

ZADIG&VOLTAIRE

ESG Presentation

VOLTAIRE
MADE IN VOLTAIRE RESPECT

#committed

Message from the CEO



“The quest for style and freedom that makes Zadig&Voltaire unique cannot exist without the quest for meaning and commitment - for teams, customers, suppliers and the entire value chain mobilised by the company. This is the context in which our global Sustainability programme *VoltAIRe* was created.

VoltAIRe is much more than a social and environmental responsibility programme; it is a corporate project, a long-term vision rolled out for all our collections, in all regions, to our entire value chain and through our values, to thrill our brand and teams.”

Remy Baume

Zadig&Voltaire, a leader in Effortless Luxury

ZADIG&VOLTAIRE

Founded by Thierry Gillier in 1997, Zadig&Voltaire has redefined the very essence of a new type of luxury.

Indifferent to norms, dictates and traditional luxury codes, the brand has demonstrated over time its boundless love for freedom, a thirst which fuels its creativity and perpetuates its audacity.

Viscerally Parisian, drawing on its musical influences and immersed in contemporary art, it has made duality its signature.

The spirit of the brand is eternally young, and encourages its community to cherish uniqueness, as well as it emphasizes the importance of expressing yourself, loving yourself and cultivating an independent mind, to be free, again and again!

Zadig&Voltaire designs its collections at its head office in Paris.

As concerned about style as with quality, the brand is continuously developing its know-how in partnership within manufacturing workshops.

Zadig&Voltaire fully embraces the complex challenges of the 21st century by actively engaging in its global sustainability program VoltAIRe.



KEY FIGURES AT END OF 2022

- **€440 M sales**
- **400 stores & corners worldwide**
- **1,600 employees in 2022 in more than 20 countries**

Elevate



X

Scale



Sustain

MADE IN
VOLTAIRE
RESPECT



Key dates in our *commitment*

2021

- February: **Creation of the Sustainability Department which reports to the CEO, and a Group CSR Committee**
- April: Joined the Leather Working Group
- May: Joined the Good Cashmere Standard
- June:
Zadig&Voltaire's 1st certification under the GOTS, RWS, GRS and OCS standards
- Joined the United Nations Global Compact
- July: 1st report on greenhouse gas emissions (scope 1, 2 and 3)
- September:
Launch of the VoltAIRe programme
- Distribution of the Group Code of Ethics
- October
Joined the Fashion Pact

2022

- Spring/Summer: 1st collections including certified products and materials
- November: Review of the Supplier Code of Conduct
- December: Launch of the Group's Energy Sobriety plan

2023

- January: Joined the ICS (Initiative for Compliance & Sustainability)
- May: Validation by the Science Based Target initiative (SBTi) of climate objectives in line with the 1.5°C target defined by the Paris Agreement

Our involvement in *collective initiatives* to accelerate positive transformation



Zadig&Voltaire joined the United Nations Global Compact in 2021, making a commitment to respect and promote its 10 principles regarding human rights, international labour standards, the environment and anti-bribery. The United Nations Global Compact brings together 19,000 members in 164 countries.



Zadig&Voltaire joined The Fashion Pact which brings together more than 70 leading international companies representing 1/3 of the fashion and textile industry, whose directors have made a commitment to reaching ambitious targets based on three themes: combating climate change, preserving biodiversity and protecting oceans.



In 2022, Zadig&Voltaire started to work with the SBTi and obtained approval for its climate change objectives aligned with the 1.5°C target. A coalition of four institutions - the Carbon Disclosure Project (CDP), United Nations Global Compact, World Resource Institute (WRI) and World Wide Fund for Nature (WWF) -, the SBTi strives to define and promote best practices in order to fix climate objectives based on scientific recommendations and independently assesses companies' objectives.



Zadig&Voltaire joined the ICS (*Initiative for Compliance and Sustainability*) in 2023. This latest is dedicated to social compliance and strives to improve working conditions in companies' international supply chains.



In 2021, Zadig&Voltaire joined the Good Cashmere Standard. The Good Cashmere Standard® by AbTF is an independent standard that strives to develop a sustainable cashmere production by improving the welfare of goats, the working conditions of farmers and the environment in which they work.



In 2021, Zadig&Voltaire joined the Leather Working Group (LWG). This organisation, made up of brands, manufacturers and various stakeholders in the leather industry, developed an audit programme that certifies tanneries based on their environmental practices and performance.

Objective of the *VoltAIRe* programme

The ambition of our sustainable development programme *VoltAIRe*, is to drastically reduce the environmental impact of our activities, while fuelling our creativity.

It reflects our vision of luxury: combining desirability and durability by designing products that can be loved, worn and passed on, which wear well over time and are made in a way that respects people and ecosystems.

VoltAIRe formalises the brand's commitment to contribute, at its level, **to protecting the Air** in the broad sense of the term, through its activities.

An increasing concern across the world, protecting the Air is part of our values, and in particular that of Committed Freedom.

Protecting the Air also means preserving our art and raw materials over time and our freedom to create.

Protecting the Air means contributing at our level to combating pollution and climate change and preserving biodiversity.

VoltAIRe is a **positive, pragmatic** approach and an in-depth **transformation rolled out on a large scale**, designed to involve the entire Zadig&Voltaire community, our teams, partners and customers.



Sustainable development is **a key part of our strategy** and corporate project and concerns all of our activities. This is reflected in the positioning of the Sustainability Department at the highest level within the organisation, reporting directly to the company CEO.

MANAGEMENT COMMITTEE

Zadig&Voltaire's Management Committee is made up of 12 members representing the collection and various market departments, as well as cross-functional departments including Sustainability. A CSR update is systematically shared during the weekly operational review.

CSR COMMITTEE

Created in 2021, the CSR Committee meets 4 times a year to discuss strategic directions and review the main projects structuring the brand's sustainability approach. It is made up of all members of the Management Committee and referents of different departments based on the projects discussed.

3 pillars of the VoltAIRe programme and *objectives for 2025*

SUSTAINABLE PRODUCTS & PACKAGING



- ★ **100% of key raw materials certified** from sustainable sources
- ★ **Zero virgin plastic** made from fossil fuels
- ★ **100% sustainable, recyclable packaging**
- ★ **100% traced products**

CLIMATE & AIR



- ★ Switch to **100% green energy** wherever it is possible
- ★ **100%** of new and renovated **stores aligned with Zadig&Voltaire Sustainable Store Standards**
- ★ **100%** of our sites providing **excellent air quality**
- ★ **100%** of our **products compliant with Zadig&Voltaire Sustainable Product Standards**

MADE IN RESPECT



- ★ **100%** of our partners aligned with Zadig&Voltaire Standards
- ★ **100/100 gender equality index**
- ★ **100%** of our teams trained in the VoltAIRe programme

Our commitments translated into actions

2025 OBJECTIVES

RESULTS AT END 2022

Sustainable products & packaging

100% materials from certified channels

Zero virgin plastic made from fossil fuels

100% of our packaging made from certified sustainable and recyclable traced materials

100% traced products

Almost **50%** certified materials in our new collections

0 virgin plastic made from fossil fuels in all BtoC packaging and polybags

100% of our packaging made from certified sustainable and recyclable traced materials.

100% textile products and shoes traced in accordance with the French Anti-waste for circular economy law (AGEC)

90% new virgin cashmere knits traced from the origin of the fibres

Climate & Air

100% green energy in Z&V stores

100% full LED lighting

100% of store renovations and new store openings compliant with Z&V Sustainable Store standards

100% of products aligned with Z&V Sustainable Product standards

100% green energy in France
19% in Europe (excluding France)
25% in the USA

100% renovated stores and new stores in full LED

100% full LED in all stores in China

12% full LED stores in France – Audit ongoing in the USA and Europe

21% products certified through the entire supply chain (and **65%** in the Jersey collection)

Made In Respect

100% of our suppliers meet Z&V standards

100/100 gender equality index

100% of employees trained in the VoltAIRe programme

100% of the its supplier sign the Zadig&Voltaire Suppliers' Code of Conduct

Inclusion in commercial agreements of the House's requirements in regard to traceability as well as material and product certification

40% of suppliers certified by standards recognised by Zadig&Voltaire

100% of tanneries using Z&V's LWG-certified leather

99/100 gender equality index

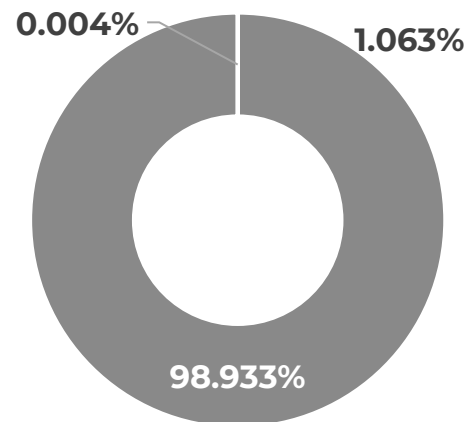
100% of new employees informed about the VoltAIRe programme

Assessment of the Group's global *carbon footprint* in 2022

	SCOPE 3				SCOPES 1 & 2	SCOPE 3	
Externalities	Tier 4 Production of raw materials	Tier 3 Transformation of raw materials	Tier 2 Manufacturing	Tier 1 Assembly	Tier 0 Direct operations	Use	End of life
GHG (tonnes of CO ₂ eq.)	87%	>2%	5%	0.2%	5%	0.2%	1%
Weight of impact							

2022 carbon footprint - synthetic breakdown by Scope

Zadig&Voltaire's total CO₂ emissions in 2022
212,100 tonnes of CO₂ eq.



- **Scope 1** Scope 1 & 2: store, head office energy consumption
- **Scope 2** Scope 3: raw materials, transport, packaging etc.
- **Scope 3** Scope 3 CO₂ emissions are mainly related to the manufacture of materials and products. Transport upstream represents 4% of scope 3 emissions.

2025 OBJECTIVES

100% certified raw materials by 2025

Zero virgin plastic made from fossil fuels

100% of our packaging made from certified sustainable and recyclable traced materials

RESULTS AT END 2022

95% of cotton jersey products, **56%** of denim products and **25%** of woven products (suits, dresses, shirts etc.) were made from organically-grown fibres

100% of leather sourced from tanneries certified for their practices regarding chemical products and the environment

100% of our paper/cardboard packaging made from certified traced fibres, from sustainably-managed forests, or recycled fibres

PLAY A ROLE IN PROTECTING BIODIVERSITY

Our collections are dependent on the services provided by nature. Zadig&Voltaire believes it is essential for it to protect resources and ecosystems, so that it can continue to create.

Programmes & initiatives



PRIORITY GIVEN TO USING RAW MATERIALS CERTIFIED FROM SUSTAINABLE SOURCES

For example, cotton which represents 25% of the raw materials used for the manufacturing of the brand's collections was among the first materials on which the transformation has been launched, starting with Jersey. From 3% of Jersey products in organic cotton in the FW21 collection, we increased to 95% in FW22 with the objective of reaching 100% for all product categories by 2025.

COMPLIANCE WITH INTERNATIONAL RECOMMENDATIONS

Through the brand's various standards, Zadig&Voltaire ensures that its raw vegetal and animal-based materials respect recommendations published by the CITES and the International Union for Conservation of Nature (IUCN) red list. The brand does not use any fur or exotic hides in its collections.

FOREST PRESERVATION

Zadig&Voltaire uses viscose and other wood pulp-based packaging materials from traced supply chains, certified as coming from sustainably-managed forests or certified recycled fibers.



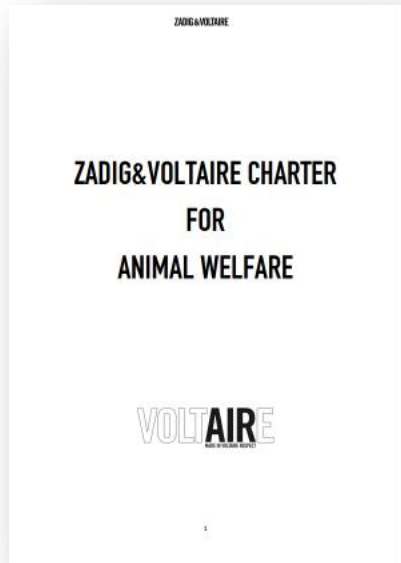
Programmes & initiatives

ENSURING ANIMAL WELFARE IN OUR ANIMAL FIBRE SUPPLY CHAINS

Zadig&Voltaire Standards regarding animal welfare have been incorporated into contractual documents signed by suppliers. They are based on fundamental principles, particularly 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 Organisation for Animal Health (OIE).

To go even further, Zadig&Voltaire prioritises use of merino wool from farms certified for their animal welfare practices.

In 2021, Zadig&Voltaire joined the Good Cashmere Standard® to support sustainable cashmere channels and with the target of having 100% of the virgin cashmere used in its collections certified. Cashmere certified by the Good Cashmere Standard® by AbTF guarantees the welfare of Cashmere goats, protection of natural resources and supports the farmers concerned.



RESULTS AT END 2022

80% of new Cashmere Knit collections made from fibres sourced from farms with certifications regarding their animal welfare and farming practices

70% of new knitwear collections made from fibres certified as ensuring animal welfare and traceable



Verified by Ecocert Greenlife in accordance with RWS standards that can be consulted on <https://textileexchange.org/>
ZV France, licence #236658
100% WOOL*
*Contains 100% RWS certified wool



THE GOOD CASHMERE STANDARD
AbTF

Sustainable products & packaging: *traceability*

2025 OBJECTIVES

100% traced products

RESULTS AT END 2022

Certified finished products (verification and traceability through the entire supply chain)

- 80% of the cashmere knitwear collection
- 70% of the wool knitwear collection
- 60% of the Jersey collection
- 30% of the Denim collection

Programmes & initiatives

TRACING FOR INCREASED TRANSPARENCY AND PERFORMANCE

In 2022, Zadig&Voltaire launched a traceability approach to provide its customers, with online information up to weaving/knitting and dyeing steps for ready-to-wear products, and up to stitching for shoes. To go even further and gradually provide information from the origin of raw materials, Zadig&Voltaire works in partnership with Fairly Made® which provides a traceability and impact assessment solution. Launched for the summer 2024 collection, the project will enable the brand to gradually provide more information on traceability and take the assessment of the environmental impact of its products further, in order to improve their performance.

CERTIFICATION PROCESS THROUGHOUT THE ENTIRE SUPPLY CHAIN

Beyond raw materials, Zadig&Voltaire is developing an approach to have its entire supply chain certified for a large part of its products within its new collections.

This process ensures that traceability information is reliable and that each step meets requirements in keeping with Zadig&Voltaire standards and best practices.

In this context, Zadig&Voltaire is certified since 2021 in accordance with recognised and particularly rigorous standards such as GOTS (Global Organic Textile Standard), OCS (Organic Content Standard), RWS (Responsible Wool Standard) and GRS (Global Recycled Standard).

In 2023, the brand is working to increase the number of products concerned by this process.

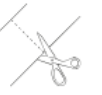
Fiche produit relative aux qualités et caractéristiques environnementales



Tissage/tricotage



Teinture & impression



Confection

Traçabilité

Design : Paris

Composition principale :

- Pays de tissage / tricotage : Portugal
- Pays de teinture et impression : Portugal

Pays de confection : Portugal

ZADIG & VOLTAIRE



Certificat délivré par Ecocert Greenlife

ZV France, licence #236658

■ INCREASING THE VISIBILITY OF PRODUCTS IN THE VOLTAIRE PROGRAMME

To enable customers to better identify products concerned by the transformation under the VoltAIRe programme, the brand introduced and rolled out the “Made in VoltAIRe Respect” logo on all care labels of the concerned products as well as on their product sheets available online

These products respect **specific, rigorous specifications:**

- any product certified through every stage of the supply chain
- any product composed of at least 90% certified raw materials
- any leather product which comes from tanneries with at least an LWG silver level certification
- any jewellery containing at least 80% recycled metal

At the end of 2022, **60%** of products developed for the Fall/Winter 2022 collection featured the “*Made in VoltAIRe Respect*” logo.



CLIMATE AMBITION ALIGNED WITH THE PARIS AGREEMENTS 1.5° PATH

In May 2023, Zadig&Voltaire's ambitious **climate objectives**, aligned with the 1.5°C trajectory, were **verified and approved** by the Science-Based Target Initiative (SBTi).

The latter are aligned with the objectives of the Paris Agreement and their validation constitutes an important step in our continuous commitment to play a role in combating climate change at our level.

In accordance with the SBTi's objectives, Zadig&Voltaire is committed to:

- reducing by 46.2% the absolute greenhouse gas emissions of its Scopes 1 and 2 by 2030 compared to the reference year 2019, and to increasing its annual renewable electricity supply from 0% in 2019 to 100% by 2030;
- reducing by 55% per euro of turnover the GHG emissions of its Scope 3 from goods and services purchased, as well as transport and distribution upstream, within the same time frame.



Climate and Air – Global climate strategy 2/3

Programmes & initiatives

ROLL-OUT OF THE GREEN & EFFICIENT ENERGY PROGRAMME ON OWN SITES

The purpose of this programme is to ensure a gradual transition towards renewable energy on all sites, installing 100% LED lighting in our stores and rolling out a series of energy sobriety and efficiency measures in Europe, the United States and Asia. These measures include the systematic closure of store doors as soon as air conditioning or heaters are on, the adjustment of temperatures and turning off illuminated signs and window displays. An awareness raising campaign regarding energy saving techniques was rolled out among store employees and head offices.



2025 OBJECTIVES

- 100% green energy
- 100% full LED lighting

RESULTS AT END 2022

- 100 % of our sites in France and 25% of our stores in the United States were supplied by green energy, just like our European e-commerce site

EVOLUTION IN CO2 EMISSIONS FOR SCOPES 1 & 2 IN 2022 VS. 2019

	Tonnes CO2eq (2022)	tonnes CO2eq (2019)	Evolution
Scope 1	8.5	13.35	-36% ↓
Scope 2	1,401	1,612	-13% ↓

SCOPE 1 Direct emissions related to energy consumption linked to own activities (offices, stores, etc.)

SCOPE 2 Indirect emissions related to purchase and electricity consumption linked to own activities (offices, stores, corners)

Programmes & initiatives

ROLLING OUT OF ZADIG&VOLTAIRE'S SUSTAINABLE PRODUCTS & PACKAGING STANDARDS

The brand has defined new Sustainable Product Standards in an effort to reduce the environmental impact of its collections, both in terms of the supply of raw materials and manufacturing processes. A complete transformation programme dedicated to sourcing has been rolled out in order to achieve the target of 100% key raw materials from sustainable certified sources by 2025.

In addition to raw materials, Zadig&Voltaire is incorporating an increasing number of products certified throughout their supply chain, thus guaranteeing the implementation of particularly rigorous practices at all stages.

For example, at the end of 2022, 60% of the Jersey collection products were certified for along their supply chain, based on organic textile specifications (material, dyes, printing techniques, traceability).

SUPPORTING CIRCULARITY OF MATERIALS

- Our iconic Japanese satin is now made from 60% recycled fibres.
- All of our trainer soles are made from 30% recycled materials
- Launch of a programme seeking to scale up use of regenerated cashmere in our collection

Zadig&Voltaire is rolling out its policy regarding the use of zero virgin plastic from fossil fuels and integrates the use of recycled or biobased materials for its packaging. 100% of polybags used by the brand are made from biobased or recycled and 100% recyclable materials. 100% of paper packaging used by the brand is made using certified fibres from sustainably-managed forests and up to 60% recycled fibres.

RESULTS AT END 2022

40% of all materials used to make the collections were certified vs. less than 1% in 2021.

100% of our leather comes from tanneries certified for their environmental and chemical use practices.

Zero virgin plastic made from fossil fuels in our polybag packaging.



Made in Respect – our principles and *ethics* programme

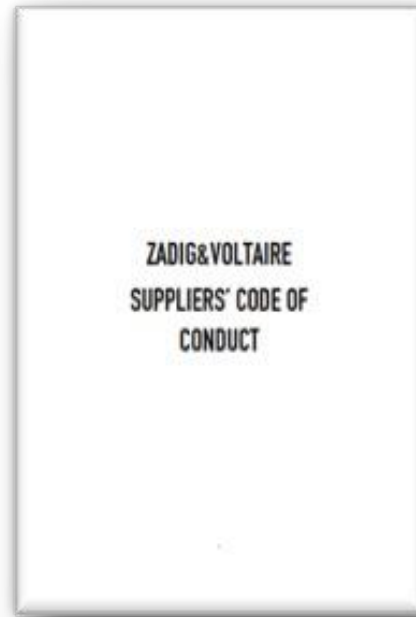
ZADIG&VOLTAIRE

Zadig&Voltaire's Code of Ethics



↳ Signed by all employees

Zadig&Voltaire Suppliers' Code of Conduct



↳ Signed by all partners

Zadig&Voltaire hotline



↳ A digital system making it possible to confidentially and safely report, in good faith, breaches of laws, regulations or principles of the internal Code of Conduct

Ethics Governance

Ethics Committee

5 members

↳ 3 missions

- Following/applying the Code of Ethics
- Responding to requests / Processing any alerts
- Developing policies and tools

Supporting the 10 Principles of the United Nations Global Compact



↳ Formalising the commitment and promotion of the 10 principles with respect to internal and external stakeholders

Made In Respect: committed with our teams (1/2)

Committed freedom, Fostered Uniqueness and Shared Vision for Excellence: 3 corporate values that are reflected into numerous commitments of Zadig&Voltaire as an employer, in particular to ensure gender equality and the development of young talents, a real strength for the company.

Programmes & initiatives

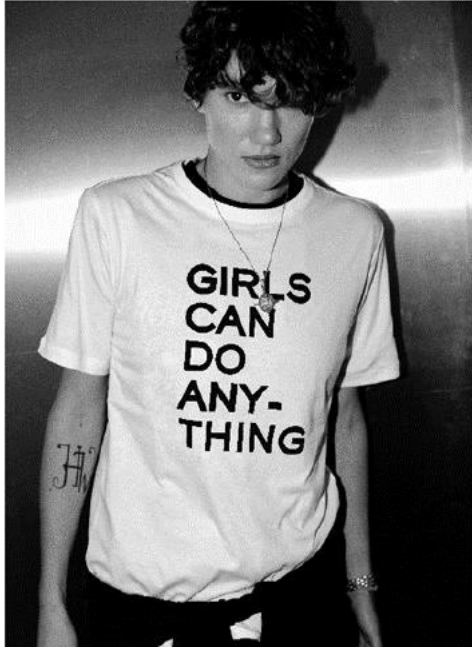
WOMEN EMPOWERMENT AT THE HEART OF THE ZADIG&VOLTAIRE BRAND

Zadig&Voltaire was founded with the goal of designing and proposing silhouettes that enable young girls and women to be confident. From the outset, brand founder Thierry Gillier chose to surround himself with women in key positions in the company. Currently, Zadig&Voltaire's staff includes 77% of women. Its management committee includes 70% women and 80% of management positions are filled by women. 78% of store managers are women.

WELCOMING AND DEVELOPING YOUNG TALENTS

Every year, Zadig&Voltaire hires numerous young talents: in France in 2022, 13 young people were recruited on permanent contracts at the Paris head office after their internships or work/study training programmes, and 262 under-25s were recruited in our stores, 219 of which on permanent contracts.

Particular attention is also paid to developing and supporting young people who join the brand's head office as interns or part of a work/study training programme: e-learning training sessions to find out more about the company, industry and collections, immersion in-store, numerous presentations by employees on business, the brand and know-how. A school partnership with EMASUP was developed to create a dedicated Zadig&Voltaire class of a dozen young people on work/study contracts in our stores. The training programme enables them to validate two certifications in 1 year: omnichannel sales adviser specialized in fashion & beauty, and fashion and beauty retail manager.



262
young recruited and
45
people on a work/study
training programme
(50% at the head office
and 50% in store)
taken on
in 2022 in France

2025
OBJECTIVES
100/100 gender
equality index

RESULTS IN
2022,
Gender equality
index score of
99/100 in France.

2025 OBJECTIVES:
100% of current and new employees trained in the VoltAIRe programme

MAKING OUR TEAMS THE FIRST VOLTAIRE AMBASSADORS

Programmes and initiatives:

TRAINING AND PROVIDING INFORMATION ON THE BRAND'S COMMITMENT AND ACTIONS IN THE CONTEXT OF VOLTAIRE Information sessions for head office departments and store teams in all countries are organised on various themes.

An e-learning session on the VoltAIRe programme is now part of the onboarding process for all new employees in France. This training programme will be updated and rolled out in all countries.

BEING ACTORS FOR CHANGE

Zadig&Voltaire organises regular training sessions dedicated to Product teams

- 100% of Accessory teams are trained in the challenges related to sourcing, processes and eco-design
- Regular progress updates are given to the various departments of the Parisian head office
- Organisation of interactive live sessions with stores
- Creation of specific expert training online modules



Accès à son objectif F&A 2025 visant à garantir 100% de ses matières premières certifiées issues de forêts gérées durablement. Zadig&Voltaire a multiplié ses actions pour son engagement dans une démarche de certification de ses produits. Cette mesure permet à la marque de proposer à ses clients un grand nombre de produits dont les matériaux ont respecté les exigences de tous les aspects de fabrication car chacun certifié selon des standards environnementaux les plus reconnus dans le monde en matière de cuir.

Ainsi, les produits « Made in Voltaire Respect » sont particulièrement concernés de leur choix car ils répondent à un critère aux exigences des clients. Ces derniers engagés durablement.

L'ensemble des produits fins certifiés selon des standards reconnus.

Tout produit en cuir issu de forêts gérées durablement.

Tout produit dont la teneur en plastique est comprise entre moins de 10% de matière plastique selon les exigences reconnues.

Tout produit certifié avec un niveau respect à hauteur de 80% minimum.



QUELS SONT LES PRINCIPAUX STANDARDS ENVIRONNEMENTAUX DE RÉFÉRENCE UTILISÉS PAR ZADIG & VOLTAIRE ?

Grâce à la mobilisation de nos équipes et de nos différents partenaires, Zadig&Voltaire a obtenu les certifications suivantes:

ISO 14001 (Général) / ISO 26000 (Standard) et ODS (Objectif Contraint Standard) qui permettent le contrôle technique des fibres, des cuirs et autres.

RSPP (Responsabilité Sociale Standard) qui garantit la bonne tenue des usagers produisant le cuir, le respect des réglementations, ainsi qu'une responsabilité de la marque tout au long de la chaîne de valeur.

GRS (Global Recycled Content) qui garantit la présence et la qualité de matière recyclée dans les produits, une gestion environnementale et éthique responsable, ainsi qu'une traçabilité des matières premières.

En parallèle de ces certifications, Zadig&Voltaire est également:

Membre du Club Customer Feedback qui vise à améliorer son niveau de satisfaction plus durable et améliorer ses conditions de travail internes, à travers des ateliers et des programmes agiles.

Membre de l'association Leather Working Group (LWG) qui développe un programme d'aide certifiant les sites de fabrication de cuir sur la base de leur niveau de performance environnementale.



Grâce à la mobilisation des équipes et aux efforts des partenaires, nos progrès ont permis d'atteindre et de dépasser nos objectifs pour la collection Automne/Hiver 2022.

Ainsi:

- 100% de la collection en cuir de vache est certifiée à partir de forêts gérées durablement (F&A).
- 100% de la collection de cuir de vache est certifiée à partir de forêts gérées durablement (F&A).
- 100% des matières premières sont écologiques (certifiées par F&A, GRS, LWG, Club Customer Feedback).
- 100% des matières premières sont certifiées (certifiées par F&A, GRS, LWG, Club Customer Feedback).
- 100% des sites utilisés pour la fabrication ont obtenu le label LWG.
- 100% de la collection certifiée est fabriquée à partir de forêts gérées durablement (F&A).

La mention Made in Voltaire Respect est un label qui garantit l'authenticité des produits, les normes environnementales et sociales appliquées à nos produits. Pour en savoir plus sur la mention, veuillez consulter nos certifications.

RESULTS IN 2022
100% of employees informed about the VoltAIRe programme in Europe

2025 OBJECTIVES

100% of our supplier partners aligned with Zadig&Voltaire Standards

RESULTS IN 2022

- **100%** of our supplier partners sign the Supplier Code of Conduct
- Awareness raised among **100%** of suppliers following revision of the social compliance programme

Programmes & initiatives

■ WORKING WITH PARTNERS WHO SHARE OUR VISION AND VALUES

- Zadig&Voltaire's partners adhere to a set of rules, practices and principles regarding ethics, societal responsibility and protecting the environment, which have been incorporated into the contractual documents and which constitute Zadig&Voltaire's Standards, including the Supplier Code of Conduct
- Updated in 2021, it defines what is expected of Zadig&Voltaire partners regarding social responsibility, protecting the environment and business integrity.

■ REVISION OF THE SOCIAL COMPLIANCE PROGRAMME

- Zadig&Voltaire is a member of the ICS, an organisation dedicated to social compliance which strives to improve working conditions within its members' international supply chains (mapping of suppliers, early detection of problems, audit, corrective measures and training).
- In the context of respect for its social compliance policy, Zadig&Voltaire also recognises other rigorous systems such as BSCI and SMETA SEDEX. The brand's objective is to have a social audit of 100% of its direct suppliers' sites by the end of 2023.



2025 Objectives

100% of our supplier partners aligned with Zadig&Voltaire Standards

RESULTS AT END 2022

Products from the collection certified through the entire supply chain:

- 90% of the woollen knitwear and regenerated cashmere collection
- 65% of the Jersey collection
- 30% of the Denim collection

- 100% of the virgin Cashmere knitwear collection certified Good Cashmere Standard and traced

- 40% of suppliers certified by standards recognised by Zadig&Voltaire

Programmes & initiatives

COMPLIANCE WITH ZADIG&VOLTAIRE ENVIRONMENTAL STANDARDS

In order to strengthen its approach, Zadig&Voltaire gradually integrated into its Product Standards, its requirements in terms of traceability and transparency, sourcing of raw materials from sustainable certified sustainable sources and manufacturing processes which contribute to reduce the environmental impact of its products. Discussions, information sharing, and meetings are organised with its manufacturers in order to assist them with the transformation process and achieving compliance with these new requirements.

CERTIFICATION PROCESS FOR FINISHED PRODUCTS

Aside from its objective to use 100% certified key raw materials by 2025, Zadig&Voltaire has embarked on a process seeking to certify its entire supply chain for an increasing number of products in its collections. This process ensures traceability reliability and that each step within the supply chain, meets requirements in keeping with Zadig&Voltaire standards. In this context, Zadig&Voltaire has been certified since 2021 in accordance with recognised and particularly rigorous standards.



Made in Respect: committed with our *community*

ZADIG & VOLTAIRE

RESULTS AT END
2022

5 organisations
supported via *Art is Hope*

6,200 tote bags
sold to support the
activities of Fondation
des Femmes

Like the messages conveyed by its silhouettes and collections, Zadig&Voltaire has always promoted empowerment. This strong commitment, rooted in the brand's identity also takes the form of support for actions designed to enable vulnerable people to take control of their lives back.

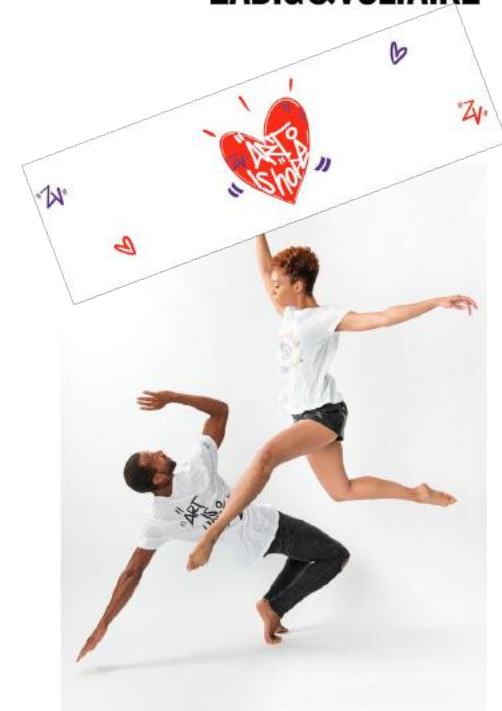
Programmes & initiatives

ART IS HOPE

In the United States, Zadig&Voltaire developed *Art is Hope* to support the empowerment of creative minds. Through this programme launched in 2020, actions were taken in partnership with organisations such as *LA Dance Project*, *Black Art in America*, *National Alliance on Mental Illness*, *QueerArt* and *Girls Rock Santa Barbara* in order to support their actions.

CIRCULAR TOTE BAGS PROJECT TO SUPPORT THE EMPOWERMENT OF WOMEN WHO ARE VICTIMS OF VIOLENCE

In France, Zadig&Voltaire supports the activities of the *Fondation des Femmes*, the reference structure in France working to promote women's rights and combat the violence to which they can fall victim. Since April 2022, throughout its entire network of French stores, Zadig&Voltaire has proposed tote bags made from the brand's archive fabrics, by companies in the *Resilience Network* which gathers inclusion companies in the north of France. In order to support its actions, Zadig&Voltaire donates 100% of the proceeds from sales of these tote bags to the *Fondation des Femmes*. At the end of 2022, the initiative was extended to several European countries.



VOLTAIRE
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<https://zadig-et-voltaire.com/eu/fr/content/programme-voltaire>