



« Human beings are at the heart of REGAIN Manufacture. The men and women who are actively engaged in our company are our principal assets, and the source of our longevity and our expertise. They are the key to our success and to our future ».

Laurent Brunas. CEO of REGAIN Manufacture

Since 2010 we have pledged to follow and promote in our activities the 10 principals of the United Nations Global Pact in regards to human rights, labour laws, the environment and anti-corruption.

Our major concern is to contribute to the satisfaction of our stakeholders through an approach based on attentiveness, discussion and the permanent innovation of our practices and offers.

Our ENGAGEMENTS



« Being sustainable requires meeting the needs of the present without compromising the ability of future generations to meet their own needs ». (United Nations Definition).

Specialised in the manufacture of top of the range pull-overs, REGAIN also offers professional workwear and a corporate image for both the public and private sector; as well as working for the fashion industry.







1 factory in the Tarn region of France (2500m²)



210 000 articles sold, of which 40 000 are pull-overs



33 collaborators Average age: 42 years



1 waste management textile recycling facility 1,2 metric tons per year



5,5 M€ Average yearly turnover



ISO 9001 since 1996



Our HISTORY



Our EXPERTISE

Over 45 years of experience

For over 45 years our teams have been maintaining their know how in knitting and manufacturing durable. Our production processes are secured by a quality management system label ISO 9001 version 2015. Our quality control service check our productions on a daily basis.

We offer our clients a global service, from aid to the design of the product up to the manufacture of the finished article.

Our design office steps in from the start in creating a project. In collaboration with the client we carry out the required technical development: the gauge to be used, the titration and the choice of thread, the dimensional aspects, the types of stitches needed....

We also create prototypes based on technical specifications to reply to different tenders, as well preparing the technical files for production.

We can also personalise articles with made to measure embroidery .

PATTERN MAKING, PROTOTYPES

1 Design office



KNITTING

18 different rectilinear workstations (gauges 3, 5, 8 and 12)

Computer Aided Design CAD



CUTTING /SET-UP / ASSEMBLY

1 cutting press, 2 ironing presses, 30 fabrication machines (3 of which are robots)



EMBROIDERY

2 embroidery workstations (8 heads)



OUR EXPERTISE

We regularly invest in our equipment depending on our client's requirements and technological innovations.



Our KNOW-HOW

To listen to our clients requirements and to innovate.

Since the creation of Regain, we have adapted to the economical and technological changes in our markets. In order to achieve this we are continually vigilant and collaborate with our partners and suppliers in creating new products.

FROM TECHNICAL PRODUCT

The Perform polo shirt

(PPE - Personal Protective Equipment cat. 2) produced in partnership with the Lenzing Company insures:

- Flawless Fireproof protection (ISO 14116, index 3),
- Unequalled comfort due to the cellulose fibres from beech and eucalyptus trees,
- A capacity to evaporate humidity 2 to 4 times superior to cotton,



Our Electrician pull-over

that meets all the required safety standards is made with DuPont™ Nomex® fibres, and is an innovative solution for a category 3 PPE, dedicated to professionals who work in vital but often dangerous fields (military personnel, firefighters, energy sector, ...): Permanent Protection against fire, heat, the thermal dangers of an electrical arc and anti-static electricity.

ISO 14116: 3/5H/30

ISO 11612: A1 - B3 - C2 - D3 -F3 EN

1149-5

IEC 61482-2 Classe 1 / 4kA



DuPont™ Nomex_®

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TO THE FASHION PRODUCT

After having created the legendary pullover of the French Firefighters, dressed the French Navy and the French Gendarmerie, we have positioned our stitching expertise to satisfy the requirements of fashion brands and designers.





AND ONTO THE PULL-OVER MADE WITH RECYCLED THREAD

As eco-citizens, we have developed pullovers made with recycled materials; the fabrication procedure of which has been patented by our local partner, la Filature du Parc (Brassac-81).

In accordance with our values, our management system is as follows: Completely transparent communication with all our employees:

- We organise two annual presentations of the results and projects of the company, during a convivial event.
- Within the framework of our quality management systems ISO 9001 v2015, the indicators for production monitoring, quality, returns ratios, satisfaction of our clients, ... are posted for all to see in our workshops and offices.
- Since 2013, every 2 years we have implemented a scale of social satisfaction, and communicate our plans according to the principles of the RSO ISO 26000 charter for Societal Responsibility.



Florence Has worked as a manufacturer for 22 year: in the company.

« We like what we do. What is important is to manufacture articles really well. It's real teamwork. »

Improving the quality of working conditions:

- We have designed our workshops in collaboration with the CRAM (work safety organisation) and our operators to improve the ergonomics and flow of each workstation. We regularly readjust their layout for the comfort and well being of our teams.
- We have trained two work safety and first aid officers for a workforce of 33 persons.
- Our workplace safety policy is under the responsibility of our fabrication operator Mme Véronique Forestello, who is also in charge of updating the Workplace risk assessment document.

Enhancing human resources by recognising their skills:

Our company does not have on its territory a school to train people in textile fabrication. In order to achieve greater versatility, the maintenance and development of skills is a major strategy. Since 2011 we have entered into a work and skills management charter (GPEC) as well as supported the acquisition of Professional Qualification certificates (CQP). Each workstation job index is formalised and updated. Mapping of individual skills and plans for further training are made on an annual basis.

Some figures,

- 47% of our collaborators have benefited from an individual evaluation in 2017
 - 3% of the payroll is dedicated to the annual further training budget
- 47% of our collaborators do a training course every year
- 80% of our collaborators have participated in a training program over the past 3 years 14 collaborators have obtained a Professional Qualification Certificate in 5 years

Results of our social satisfaction scale in December 2017.

- 80% are satisfied with their working conditions
- 90% are confident in the future of the company
- 87% find it is easy to communicate with management



In 2009, it was a risky yet deliberate choice to stay in the Tarn as a manufacturer.

During this period of crisis, the main suppliers in uniforms and designer brands chose to move their production offshore in order to stay competitive. Going against the flow, Laurent Brunas decided to keep his workshops in Castres. He is convinced of the value of an article that is "Made in France". He could not bring himself to abandon his qualified staff, and to lose all the skills and know how acquired over 40 years.

In 2010, following this policy the company engaged in a charter for Societal Responsibility for Organisations (RSO),

and became the first French textile industry to obtain the LUCIE label, according to the ISO 26000 standard (from November 2011 to December 2017). In 2018, while pro-actively continuing its RSO, the company decided to take it further by engaging in the Global Compact international initiative of the United Nations.



The objective of this label is on one hand to give consumers clear information on the origin of the product, and also allow companies to highlight the value of their production.

To obtain this certification label, the manufactured product must respect the two following criteria:

- The location where the product's essential items are made is situated in France
- At least 50% of the unitary cost price is acquired in France.

WE SUPPORT





Aude International Firefighters Solidarity

« Since 2015, REGAIN has regularly donated clothing equipment for firefighters, that we deliver to Burkina Faso. These donations represent a major humanitarian aid for the National Brigade of firefighters and contributes to setting up the network and extensions of fire stations in this country ».

Lt/Colonel Alain Gouze, President



GUARANTEED TO PRESERVE THE ENVIRONMENT



Because our manufacturing activities do not generate any environmental pollution (no effluence of gases or liquids, no noise pollution), we have concentrated our efforts since 2009 on the origin of our raw materials and the value added by recycling older articles.

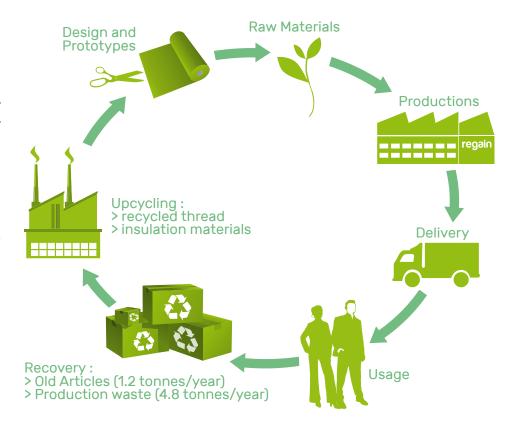
We select our raw materials through the Oeko Tex label that complies with REACH regulations, thus insuring everyone's safety.

We optimise our thread consumption using form knitting techniques (limiting offcuts and scrap waste), and in «unknitting» non compliant pieces to be reused. We have set-up the selective recycling of knitting and manufacturing waste, which is unravelled and recycled, around 4,8 tonnes per year.

Our energy consumption comes mainly from the tools of our trade. Therefore our ecological actions are concentrated on our eco-gestures and the optimisation of energy savings in our buildings. Within this framework, we have started replacing the entire lighting system with LEDS (10% in 2017); as well as improving the thermal insulation of our workshops.

In 2011, we decided to create and manage a salvage and recycling service of used products from our clients. We send them a recuperation box whenever they require. They must return only articles that are identical to ours, regardless of who was the original supplier. The articles are then sent to our partner la Filature du Parc - situated twenty kilometres away in Brassac so they can be transformed into recycled knitting thread or as soundproofing and thermal insulation.

Circular Economy:



La Filature du Parc

« We have just applied for a patent on a new thread manufacturing system that is entirely made of recycled and recyclable thread. It is a unique process in knitting looms, and allows us to recycle at the same time offcuts and waste from the industry as well as articles (pull overs, cardigans, ..) that are at the end of their life span, collected by REGAIN. We can upcycle animal fibres such as wool, , synthetic fibres or even cotton therefore avoiding overproduction that is harmful for our planet (example: the draining of the Aral Sea due to intensive irrigation for the production of cotton). It requires on average 10 000 litres of water to produce 1 kg of cotton. Therefore avoiding the overproduction of materials that are costly in water, energy and dyes, and the risk of pollution through waste. The recycled thread has at least 98% less impact on energy consumption, photochemical pollution of air and water,...This new type of thread has the same quality characteristics - and sometimes better- than thread made with new fibres. »



Fabrice Lodetti CEO of la Filature du Parc, labelled « Entreprise du Patrimoine Vivant » « Living Heritage Industry » since 2017





A first successful experience with the RATP, The Paris Transport Network.

« We worked for several months with la Filature du Parc and Manufacture REGAIN so as to develop a recycled thread (colour, touch, ...) to make 2 pieces of the uniforms of our collaborators : a pullover and a cardigan. We hope that these articles will rapidly take their place in the uniform offered to our agents, who are very aware of the protection of our ecological and social environments. »

Mme Bénédicte Reynaert, Principal Clothing Buyer for the RATP



We work with a limited number of partners, raw material suppliers or sub-contractors, in a relationship based on trust and loyalty (For over 10 years for the majority). We privilege our European and Tunisian partners, who are actively engaged like us in our Quality procedures and RSO charter.

Our contracts stipulate these engagements and authorise us to have them audited annually according to the guidelines of our RSO charter.

We are engaged in short payment delays (45 days), equity and clarity in our contracts, duration of the relationship and innovation.

The anti-corruption charter is an integral part of all our contracts.





We commit ourselves to respect the requirements of our clients, who are all mostly B to B. We add to all our replies to public tenders with our RSO charter and anti-corruption charter.

Every one of our commercial proposals is accompanied by technical specifications of the clothing proposed, detailing the composition, maintenance, required standards and certifications, ...

We are attentive to the security of the users of our products by respecting the applicable technical standards, and have all our Personal Protective Equipment (PPE - Category 2 and 3) certified by independent authorised European laboratories.

We assure our clients that we take complete charge of any complaint as well as ensure a quick settlement in good faith of any possible litigation.

For the sales made directly via our website www.regain-perform.com, we have measured the level of our clients satisfaction via an online questionnaire.

We do not share the data concerning our clients, in order to guarantee the respect of their private lives and personal information.

Some figures,

0 % No complaints for problems related to allergies.

79 % of our e-commerce buyers declared to be very satisfied with our products and services.

0,14% Is the percentage of returns of non-compliant products



NOW WE ARE COMMITTED TO OUR ENGAGEMENTS FOR 2018-2020

- To remain a manufacturer solidly anchored to its territory,
- To maintain and develop employment and skills,
- To continue to innovate
- To continue and share our RSO charter.

Our objectives:

- To reach 100% of individual assessment interviews annually in 2020.
- To improve the transparency of our salary policy. Though we do not have any salary policy that discriminates between men/women in a similar position, we wish to refine our evaluation grid in balancing remuneration, whilst ensuring that 100% of our employees understand it.
- To set-up discussion groups every year in order to improve the conditions of the business, and put in place a progress plan.
- To create a video data base of workshop and manufacturing skills aimed at the conservation and transmission of this know-how.
- To commit ourselves to the Entreprendre Tarn network, an association set-up in 1997 to support project initiators in the creation or the resumption of their business creating viable employment in our area. In 20 years, 140 projects have been accepted 87 of which are still in activity, 1 570 000 € have been distributed in interest free loans. Today, 27 creators of employment benefit from individual, collective, human and financial support.
- To continue the implementation of our energy saving plan.
- To conduct a feasibility report to recycle rain water for the sanitary facilities and save drinkable water.
- To contribute to the preservation of nature and biodiversity by:



- By participating in a reforestation program of the UNESCO world heritage listed Canal du Midi, conducted by Voies Navigables de France
- To collaborate with a bee-keeper to set his hives on our terrain as it is an environment free of pesticides
- To create a vegetable patch around our building, in association with our employees.



MEMBRE

Réseau Entreprendre

TARN





THE 10 PRINCIPLES





HUMAN RIGHTS

- 1. Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2. make sure that they are not complicit in human rights abuses.



LABOUR

- 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 4. the elimination of all forms of forced and compulsory labour;
- 5. the effective abolition of child labour; and
- 6. the elimination of discrimination in respect of employment and occupation.



ENVIRONMENT

- 7. Businesses should support a precautionary approach to environmental challenges;
- 8. undertake initiatives to promote greater environmental responsibility; and
- 9. encourage the development and diffusion of environmentally friendly technologies.



ANTI-CORRUPTION

10. Businesses should work against corruption in all its forms, including extortion and bribery.



