magnifique was begun 2020, which we intend to finalise in 2023



TARGET

1 partnership
from 2023

PARTNERSHIPS in TUNISIA

Cawé also aims to participate in community initiatives in Tunisia close to our CAP Tunis logistics platform



TARGET

2 partnerships
in 2023

LEADERSHIP

COLLABORATION

We are looking at ways to upcycle our clothing at the end of its life, in collaboration with students studying for the National Diploma in Material Arts Professions (specialty Textiles) at the Lycée Louis Armand / La petite Manchester, Mulhouse



ONGOING

Since 2021

Our work with charities and associations

Cawé breakfasts are an opportunity to **share thoughts and ideas**. Three associations visited us to **present the actions they are carrying out** in Strasbourg.

Creating **local roots** includes **making our employees aware** of local problems.

ZOOM

IN



March 2021 | Viaduc 67 came to present Orphée to our staff

Cawé funded a new project of Viaduc 67, an organisation we **first worked with in 2020** to create an **emergency pack** for victims of domestic violence attempting to escape from a violent spouse.

Based in the Cronenbourg area of the city, Viaduc 67 focuses on **aid for victims**, listening to them and providing them with assistance at every step. As part of this work, they have recruited a **judicial assistance dog**. Named Orphée and trained by the Handi Chien organisation, she accompanies victims at every stage of the criminal proceeding, where her presence and tactile support has a **calming and comforting effect**, especially for children.

Cawé funded the printing of the introductory booklet for the victims to whom Orphée lends her support. The association and Orphée were presented at the March 2022 breakfast.

Our company is pleased to support **inspiring projects** like this one!



LES PETITES ROUES

The organisation Les petites roues has been organising **cycle cruises for the homeless** in Strasbourg since 2017.

The cyclists distribute meal kits, hygiene and childcare products and clothing along with **administrative and psychological support**.

For a number of months, they have been providing hotel accommodation for highly vulnerable families living with children on the streets or in tents in Strasbourg.



STRASBOURG ACTION SOLIDARITÉ

Specialising in **meal preparation**, this organisation is made up of a hard core of thirty volunteers from a range of social and professional backgrounds, all committed to the same cause: **“lending a hand to vulnerable people”**. Their main activity is preparing and delivering suitable meals: that means vegetable soup in winter, cold meals in summer, and so on.

As well as food, they also provide **material and administrative help** to the most impoverished, such as helping them to apply for housing or work reintegration schemes.

FUNDAMENTALS

Cawé undertakes to supply textile articles in **full compliance with European regulations** and develop in a way that takes account of **consumer health** and **preservation of the environment**.

REACH

REACH is a European regulation that came into force in 2007 to ensure the safe manufacturing and use of chemical substances in the European industry

► All textile products that are imported, used or marketed in Europe must comply with REACH



100% of
Fabrics used

OEKO-TEX

Cawé gives preference to suppliers and fabrics with Oeko-Tex Standard 100 certification. Oeko-Tex certification provides assurance that the products sold contain no chemicals that are harmful to the environment or consumer health

Oeko-Tex is stricter and more restrictive than the REACH regulation. Some of our suppliers are also Oeko-Tex STeP certified. This certification ensures that they use manufacturing processes with the lowest possible environmental impact. Social responsibility and the health & safety of workers are also central to the certification requirements



95% of
Fabrics used

INDUSTRIAL LAUNDRY

Working with the support of our parent company INITIAL, we manufacture clothes that are especially suited to industrial laundering

► Our products are designed to be long-lasting



Industrial washing

COFREET LABELLING

To make sure our customers look after their garments in accordance with the washing instructions, we follow the labelling standards set by Cofreet, the French Committee on Textile Care Labelling. This promotes the use of standard care symbols and ensures they are properly understood by consumers and industry professionals

► Following recommendations contributes to long-lasting, optimal use



100% of
Garments labelled

LEADERSHIP

SUPPORT FOR ECO-DESIGN

Our experts support our customers by including environmental and safety factors right from the development stage

► Technical training and visits to our production sites are a way for our customers to understand how workwear is created and made. Our business policy is to work in full transparency with our partner customers



4 customers
in 2021



LOCAL ACTIONS & IN-HOUSE CONTROL

Following an in-house study, **13 types of waste** were targeted and split into three principal categories: domestic waste, hazardous waste and textiles.

The next goal is to find a solution for food waste from our canteen.

TEXTILE RECYCLING

Cawé operates a prototype workshop at its Strasbourg site. Fabric scraps and remnants, unless given to staff members, are sorted and collected by INITIAL and then sent to our recycling partner Dagobaire

► INITIAL Group workwear gets to live a second life



100% of garments
live a second life

PAPER-FREE

The dematerialisation of PPE leaflets is currently being discussed at a regulatory level

► Cawé supports limiting the printing of leaflets and is ready to switch to the use of QR codes, which do not generate waste



Implement as
soon as possible

CARBON IMPACT AT CAWE

Nowadays it is essential that we consider the **impact of our business on the environment** and try to **preserve the future for the generations to come**.

Our partner **SAMI**, a data platform and carbon audit manager, is currently conducting a **carbon audit** of our activities.

RESPONSIBLE PRACTICES

Simple but effective action has already been taken to reduce our electricity and water consumption in-house, such as installing LED lighting in the warehouse zone and replacing the old twin-handled mixer taps with easier-to-close single-lever versions.

► *Cawé intends to draw up an energy use reduction plan and adopt ISO 50001*



Optimise consumption by 2025

TRACEABILITY

Cawé can trace the fabric from each production order back to the supplier's original batch and manufacturing site

In the interests of transparent working, we are developing a solution to enable us to communicate the traceability of every major stage of the supply chain and publicise our carbon audit



Full QR code by 2025

PACKAGING

Cawé is taking steps to cut down on packaging

► *In 2022, our staff worked on optimising the amount of plastic film used to wrap pallets*



60% reduction of film by weight

LEADERSHIP

CARBON AUDIT

The objective here is to use real data, rather than mere statistics, as much as possible



Stage 1 End of 2022

► *Our carbon audit will therefore become more precise each year*

R&D STRATEGY & RETHINK

Sustainable development is an integral part of Cawé's overall strategy and the strategy of the Rentokil Initial Group. This is something our **employees watch for and work on every day**.

AGEC LAW

In the spirit of France's AGEC Law (AGEC: anti-waste, circular economy), our tender offers include collecting and recycling garments at the end of their life

► *We aim to offer a product range made from materials that are recycled and/or have a low environmental impact*



1 product range End of 2023

PRODUCT CARBON AUDIT

Stage two will be to focus on a product carbon audit, in order to improve products and orient customers towards products that are less polluting



Stage 2 End of 2023

Real data

CAWE SITE
SUPPLY CHAIN
PRODUCTS

LEADERSHIP

CSR REVIEW

Since autumn 2021, we have been conducting a CSR review

► *The committee provides input to our CSR thinking. Its aim is the continuous improvement of our business, in line with targets set by senior management*



1 event per month

Selective sorting

At Cawé, staff are **familiarised with best practices** with regard to selective sorting. They follow them every day.

Waste sorting bins are located around the three levels of the building.

ZOOM

IN

PAPER & CARDBOARD
DISPOSABLE CUPS
PLASTIC BOTTLES
METAL CANS
OTHER WASTE
EMPTY BOXES



Elise was founded in 1997, with the twin goal of actively **protecting the environment** while creating **sustainable local jobs** for people in difficult circumstances. With each of its sites being licensed as a **Sheltered Workplace or Employment Integration Workplace**, Elise was the first firm in its industry to follow a **recruitment policy based on the principle of social solidarity**.

Elise Alsace helped us to
SORT and REUSE
more than 250 kg of waste
from our Strasbourg site in 2021

Elise works with VEOLIA to ensure that waste is reused

SOILED PACKAGING
ELECTRONIC WASTE
PRINTER CARTRIDGES
BATTERIES



Trash Cleaner is a firm that **eliminates hazardous and low-volume waste** in Eastern France.

Trash Cleaner enables us to
COLLECT, SORT and ELIMINATE
our hazardous and electronic waste
even in the smallest quantities

*Bins are only collected when full,
so no journey is wasted!*

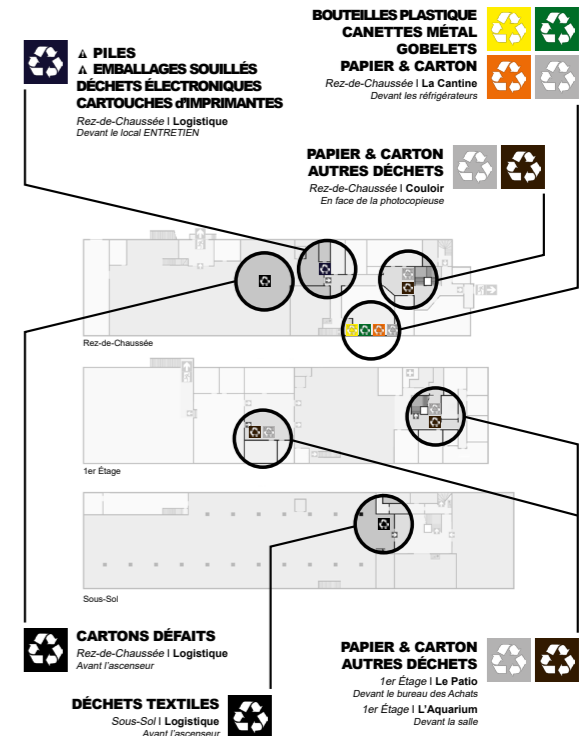
TEXTILE WASTE



Based in Lille, our recycling partner Dagobaire works under the **Anti-waste Circular Economy Law (AGEC)**. Dagobaire **recycles textile waste**. It shreds garments collected as waste, **end-of-life garments from laundries** and industry, unsold retail goods, textile waste from garment makers and **waste from the textile sector**.

At Initial
565 TONNES of CLOTHES
wear out every year
92% of the garments collected are TRANSFORMED into INSULATION
8% of the garments collected are INCINERATED to PRODUCE ENERGY

*Our goal is to offer the collection
and recycling of used clothing
as a service to all our customers*



Waste sorting bins in the Cawé building

COMPLIANCE with STANDARDS

Protection is our job. Cawé has been designing and manufacturing PPE for over 11 years, with a combination of **safety, comfort and style**.

Meeting standards is therefore essential, as a way to structure our approach and make sure that **HUMAN RIGHTS** are respected in our supply chain as well as ensuring the **safety** of our customers.

CERTIFIED PPE PRODUCTION

Our supply chain and permits are checked to ensure that our clothing is reliable against the risk of loss of life. With process control we can improve our performance and satisfy our customers

► *Module D certification checks our ability to manufacture Category 3 PPE that conforms to the specifications of our certifying laboratory. We are audited by an authorised centre every year*



Cawé certified since 2011

ISO 9001 CERTIFICATION

ISO 9001 continues to be the most widely used and most internationally recognised management standard. It provides a basis for optimising the internal operations of companies, controlling activities, detecting market signals, reducing costs and improving competitiveness

► *We carry out at least one internal audit in every section of the business*



Cawé certified since 2020



Cap Tunis certified since 2021

GLOBAL COMPACT

Our group, Rentokil Initial, is a signatory to the UN Global Compact, which aims to encourage businesses to adopt a socially responsible strategy throughout their supply chain. The respect of human rights is at the center of this approach

► *Setting up partnerships with our suppliers starts with making sure that they acknowledge basic principles like those of the Compact and comply with them in practice*



LEADERSHIP

FIBRE CITOYENNE

Fibre Citoyenne certification is designed to help industry stakeholders integrate sustainable development challenges into their production methods and purchasing policies for textile items

► *We have been a member of Fibre Citoyenne since it was founded and follow its principles. Cawé follows the ISO 26000 guidance on the social responsibility of business and organisations*



Active member since 2006

SUPPLIER AUDIT SYSTEM

For more than 10 years, we have carried out **annual risk audits** on **all our manufacturers and our main suppliers**.

We follow an audit matrix which covers five topics, drawn up in accordance with Rentokil Initial standards: factory organisation, environment, safety, human resources, and infrastructure.

These audits enable us to check every year that sites are in **compliance** with our **Code of Conduct**, while giving factories the benefit of an outside view that encourages them to seek **continuous improvement**.

Additional audits may be performed by ACT International where necessary.

MANUFACTURER AUDITS

Annual audits are performed by the staff of the Quality Department



100% of Manufacturers audited

SUPPLIER AUDITS

Annual audits are performed by the Purchasing Department



7 Suppliers audited

AUDIT SCOPE

We want to draw up an audit decision matrix that enables us to classify our suppliers and the level of stringency



Implementation End of 2023

LEADERSHIP

PRESENCE & FOLLOW-UP

Area Managers in the CAP Tunis team ensure that corrective actions are taken during audits and all year round

► *They make weekly visits to our Tunisian manufacturing partners*



2 Area managers in Tunisia



70%
OF ANNUAL PURCHASES

GLOBAL RESPONSIBLE PURCHASING STRATEGY

We are gradually building up our **CSR strategy** in order to improve the impact of our activities on the environment and people. **Transforming the way we make our purchases** is a fundamental part of putting that CSR strategy in place.

ECO VADIS

We have been audited by CSR platform Eco Vadis in order to obtain an outside opinion on our approach

► *The documentary audit is repeated each year*

OBSAR

ObsAR's webinars (online seminars) help our buyers gain a better understanding of the ins and outs of responsible purchasing, so that they can take specific actions

► *To the same end, Cawé is putting a database in place to collect full CSR information on our suppliers (certificates, policies, etc.)*

FRANCE TERRE TEXTILE

Fabrics that are labelled France Terre Textile guarantee that at least 75% of operations were carried out on French soil in accordance with short supply chain, quality, and CSR criteria

► *We use FTT materials, for example in our Éole range*

LEADERSHIP

ECO VADIS GOLD MEDAL

Only 5% of the businesses audited by Eco Vadis obtain the Gold Medal



CARBON IMPACT of Cawé's BUSINESS

The final step in carrying out a **realistic carbon audit** is to work with our **supply chain** to gather data.

Creating **responsible business partnerships** will be a real springboard for our CSR strategy.

LIFE CYCLE ANALYSIS

Tracing the supply chain in the textile industry is not an easy thing to do, but it will be essential if we are to obtain full visibility of the carbon impact of our product life cycles

LEADERSHIP

STRATEGY

Shared efforts spanning laundries, suppliers and finishers/weavers will play an important role in developing and selecting fabrics that comply with future environmental restrictions





OBJECTIFS DE DÉVELOPPEMENT DURABLE

ZOOM

The Sustainable Development Goals (SDGs) or "Global Goals" were adopted by the **United Nations** in 2015.

They are a **global call** to take action on **sustainable development** and the **improvement of human living conditions** by 2030.

SOCIAL

SOCIÉTAL

ENVIRONMENTAL



HEALTH AND WELL-BEING

- Reduce **musculoskeletal problems** among our workforce
- Improve the **quality of life** at work by providing a recreation room
- Commit to equality and diversity with **training** for 100% of employees



DECENT WORK & ECONOMIC GROWTH

- Provide non-mandatory training to 20% of employees every year
- Make **ergonomic** improvements to certain workstations
- Hold **team building** exercises



GENDER EQUALITY

- **Raise awareness** among all our employees
- 50% of managers hired between now and 2025 to be **female**



RESPONSIBLE CONSUMPTION & PRODUCTION

- Source fabrics with a **lower impact** on the environment
- Promote **eco-design** to our customers
- Carry out a **realistic carbon audit**
- Facilitate the **end-of-life collection of our clothing**
- Facilitate the **recycling and reuse** of our clothing



MEASURES TO COMBAT CLIMATE CHANGE

- Work together with laundries and fabric suppliers to improve the **discharge** from processing plants



PARTNERSHIPS FOR THE ACHIEVEMENT OF THE OBJECTIVES

- Change our organisation by developing partnerships to promote **reintegration into employment**
- Maintain the number of **work/study contracts**
- Raise awareness of **sustainable development** and deliver appropriate training on the relevant issues
- New partners must as a minimum be Eco Vadis or Sedex certified or pass a risk audit
- Increase the number of **partnerships** by 50%
- Make sure that all our partners comply with our **Code of Conduct**
- Draw up an audit **decision matrix** so that we can classify our suppliers and the level of stringency



Cawé chooses business partners
**who want to give life to our social,
societal and environmental values.**

PARTNERS

