



ZADIG&VOLTAIRE

**COMMUNICATION
ON
PROGRESS
2021**

Message from Remy Baume,

“I am pleased to confirm that Zadig&Voltaire reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this 2021 annual Communication on Progress, we describe our daily actions to integrate the Global Compact principles into our business strategy, corporate culture and operations, as well as to promote them among our partners, within a progressive approach.

We are also committed to share this information with all our stakeholders using our primary channels of communication.”

Remy Baume,
Chief Executive Director

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WHO WE ARE

Zadig&Voltaire is a Contemporary Designer brand. Founded in 1997 by Thierry Gillier, Zadig&Voltaire has become the benchmark for modern luxury. Indifferent to norms and diktats, as well as to traditional luxury codes, the Maison has revealed over time its love for Freedom which fuels its creativity and perpetuates its boldness. From its diverse musical influences, made from modern art, deeply Parisian, duality has become the brand's signature. Cecilia Bönström, its Artistic Director designs a sophisticated effortless allure. Her silhouettes are modern and timeless at the same time. The brand's spirit is forever young, encourages its community to cherish singularity, to express and to love oneself as well as to cultivate one's free spirit to be free again and always! Since the founding of the brand in 1997, Zadig&Voltaire's purpose has always been to propose people to look great, but also to feel great, in accordance with who they truly are and with their expectations as world citizens. Zadig&Voltaire is serving the *Esprits libres*, through its nonchalant silhouette, its quest for freedom as a key value, and certainly by love of Voltaire's mind. This is thus only natural for us to approach the sustainability challenge with a strong belief in human capacity to change for progress.

By embracing the XXIst century complex challenges, the brand carries out its action within *VolTAIRe*, its Sustainability program.

*"It's not about a brand, it's about style, authenticity
and innovation"*

Cecilia Bönström, Artistic director

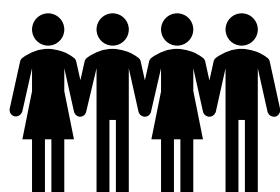
ZADIG&VOLTAIRE KEY DATA*



348.6 m€ group sales



Presence in 30 countries through 400 own stores, corners department stores and resellers stores.



1609 employees worldwide

**as of fiscal year 2021*

GLOBAL SUSTAINABILITY STRATEGY AND APPROACH

The VoltAIRe program: Zadig&Voltaire's sustainability approach

After assessing its societal and environmental practices and global greenhouse gas emissions, Zadig&Voltaire launched *VoltAIRe* in September 2021, in order to give structure to its global Sustainable Development efforts and define strategic objectives it wished to fulfil by 2025.

The philosophy of *VoltAIRe* is to make sustainability become a standard that comes across all the brand's actions and activities. *VoltAIRe* is positioned at the heart of our strategic development and involves all the brand's teams. The approach is measured at every step of the way.

VoltAIRe formalizes the commitment of the Maison to fight for clean air at large throughout its activities, by fighting against climate change and air pollution throughout our activities, by designing products which last in time, and which are made in the respect for human beings, as well as ecosystems.

The brand's Sustainability approach is inclusive and should tie in all communities around Zadig&Voltaire (our teams, our customers and our partners). The Maison cultivates a progressive sustainable approach which is always positive, and solution driven.



Sustainability governance

A Sustainability Director position has been created in 2021. Reporting directly to the CEO, the Sustainability Director is a member of the Management Committee. A Group Sustainability Committee including all members of the Management Committee meets regularly to follow up of the VoltAIRe program strategic projects and their deployment in all of the company's activities.

Dedicated Ready-to-wear Sustainability Committee and Accessories Sustainability Committee have been set up. Including Product Development, Production, Quality and Sustainability teams, they meet on a monthly basis to monitor their respective roadmaps.

OUR COMMITMENTS

At Zadig&Voltaire, we deeply believe in the strength of collective and inclusive initiatives to accelerate the change required to address the urgent environmental agenda, and to enable the mobilization from the entire supply chain towards a more sustainable fashion industry.

In 2021, Zadig&Voltaire has joined several key initiatives, committed to accelerating the change.



Certified GOTS, OCS, RWS and GRS for trading and distribution operations

4 PILLARS OF *VoltAIRE* AND 2025 TARGETS

CLIMATE & CLEAN AIR IN OPERATIONS



Reduction of CO₂ emissions and fine particles, particularly related to transport



Air quality & sustainable stores

SUSTAINABLE PRODUCTS & PACKAGING



Sustainable key raw materials



Sustainable products & processes



Sustainable & recyclable packaging

2025 OBJECTIVES

- ★ Align our CO₂ emissions reduction to the Paris Agreement to limit warming to 1.5°C by setting science-based targets
- ★ Switch to 100% green energy wherever possible
- ★ 100% of our new stores and refits aligned with ZV Sustainable Stores standards
- ★ 100% of our sites providing excellent quality air

- ★ 100% sustainable key raw materials
- ★ 100% of our products manufactured in accordance with the most demanding standards for chemicals
- ★ zero virgin plastic from petroleum
- ★ 100% of sustainable and recyclable packaging

MADE IN VOLTAIRE RESPECT



Partner relations with our suppliers



Compliance with Z&V standards



Traceability

COMMITTED TOGETHER



Committing our teams, partners and customers



Responsible employer



Supporting Empowerment

2025 OBJECTIVES

- ★ 100% of our partners in compliance with our standards
- ★ 100% of key raw materials and products traceable

- ★ Commit 100% of our teams and partners to the VoltAIRE program and support our customers engagement
- ★ Gender equality index at 100%
- ★ Participation in **key initiatives** by the fashion industry in terms of sustainable development

CONTRIBUTING, AT OUR LEVEL, TO THE UN SUSTAINABLE DEVELOPMENT GOALS

Engaging with collective initiatives alongside other actors through the VoltAIRE program, we want to contribute to the United Nations Sustainable Development Goals focusing on 7 of them in particular.



VoltAIRE program – 2025 targets

- 100% of our sites providing excellent quality air
- 100% of our products manufactured in accordance with the most demanding standards for chemicals
- 100% of organic cotton certified cotton used in our cotton styles
- 100% of key raw material certified from sustainable sources
- 100% of sustainable and recyclable packaging



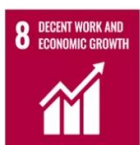
VoltAIRE program – 2025 targets

- Align our CO2 emissions reduction to the Paris Agreement to limit warming to 1.5°C by setting science-based targets (by 2030)
- Switch to 100% green energy wherever possible
- 100% of our new stores and refits aligned with ZV Sustainable Stores standards
- 100% of our sites providing excellent quality air
- zero virgin plastic from petroleum
- 100% of sustainable and recyclable packaging



VoltAIRE program- 2025 target

- Gender equality index at 100%



VoltAIRE program- 2025 targets

- 100% of our partners in compliance with our standards

SUSTAINABILITY KEY PERFORMANCE SNAPSHOT

126,700 t eqCO₂

Group CO₂ emissions
scopes 1,2&3

2,450 t CO₂ eq.

CO₂ emissions of stores
and corners

7,748.5 MWh

Electricity
consumption of stores
and corners

100% of our
polybags are made
from bio-sourced
(agricultural waste)
material and 100%
recyclable

100% of our shopping
bags, papers and e-
commerce boxes made
from FSC mix certified
fibers



66% of leathers used
for Accessories SS22
collection come from
LWG certified
tanneries

From 3% of **organic
cotton** used in FW21
jersey collection to
70% in SS22 collection

100% viscose
collection from
sustainable forests
since 2021

54%

of women in the
Management
Committee



98/100

equality index score
in 2021 for ZV France

HUMAN RIGHTS & LABOUR PRINCIPLES

With more than 1,600 employees worldwide and more than a hundred suppliers, the respect for Human Rights is at core of the way Zadig&Voltaire conducts all its activities, as well as it is at core of the brand's requirements for the sourcing and the manufacturing of its products.

This commitment has been strongly reaffirmed within Zadig&Voltaire Code of Ethics as well as within its Suppliers' Code of Conduct, committing the brand as well as its suppliers and partners.

As clearly stated, Zadig&Voltaire's Code of Ethics is based (among others) on the following key international reference documents:

- Universal Declaration of Human Rights;
- European Convention on Human Rights;
- United Nations Global Compact principles;
- United Nations Convention on the Rights of the Child;
- United Nations Women's Empowerment Principles;
- Various conventions derived from the International Labor Organization (ILO), including conventions 29, 105, 138, 182 (child labor and forced labor), 155 (safety and health of workers), 111 (discrimination), 100 (remuneration), 87 and 98 (trade union freedom, right to organize and collective bargaining convention);
- OECD guidelines for multinational enterprises;

As well, Zadig&Voltaire's Suppliers' Code of Conduct clearly requires the brand's supply to strictly comply to fundamental international principles, the Human Rights Declaration, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as the relevant ILO conventions, including the eight (8) fundamental conventions, and the OECD guide.

The Code of Conduct clearly reaffirms the commitment of the brand as well as the requirement from its suppliers to commit themselves to the following basic labor principles among which:

- Prohibition of child labor
 - Prohibition of any kind of forced labor (recourse to slavery, human trafficking debt bondage and the use of forced, compulsory or unpaid labor, in any of its forms, including prison work, other than in a manner that follows ILO Convention no. 29.)
 - Prohibition of bad treatment
 - Prohibition of all forms of discrimination
 - Freedom of association and collective bargaining
 - Provide working hours in conformity with the national legislation and the ILO conventions
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- Provide wages and benefits that is equal or superior to the legal minimum and/or industry standards and/or those specified in the collective agreements
 - Ensuring health and safety at work

The Zadig&Voltaire Code of Ethics on its side, sets out the framework in which the company does all of its business, together with the ethical framework that must guide all the actions of our employees as they go about their everyday professional activities.

Within this document, the brand clearly reaffirms its commitments regarding basic labor principles, among which:

- The respect for human rights and regulations
- Ensuring the health and safety of its employees in their workplaces, within a continuous improvement approach.
- Promoting well-being at work and work-life balance
- Tackling harassment and ensure non-discrimination
- Promoting the best possible gender mix and ensure equal opportunities for men and women across all of its job functions and across all levels within the company
- Protecting employees' personal data
- Fostering social dialogue

Labor relations

Employee representation in France is organized through the set up of a Social Economic Committee (CSE) at the level of ZV France. This latest is elected for 4 years. In 2019, 12 employees representing the different employee categories were thus elected. The CSE meets once a month and is chaired by the Group Human Resources Director. To enable it to fulfil its missions, the CSE includes 5 committees aimed at working on specific topics. These CSE Committees are more specifically dedicated to: fight against Sexual harassment and sexist behavior; Health, Safety and Working Conditions; Training; Housing information and support; Gender equity.

Health & safety at work

Zadig&Voltaire strives to ensure the health and safety of its employees in their workplaces, within a continuous improvement approach. Ensuring healthy conditions and safety at work is part of Zadig&Voltaire's commitment as clearly expressed in a number of documents such as Zadig&Voltaire's Code of Ethics, "Reglement Intérieur" of ZV France, Health&Safety Handbook Guidelines in Stores.

COVID particular measures

During, COVID, and besides all the actions undertaken to provide Zadig&Voltaire's teams for all required information, regular information update on the situation, appropriate work organization, masks and all hygiene material, the brand launched INSIDE, a digital program of live conferences on Teams aimed at ZV France employees. The objective of INSIDE program was to gather the

brand's teams around specific topics in order to discover different Departments within the company, its challenges, current projects and the people working there. Each session was in Live for Head office teams and recorded for retail teams. Through the INSIDE program, the teams were able to deep dive in Ready to wear, Accessories, Digital, Operations, IT, or Communications Departments. Within the same objective of maintaining collective sharing with its teams, ZV France also organized "Lunch& learn" virtual sessions, hosting external expert speakers on specific subjects.

Fighting against any kind of harassment or discrimination

Zadig&Voltaire is committed to a positive and professional work environment in which all employees are treated with respect and dignity, provided with equal opportunity for employment, internal promotion and an atmosphere free from of discrimination and harassment. In keeping with this commitment, the Company maintains a strict policy prohibiting discrimination and harassment of any kind. The basic principles are included and reaffirmed in some entities specific documents, such as the "Reglement Interieur" of ZV France, "Workpace Harassment Policy", in the US as well as global corporate documents such as the Code of Ethics.

Actions conducted in 2021

Committed to ensure gender equity

Gender equity is part of Zadig&Voltaire's DNA. Women represent 80% of Zadig&Voltaire's teams in Europe and 70% in the US. Zadig&Voltaire Executive Committee includes 12 members among which 7 are women.

Within the French head office, women represented 76% of all executive and management positions in 2021.

In 2021, Zadig&Voltaire has obtained a global score of 98 % in the French Gender Equality Index. Developed by the French government, the index is based on 5 indicators

- Remuneration gap
- Gap in individual increase rates
- Distribution of promotions between women and men
- Percentage of women employees who had a pay rise during their maternity leave
- Number of under-represented gender people among the 10 highest remunerations of the company

In the US, a dedicated Diversity&Inclusion training program has been set up, focusing on several topics: Black experience in America, Understanding LGBTQIA+/ Pronoun and gender sensitivity, Powerful women in the workplace and Microaggression in the workplace. Each session has hosted an external keynote speaker for 1 hour and included Q&A with Zadig&Voltaire's teams.

Promoting work-life balance

Since 2019, in France, a Charter for Rights to digital disconnection has been set up to reaffirm this principle within Zadig&Voltaire's employees and culture. This Charter has been distributed to each employee and is given to each newly recruited employee.

In 2021, in France, a Charter for remote work has been released, in order to give a framework and organize remote working, beyond COVID context.

Training & empowering our employees on Zadig&Voltaire's Sustainability program

Succeeding teams' onboarding

At Zadig&Voltaire, the onboarding experience is key for both retail and head office teams. Within this mindset, the Human Resources Department has developed an onboarding path for each ZV France head office new recruited employee. As such, a dedicated e-learning training, along with meetings with the key stakeholders of the new employee are systematically organized as well as an experience in store. In 2021, an introduction to the VoltAIRE program has been included in the onboarding program to raise awareness and inform all newcomers on the brand's sustainability approach and commitments.

The VoltAIRE program introduction module is also available on "Rockn'learn" digital global training platform developed by Zadig&Voltaire and which is available to all its retail and head offices employees in Europe and in the US. Along with the introduction module, a replay of the "On the sofa" session dedicated to Sustainability is also included. "On the sofa" is 30mn digital interactive discussion with Retail teams worldwide, which is organized regularly to share on a specific topic or activity. As such, Sustainability sessions have been organized for Europe, US, China, and Japan teams in 2021. This enabled the Group Sustainability Director to present the VoltAIRE program, and to share with all the teams in store which were connected.

Since 2021, training material for Zadig&Voltaire's teams in store is also developed to support the sustainability approach deployed on products. Synthetic explanations on the different standards used by the brand, on the key points linked to organic material, as well as the identification of the lines concerned are part of each collection presentation material.

Along with the launch of the VoltAIRE program, the Sustainability Department launched several trainings and raising awareness sessions aimed at onboarding the teams within the approach as well as to empower them to include it within their daily activities.

To this end, to kick offs were organized with both the Ready to wear and Accessories Development / Studio, Production and Quality teams to introduce them the Sustainable Products targets and roadmap as well as the transformation in process and organization which was required.

To go further, a specific eco-design training session was organized for Accessories teams along with 5 eco-design pilot projects on key products of the brand.

Supporting Empowerment

Since more than 10 years, Zadig&Voltaire has supported several organizations aimed at empowering women and promoting gender equity by creating dedicated capsules or products which proceeds are then donated.

Since 2020, Zadig&Voltaire is partnering with the “Band of Sisters” organization aimed at supporting women entrepreneurship through sisterhood mutual assistance and fighting against inequalities and violence against women. To this aim, the brand is working with an artist, member of the Band of Sisters’ community, to create capsule collections.

Moreover, since 2017, the brands is also spreading the “Girls can do anything” message on a selection of t-shirts and sweatshirts included in all its collections.

May 2021 also marked the one-year anniversary of “The Art Is Hope” program. This quarter we’ve been able to donate another installment of over a quarter of a million dollars to our Art is Hope partners.

Since 2020 in the US, Zadig&Voltaire has developed a specific program dedicated to Philanthropy and Activism, to encourage employees to commit to their community by lending their voluntary support to initiatives that have positive impact mainly dedicated to empowerment. Through this program, US employees can choose to serve as volunteer in any of the partner organization already supported by the brand, by taking up to 3 days per year of paid time off. Among the brands partnering organization eligible to the program: Red Cross, National Alliance for Mental Illness, Los Angeles Dance Project, Black Art in America.

MADE IN RESPECT: MEETING ZADIG&VOLTAIRE SUSTAINABLE STANDARDS

Designing products that respect people, animals and the planet, providing transparency to our customers, meeting their expectations in terms of information on product traceability – all these requirements are part of the foundations of the VoltAIRE program. This is reflected in the brand's ambitions for 2025, the formalization of its commitments and standards, and within its strategy to develop certified and traced product offering throughout the supply chain. To this aim, Zadig&Voltaire has set targets to 2025:

- Reach 100% of its products and key raw materials traced
- Reach 100% compliance with Zadig&Voltaire's sustainability standards

Actions conducted in 2021

Becoming a signatory of the UN Global Compact

In June 2021, Zadig&Voltaire joined the United Nations Global Compact, thus formally committing to respect and promote its 10 principles in all its activities in the field of Human rights, Labor, Environment and Anti-corruption. This commitment has been communicated to all the company's teams around the world and made public on Zadig&Voltaire's website.

Reviewing the Supplier Code of Conduct

The Supplier Code of Conduct integrated into the General Terms and Conditions of Purchase, has been reviewed. This document is signed by all of the brand's suppliers, and service providers committing them to respect, and ensure respect for, all of Zadig&Voltaire's requirements regarding respect for Human rights and rights at work, Environment and Ethics.

Accelerate transparency within the supply chain through a product certification strategy

With its target to reach 100% of its key raw material and products traced by 2025, Zadig&Voltaire has decided to go beyond using raw material from certified sustainable sources, by ensuring that the entire supply chain is also certified, including the brand itself. To this aim, it has developed an ambitious roadmap to 2025:

- 100% of its cotton styles certified organically grown
- 100% of its virgin cashmere styles certified "Good Cashmere Standard"
- 100% its virgin wool styles certified from sustainable supply chains
- 100% of its viscose made from traced fibers sources from sustainably managed forests
- 100% of its raw materials recycled from certified
- 100% of its leather from "Leather Working Group" certified tanneries

Most of the standards which are used and promoted by Zadig&Voltaire include environmental and social criteria, which ensures that each stakeholder at each

step of the supply chain meets the requirements and are audited by a third party on their compliance to the relevant standard.

Certifying the company as a first step

Because the duty to set an example is important in our approach towards our partners, as well as to be able to certify its finished products, Zadig&Voltaire decided to apply for certification itself. In 2021,

The brand has thus been audited to this aim and has been certified for trading and distribution steps according to:

- RWS (Responsible Wool Standard)*, GRS (Global Recycled Standard)** and OCS (Organic Content Standard)*** standards, which are developed by the Textile Exchange organization.

**Products certified to the Responsible Wool Standard (RWS) contain wool fiber from farms independently certified to animal welfare and land management requirements.*

***Products certified to the Global Recycled Standard (GRS) contain recycled material that has been independently verified at each stage of the supply chain, from the source/recycler to the final product. In addition, certified organizations have met social, environmental, and chemical requirements at each stage of the supply chain.*

****Products certified to the Organic Content Standard (OCS) contain organically grown [content/material] that has been independently verified at each stage of the supply chain, from source to final product*

Further information: <https://textileexchange.org/standards/>

- GOTS (Global Organic Textile Standard)

<https://global-standard.org/the-standard>

Joining key initiatives

Zadig&Voltaire has also joined the Good Cashmere Standard initiative, which is aimed at developing sustainable cashmere supply chain, by ensuring the welfare of the cashmere goats, protecting natural resources and supporting the local farmers that produce it.

The brand has also joined the Leather Working Group (LWG), which is a membership organization comprised of brands, suppliers, leather manufacturers and other stakeholders within the leather manufacturing industry. The LWG has developed an auditing program which certifies leather manufacturing facilities based on their environmental compliance and performance capabilities.

Encouraging the brand's suppliers and onboarding them into the certification strategy

Traceability and certification can only be achieved with the involvement of the entire supply chain. As such, Zadig&Voltaire has informed its suppliers on its certification strategy as well as on its 2025 commitments and its quality and development teams has also worked with them on the technical implementation of the standards requirements.

ENVIRONMENTAL PRINCIPLES

Global Climate strategy

Zadig&Voltaire is committed to align its CO2 emissions reduction to the Paris Agreement to limit global warming to 1.5°C.

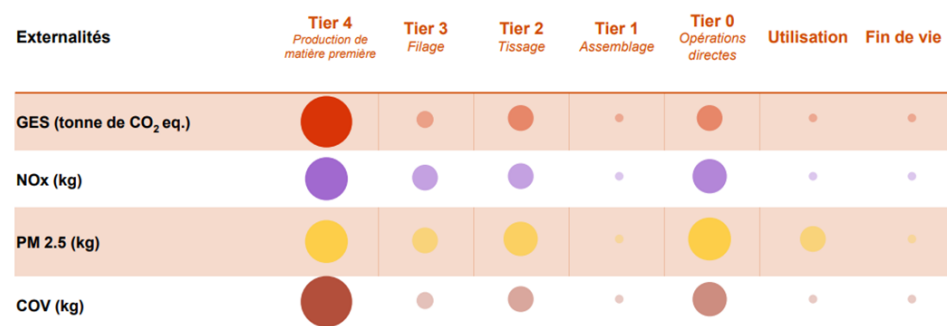
In 2021, the brand has conducted a carbon and air footprint measurement on the scopes 1,2 and 3 of its value chain, from raw material production to end-of-life of its products. (baseline 2019)

Following to this study, Zadig&Voltaire has defined reduction targets, both for emissions linked to its own operations, particularly its boutiques (scopes 1&2), as well as for emissions linked to its value chain (scope 3), with the objective of aligning to 1.5° trajectory defined by the Paris Agreements.

Thus, the brand's objective is to reach a 47% reduction of its CO2 emissions on its scopes 1&2 from 2019 to 2030 and a 55% reduction in carbon intensity of its scope 3 from 2019 to 2030.

The carbon footprint measurement conducted by an external expert body has confirmed the preponderance of the scope 3 and particularly of the raw material production within Zadig&Voltaire's CO2 footprint and assessed at 12% its emissions linked to direct operations and transport.

Zadig&Voltaire, Air and Carbon footprint per tier (Full scope)



Total greenhouse gas emissions full scope 128,500 t CO₂eq., baseline 2019

The carbon footprint measurement of the brand has also enabled to define and structure Zadig&Voltaire's Climate strategy around 3 levers of action:

- Make the use of sustainable certified raw material a priority and a standard for the brand (refer to Sustainable Products & Packaging Chapter)
- Work on upstream and downstream transport of goods
- Deploy green energy and optimize sites energy efficiency

In 2021, the group launch of 2 strategic projects:

- ★ The Green & Efficient energy project, which objective is to enable the group to reach 100% green energy as well as 100% efficient lightening and equipment in all Zadig&Voltaire's own boutiques and head offices by 2025.

The starting point of the project has been the development of roadmap towards 100% green energy to 2025 and the launch of energy efficiency audits in French boutiques. These audits will be rolled out in other areas and countries during 2022 with the aim of building a 100% efficient lightening and equipment roadmap for Europe, US and Greater China to 2025.

- ★ The Sustainable Sites Management project, which objective is to
 - Phasing out virgin oil-based plastics
 - Reach 100% efficient waste sorting and collection in our own sites
 - Deploy the use of ecofriendly cleaning products
 - Work towards 100% sustainable supplies
 - Waste collection and recycling

In 2021, Zadig&Voltaire teams achieved a mapping of current waste sorting and collection practices in Europe, USA and Greater China own sites, followed by an action plan when required. This latest is aimed at ensuring the collection and recycling of the waste generated by all Zadig&Voltaire boutiques (mainly paper, cardboard and plastics) and head offices worldwide. For example, since 2019, Paris' head office is working with "Les Joyeux recycleurs" to collect and recycle the waste generated. Sorting boxes are thus available to the staff for papers, plastics, coffee pods, cardboard cups, glass, as well as cartridges, batteries, light pens and caps. In 2021, 1.6 tons of waste have been collected by "Les Joyeux recycleurs" at Zadig&Voltaire's Paris head office. Training and raising awareness communications are already available for the teams and will be reinforced in 2022, to ensure that all our staff is well informed and committed to the approach.

- Use of eco-friendly cleaning products

Moreover, since 2021, to improve indoor air quality, Zadig&Voltaire requires from all its cleaning services partners, to use eco-friendly products for the cleaning of its boutiques and head offices.

- Towards sustainable supplies and zero virgin oil-based plastics

To work towards 100% sustainable supplies, each area, Europe, US and Greater China have undergone a mapping of all the supplies used for the boutiques as well as for the head offices. Eco-friendly supplies catalogues are now available to ensure that supplies ordered by the teams meet the new specifications. As an example, this specification aimed at ensuring that 100% of the papers or

cardboards used by the group are made from sustainable managed forests and or recycled fibers and 100% recyclable. At the same time, all single use virgin oil-based plastics supplies have been phased out from all our sites. In 2022, the Sustainable Stores Management project will go on to continue the phasing out of virgin oil-based plastics, working on hangers, as well as working on visual merchandise.

To go further, in 2022, Zadig&Voltaire will work on drafting a Sustainable Store Specification to include also sustainable material in its standards.

A new BREEAM certified warehouse for Europe

In 2021, a new warehouse has been put into operation by the logistics partner of Zadig&Voltaire to manage its products flows in Europe. The building is BREEAM (Building Research Establishment Environmental Assessment Method) very good certified. It includes rainwater management scheme, heating geothermal energy and solar panels enabling self-power consumption, the recycling of all the packaging, office and IT equipment waste generated.

Sustainable products & packaging

As confirmed within the 2021 global carbon footprint study conducted on Zadig&Voltaire full scope activities, scope 3, and particularly raw material production have a predominant impact. This led the brand to make sustainable procurement its highest priority and to define its ambition to 2025:

- 100% key raw material certified from sustainable sources
- Zero virgin plastic made from fossil fuel
- 100% of packaging material made from traced, certified sustainable sources and 100% recyclable

2021 concrete actions

In 2021, Zadig&Voltaire focused on developing certified sustainable sourcing for its key raw material

Animal Welfare Charter

The Zadig&Voltaire's Animal Welfare Charter released in 2021 is integrated into the General Terms and Conditions of Purchase signed by all of the brand's suppliers. The Charter are based on fundamental principles, particularly the respect for the 5 Freedoms set out by the Farm Animal Welfare Council in 1992 and included in the definition of animal welfare used by the World Organization for Animal Health (OIE). In order to commit to collective initiatives aimed at developing best practices across the supply chains with regard to animal welfare, Zadig&Voltaire is a member of the GCS (Good Cashmere Standard) and of the LWG (Leather Working Group) since 2021.

Cashmere

The majority of the cashmere used by the brand comes from Inner Mongolia. In order to support sustainable cashmere production, Zadig&Voltaire has joined the "Good Cashmere Standard" and set itself the goal of using 100% certified sustainable cashmere in all its collections by 2025. To promote the circular economy dynamic, we are also developing styles made from recycled fibers.

Wool

Wool is also an important material for the brand, which offers many of its iconic styles in Woolmark-labelled merino sheep's wool. To go further, Zadig&Voltaire aims to use 100% of wool certified from sustainable supply chains, in order to guarantee the respect for animal welfare, traceability and sustainable management of grazing lands.

Cotton

Zadig&Voltaire is committed to using 100% certified organic cotton by 2025. This means cotton grown without pesticides, insecticides, or chemical fertilizers, and without GMOs. (In 2022, 70% of the cotton used for our jersey products and 50% of the cotton used for our denim products will be organically grown.

Leather

Leather is also one of the materials that are part of the brand's DNA. In order to support more sustainable leather production, Zadig&Voltaire has committed to sourcing only leather from certified Leather Working Group (LWG) tanneries by 2025. LWG is an organization of which Zadig&Voltaire is also a member. The LWG standard helps to reduce environmental impact, ensure the safety of leather products, the health and safety of workers and the traceability of the material.

Viscose

According to its commitment to ensure that viscose (and other materials based on wood-pulp) do not come from any source linked to deforestation, 100% of the viscose used by Zadig&Voltaire is made with traced fibers from certified sustainably managed forests. In particular, the brand uses a large proportion of EcoVero® viscose which also guarantees the implementation of especially demanding environmental practices during the manufacturing phase of the material. Thanks to its production practices Lenzing™ Ecovero® has a lower environmental impact than generic viscose*, leaving air and water cleaner and its fibers are certified with EU Ecolabel.

*source <https://www.ecovero.com/>

Polyester

Polyester is a by-product of oil and is non-biodegradable. That's why we are working on the use of certified recycled polyester for our ready-to-wear and accessory collections from 2022 to reach 100% recycled polyester by 2025.

Aligning Zadig&Voltaire products specifications to the highest standards regarding chemicals

Zadig&Voltaire is committed to bringing its products in line with reference standards with regard to the use and management of chemicals.

In order to go even further than the EU's REACH regulation, which is highly demanding with regard to the use of chemicals, we have developed a standard formalized in an even stricter pRSL (Product Restricted Substances List) document which we are gradually deploying among our suppliers.

We are also committed to this approach through our choice of supplies, giving priority to organic materials, and using production processes which have a lower impact on the environment and certifications that include particularly demanding criteria for the use of chemicals.

Packaging made from sustainable sources and 100% recyclable

To protect biodiversity as well as to ensure that its wood pulp-based material do not contribute to deforestation, Zadig&Voltaire has committed to use paper and cardboard made with fibers from sustainable sources by 2025 the latest. As such, since several years, and in all countries, 100% of the brand's shopping bags, silk paper and e-commerce boxes material are made from traced certified sustainably managed forests and/or recycled sources. Moreover, 100% of the Zadig&Voltaire shopping bags, silk papers, and e-commerce boxes are recyclable.

Zadig&Voltaire is also working to eliminate virgin plastic made from fossil fuels. To this end, all polybags used to package and protect products are recyclable and are made from biobased material derived from sugar cane.

The brand will gradually roll out its approach across all packaging to reach 100% packaging made from sustainable, bio-based or recycled materials and recyclable, as well as the elimination of virgin plastic made from fossil fuels by 2025.

ANTI-CORRUPTION PRINCIPLES

In 2021, Zadig&Voltaire updated the Corruption risk mapping of its activities which had been conducted by an external compliance expert in 2020 and implemented the action plan recommended.

To this aim, Zadig&Voltaire drafted and released its Code of Ethics, which sets out the framework in which the company does all of its business, together with the ethical framework that must guide all the actions of its employees as they go about their everyday professional activities.

Within this document, Zadig&Voltaire reaffirms the company's commitment to ensure that its activities are conducted with integrity, in strict compliance with national and international laws, regulations and decisions and with respect for the dignity and rights of everyone, as well as for people's fundamental freedoms, their health and safety, and the environment. As well, the Code of Ethics also strongly reaffirms the company's commitment to fight against corruption and influence peddling, in all their forms.

The Zadig&Voltaire Code of Ethics is updated on a regular basis and sets out to:

- explain the Company's ethical principles,
- address all of the company's employees, in all countries and, beyond that, all of its stakeholders, including external partners and customers.

In addition to the Code of Ethics, a reference framework for ethically managing Zadig&Voltaire's activities and the Supplier's Code of Conduct, as well as Zadig&Voltaire's standards and policies, together constitute interpretations of the Code of Ethics in various specific areas.

The document has been sent to all of Zadig&Voltaire employees in Europe and in the US and is part of the documents which are distributed to any employee joining the company. A summary of the key principles is also available on Zadig&Voltaire training platform.

In 2022, a dedicated training program providing very concrete examples and quiz, will be available on the training platform.

Along with the release of the Zadig&Voltaire Code of Ethics, an online whistleblowing system that can be accessed 24/7 and which available in several languages has also been implemented. The access link is clearly communicated within the Code of Ethics. No alert has been reported through the system up to date.

Business integrity and ethics principles are also fully integrated into the Suppliers' Code of Conduct included in the General Purchase Agreements which are signed by Zadig&Voltaire's suppliers. A dedicated section clearly requires all of the brands' partners to commit to the respect for legal requirements and international trade restrictions, the prohibition of anti-competitive practices, the prohibition of any form of corruption as well as of any conflict of interest.

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