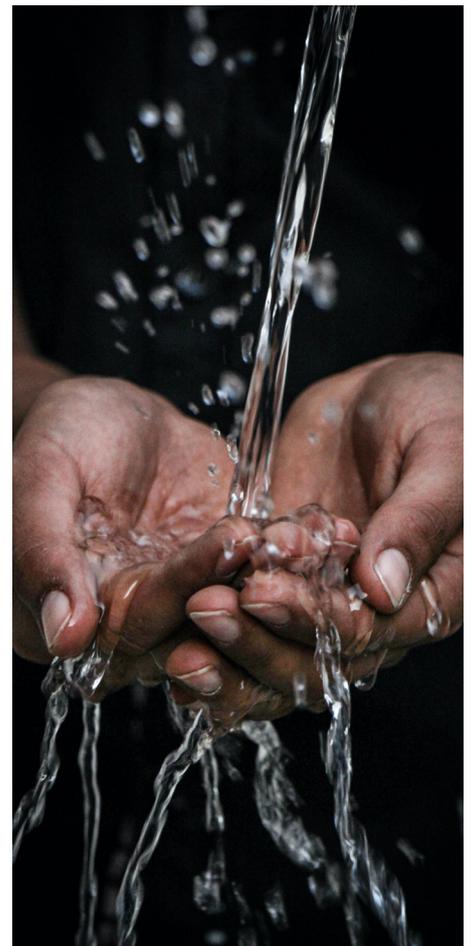


**T D V**  
INDUSTRIES





## EDITORIAL

2020, scarred by the COVID-19 global pandemic, was a very singular year for TDV Industries and for our entire ecosystem. We are proud, in this context, to launch our 8th CSR report covering an 18-month period. This year marks a new step for our company: our new economic model implementation within a reinforced TDV Industries- Klopman International Group and our presence in constantly changing European markets.

**More than ever, we want to contribute to a positive economy which allies high technicity, new fabrics solutions, impacts control, transparency, traceability and exemplariness. More than ever, we commit to producing technical and responsible textile.**

TDV Industries has the will to state its leadership on technical markets and on the solutions to CSR expectations and requirements. The COVID-19 crisis, sudden and carrying both threats and opportunities, doesn't call into question our new positioning, but opens perspectives of responsible and relocated consumptions. In that spirit, TDV Industries wants to contribute to strengthening our European economy and our sustainable development, from local to global and to achieve to launch the clothes made from revalorisation and reemployment of which the demand is already high but doesn't benefits from a real industrial solution for now.

Still in this spirit and as part of our Agenda 21 (2018-2022), we commit to employing all necessary human and material means to lead the way in taking responsibility, in enhancement of quality, in sustainable development, in well being at work and in territorial anchorage, adhering to ISO 9001 and ISO 14001 standards and in line with our Agenda 21 (2018-2022) and Global Compact principles.

The 10 commitments we made in our 3rd Agenda 21 are our CSR guidelines. They are all related to 11 of the Global Compact's SDGs (Sustainable Development Goals). Some of the commitments cover several Global Compact themes. For each commitment, we set goals which are measured and qualified in this CSR report.

TDV Industries confirms our alignment with the principles of the Global Compact and renews its commitment to the organisation. TDV Industries is committed to production which, on over day of the year, has the lowest footprint and the highest social and societal impact.

**Christophe Lambert, Chairman**  
**Paul Devilder, CEO**

# COMMITMENTS TAKEN ACCORDING TO THE **SUSTAINABLE DEVELOPMENT GOALS** SET BY THE GLOBAL COMPACT

## SUSTAINABLE DEVELOPMENT **GOALS**



# Commitment n°1

## Good health and well-being at work

3 GOOD HEALTH AND WELL-BEING



### Completed in 2019/2020

We distributed to all employees the results of a questionnaire to assess their quality of life at TDV Industries. We called it the “Wellness Barometer”. We achieved a participation rate of 65%! The summary of this barometer shows a strong sense of attachment to the company and the perception that employees hold positions in which they are thriving.

#### We have drawn up an action plan to improve :

- > **Safety:** Recrutement of a Health, Safety and Environment manager and establishment of a CSSCT - a Health, Safety and Working Conditions Commission - to reinforce the former CHSCT.
- > **Quality of life at work:** Establishment of a partnership with a social service assistant who visits the site and can be consulted by the employees.
- > **Management :** generalisation of employee appraisals in order to recognise work well done and to raise the skills of our employees.
- > **Listening and taking into account everyone’s opinion:** deployment of a system for collecting and implementing suggestions for improvement.
- > **Mastery of skills and knowledge:** implementation of an even more ambitious organisation, enabling training throughout the employee’s career within the company.
- > **Improvement of workstations, premises and equipment:** gathering information on employees’ needs.

- > **Communication:** Implementation events that promote a good atmosphere and communication within the teams and between departments (written communication, sports and recreational events, etc.)

The partnership with the social service assistant makes it possible to support employees in social, psychological and economic difficulty in their workplace and thus contribute to their well-being.

Following the redundancy plan, TDV Industries took responsibility for reclassifying its employees internally and externally with the greatest care. A counselling service was set up to support employees in this difficult ordeal.

### Objectives 2nd half 2020 + 2021

- > Lay the foundations for our in-house training school
- > Continue to organise events that promote team spirit and recreation at work as soon as the health situation permits
- > Programme external expert speakers to provide access to sports-health, to culture or to discussion on social issues



# Commitment n°1

## Good health and well-being at work

3 GOOD HEALTH AND WELL-BEING



### COVID-19 context

TDV Industries was able to act quickly in the face of the SARS-COV-2 virus by creating, as early as February, a COVID-19 cell and conditions that allowed it to continue working without putting employees at risk. This cell, which is still in daily operation, meets remotely every morning and has the ongoing task of protecting the health of employees and guaranteeing them safety at their workstations. During lock-down, at the height of the crisis, this unit made it possible to maintain business activity while safeguarding the health and safety of our employees. The necessary measures were quickly deployed and made compulsory: wearing a mask as soon as you left your vehicle or at a defined distance from the entrance for employees coming to work on foot, hand-washing every hour and/or as soon as you touched an object or surface outside our work location, doors kept open, etc. The list of measures has been continuously expanded since March and allows us to adapt to changes in the health situation.

TDV Industries has participated in the national effort by manufacturing fabrics for masks for the general public. These fabrics have been tested and certified for up to 50 washes in Class 1 for some and Class 2 for others by the French Defence Procurement Agency (Direction Générale de l'Armement) and the French Textile and Clothing Institute (IFTTH - Institut Français du Textile et de l'Habillement). This production represents more than 4 million Made-in-TDV masks!

Aware of the close links between private and professional life, we have equipped each employee and close family member with thirty washable and reusable cloth protective masks (approved for 50 washes) produced at TDV Industries to protect them in the workplace and also in their private lives.

We now plan to develop a long-term offer of textile masks that can be washed more than 50 times:

- used even post-COVID, in the B-to-B and B-to-C circuits, also to avoid microbes and germs, as has been the case in Asia for a very long time
- separate, PPE, comfortable, durable, innovative (integrating features that compensate for the disadvantages of the mask) and as soon as possible originating from the upgrading of professional clothing at the end of its life.



# Commitment n°2

## Perpetuate the transmission of our technical and people skills for Textile Excellence

4 QUALITY EDUCATION



### Completed in 2019/2020

We rolled out a new integration programme in the dyeing workshop aimed at introducing newcomers to the TDV Industries machine park. This circuit helps new employees understand the challenges of the stages upstream of their workstation and thus facilitates the detection of anomalies in order to guarantee high quality production. This circuit also helps new operators understand the consequences of the work they perform on their machine by observing the stages downstream, thus enabling them to adopt the best reflexes.

Some employees are trained to become mentors to newcomers. Their mission is to train and accompany new recruits from the moment they arrive until they no longer need regular mentoring.

The acquisition of our new printing unit has demonstrated our ability to acquire and transmit new technical skills. Our printing process is now operational to print items for the most demanding French and European military markets.

### Objectives 2nd half of 2020+2021

- > Duplicate the «integration pathway» serious-game in all the workshops
- > Implement the project in order to develop versatility in the weaving and dyeing workshops
- > Enable TDV Industries to play its full part in the deployment of the new Group Strategic Plan at the service of the men, women and investments of TDV Industries.



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# Commitment n°3

## Improving equality between women and men at TDV Industries



### Completed in 2019/2020

The ergonomic study of the various workstations has shown that the vast majority of these stations do not require any special arrangements to make them accessible to women. This has made us aware that there is no physiological incompatibility, but that this incompatibility is probably subjective, of a cultural nature. This open-mindedness at all levels of the company has enabled us to integrate 3 women in the dyeing workshop as machine operators.

The association “Et pourquoi pas elles?” (“And why not women?”) held a workshop in TDV Industries to establish dialogue between the different players in the company (managers, human resources, employees, supervisors, etc.) and to enable them to think differently about gender equality at work. The first part of the workshop consisted of introducing the association, defining what gender equality is and pointing out stereotypes. During the second part, our colleagues chose a topic from a wide range of themes and worked together to find solutions on the theme: “Working time and prioritising living time».

Since the beginning of 2019, gender ratios have been almost equal in the weaving workshop with 55% men and 45% women. An increase of 10% of women has also been observed in the dyeing workshop.

### Objectives 2<sup>nd</sup> half of 2020 + 2021

- > Re-invite an association to raise awareness among employees (in conjunction with the Prefecture of Mayenne)
- > Create a working group with women from all workshops to advance gender equality, improve women’s specific well-being and working conditions within TDV Industries
- > Create a barometer to assess “machismo/sexism” in the workplace and to measure the casual sexism at TDV Industries



# Commitment n°4

## Continue to reduce TDV Industries' water footprint

### Completed in 2019/2020

For our industrial processes, we use so-called “industrial” water which comes directly from the Mayenne river and undergoes simple treatments before use. Sometimes, the characteristics of this water make it unusable in our processes, forcing us to use city water (which is drinkable) to maintain the quality of our production.

The feasibility study for improving industrial water to reduce the consumption of city water has enabled us to identify two main areas of work:

- > Better turbidity control
- > Removal of microorganisms (algae), which make the water unusable, especially in the summer months

### Objectives 2<sup>nd</sup> half of 2020 + 2021

- > Process water improvement study to reduce city water consumption - NALCO project
- > Schedule an awareness day
- > Implement a feasibility study for a closed loop between TDV Industries and the Laval wastewater treatment plant, in response to the Prefecture's request to save water resources.
- > Distribute a “water quality test” kit to be fixed on taps to raise employee awareness



# Commitment n°5

## Reduce the energy footprint of the TDV Industries site

7 AFFORDABLE AND CLEAN ENERGY



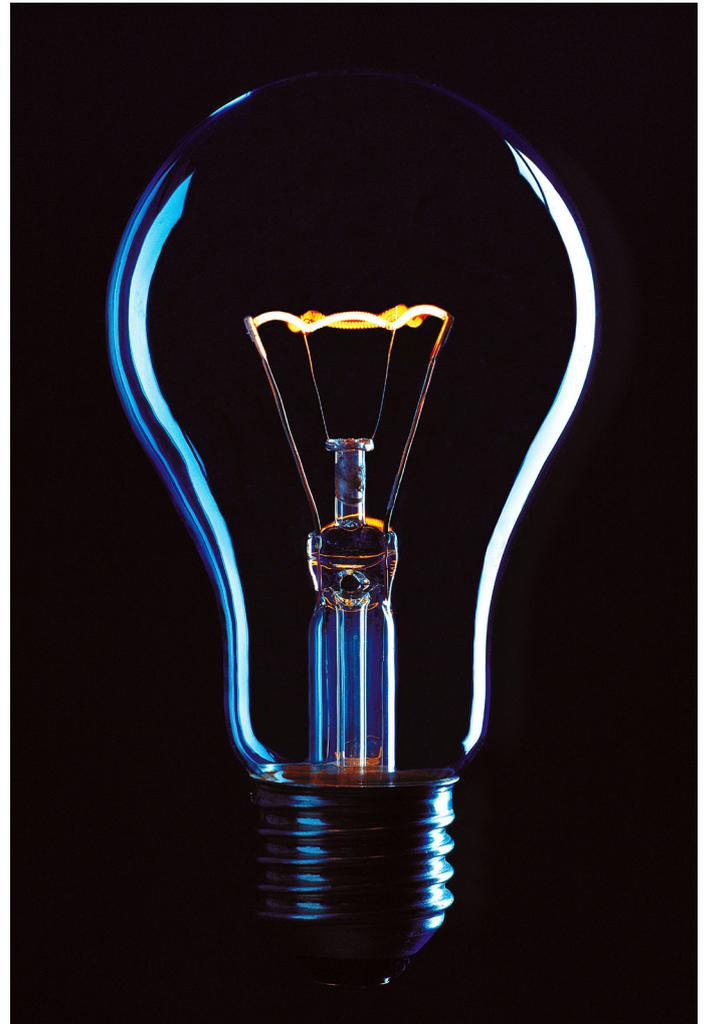
### Completed in 2019/2020

In order to save electrical energy, we have installed a variable speed compressor. The compressor allows the workshops to be supplied with compressed air. This installation provides better air filtration, better air quality (drier air), fewer mechanical breakdowns and reduces our electricity consumption by 15%, i.e. 46,125 kWh/year, the equivalent of 115 fridge-freezer kitchen units. This represents 2,453,850 gCO<sub>2</sub>/year not discharged into the environment, or 15,433 km travelled with a Peugeot 3008 VTI vehicle.

We were planning to install solar shades on the company car park. The project was not completed due to a lack of time. Initially, we wanted to reuse the electricity produced on our site. On closer examination and budgeting, we realised that the installation of the shades would not allow us to cover all of TDV Industries' energy costs.

It would, in fact, be much better to rent out these solar shades to an energy distributor to install the photovoltaic panels and redistribute the solar-generated electricity to the urban grid. In Laval, on Boulevard des Trappistines, the service station has installed these shades, proof that this project is feasible.

For these reasons, we have decided to postpone this investment, but we are continuing to work on the best way to implement it.



### Objectives 2<sup>nd</sup> half of 2020 + 2021

- > Carry out an energy assessment on the site to identify items that over-consume energy and look for solutions to reduce them.
- > Based on the carbon assessment carried out with Climate Partner in 2020, identify new actions and best practices



# Commitment n°6

## Industrialise a solution for recycling post-consumer textiles

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



### Completed in 2019/2020

At TDV Industries, we have carried out several development trials using recycled materials. We recovered, dismantled and frayed the old work clothes of one of our customers. From the wadding obtained, we made a yarn with which we wove a new fabric that will be made into a tote bag.

Another of our projects was to weave, from recycled yarns, fabrics of different grammages that can be made into trousers and which were to have been presented at the Expoprotection Trade Fair in Paris in November 2020 (the Trade Fair was postponed).

We accepted a challenge from the French Ministry of the Armed Forces to study the feasibility of recycling military clothing (F3 and Navy fatigues).

Earlier in 2019, we produced a TDV capsule collection by Marlène created from scraps of recycled fabrics. This collection was made by the workshop "Les petites mains", an association of women in a situation of professional reintegration.

We also participated in 8 steering committees for the REWIND project.

We submitted our bid via the FIREX consortium to a tender as part of PIAVE (Plan d'Industrie et d'AVENIR, a plan for industry and the future), and as part of a tender for an economic recovery plan.

Letters of intent were sent to the main principals in order to determine the return on investment for the purchase of automatic trimming and shredding equipment.

### Objectives 2<sup>nd</sup> half of 2020 + 2021

- > Find new spinning partners to continue the projects after the spinning workshop has ended and to create lasting links.
- > Study the prices of the different samples worked on
- > Make the REbearth project a reality through investments, determine governance and start production.
- > FIREX: processing professional clothing and production offcuts
- > Accelerate the market launch of a range of fabrics for professional clothing based on recycled end-of-life garments



# Commitment n°7

## Reduce the environmental footprint of our production



### Completed in 2019/2020

TDV Industries has achieved the two objectives set out in the last CSR 2018 report! We introduced not 6% but **10.9% recycled polyester** into all our production! A great step forward in reducing the amount of waste on our planet.

Next, 21.5% of our cotton supplies are now made in Europe and more precisely in the Guadalquivir region, a shorter supply circuit in terms of distance and carbon footprint.

75% of the fabrics used for coating are now made from organic cotton and recycled polyester yarns.

### Objectives 2nd half of 2020+2021

- > Receive at least 20% of our supplies by sea (carbon footprints: road = 62 gCO<sub>2</sub>/T-km, sea = 16 gCO<sub>2</sub>/T-km).
- > Develop 3 new fabrics based on recycled cotton yarns.
- > Encourage the repair of parts through maintenance rather than replacement by new parts
- > Based on the carbon assessment carried out with Climate Partner in 2020, identify new actions and best practices
- > Contribute to the acceleration of a textile environmental display



# Commitment n°8

## Combat global warming

13 CLIMATE ACTION



### Completed in 2019/2020

As a result of the investment in our printing machine, which has allowed us to internalise production 100%, more than 40,000 kilometres of truck transport can be avoided annually.

The FUB (French Federation of Bicycle Users) has offered training on the proper use of bicycles and tips on how to repair them and travel in complete safety. This campaign enabled us to raise employee's awareness of how to use of bicycles to get to the workplace.

Our special folders have been filed online on Office 365, which makes it possible to share documents via links instead of sending attachments (sending documents by e-mail is therefore streamlined and consumes less energy for sending and for storing e-mails).

During the first half of 2020, the TDV Industries x Klopman x KAI group committed to a joint project: to establish a carbon assessment with our partner Climate Partner. A key collaborative effort to find solutions together to reduce our carbon impact at group level.



Corporate Carbon Footprint



Product Carbon Footprints



Avoid and Reduce



CO<sub>2</sub>-Offset



Communication

### Objectives 2nd half of 2020+2021

- > Accelerate the use of secondary raw materials using eco-circularity
- > Drawing on the lessons learned from the 3 Group Carbon Assessments and triggering the first new measures to reduce TDV Industries' carbon impact
- > Establish the carbon index of our flagship products and communicate on this measure.
- > Identify where the carbon footprint can be avoided and reduced
- > Invest in a carbon compensation plan in line with our CSR commitments (such as the tree planting operation)



# Commitment n°9

## Safeguard biodiversity by involving employees

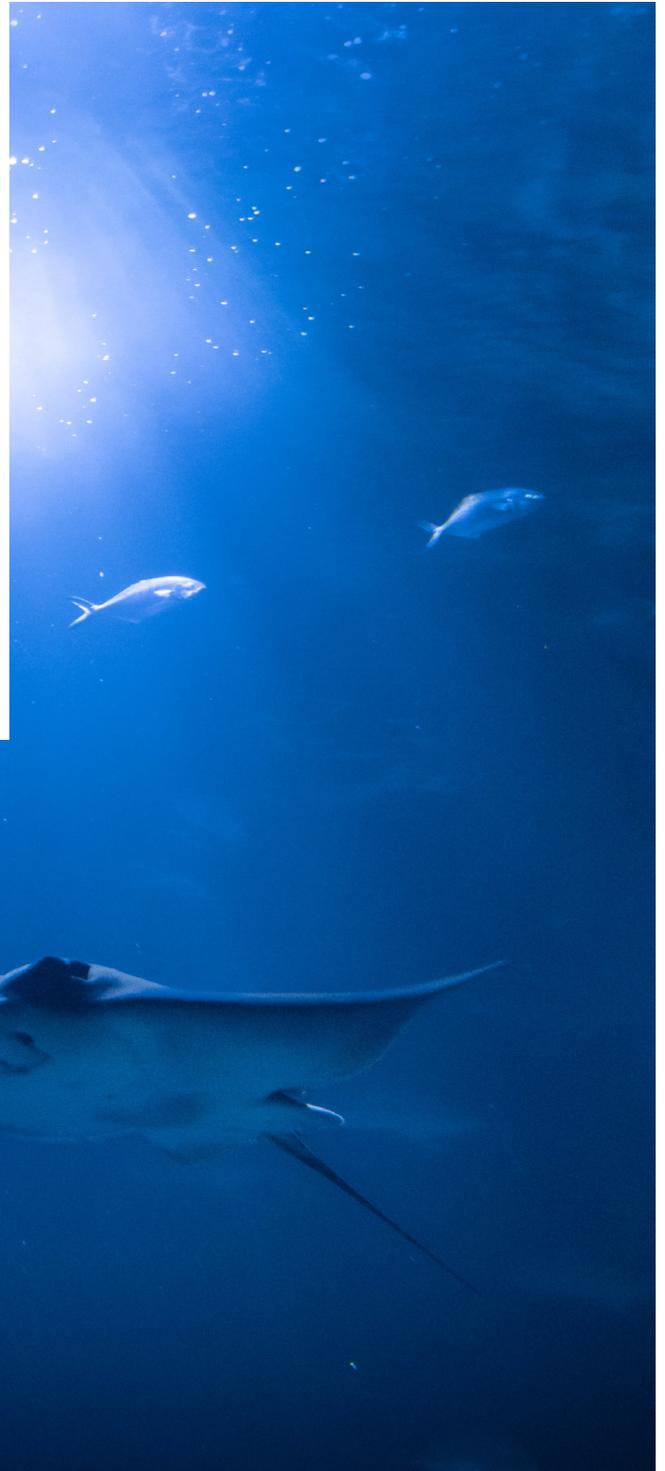


### Completed in 2019/2020

We did not use any phytosanitary products for the maintenance of the outside areas of our industrial site

### Objectives 2nd half of 2020+2021

- > Make bird boxes available at the next tree planting.
- > Create a collaborative garden according to the principles of permaculture
- > Participate in the clean-up of the planet day by creating an event with our employees (plogging, etc.)



# Commitment n°10

## Communicating CSR policy to our stakeholders

17 PARTNERSHIPS FOR THE GOALS

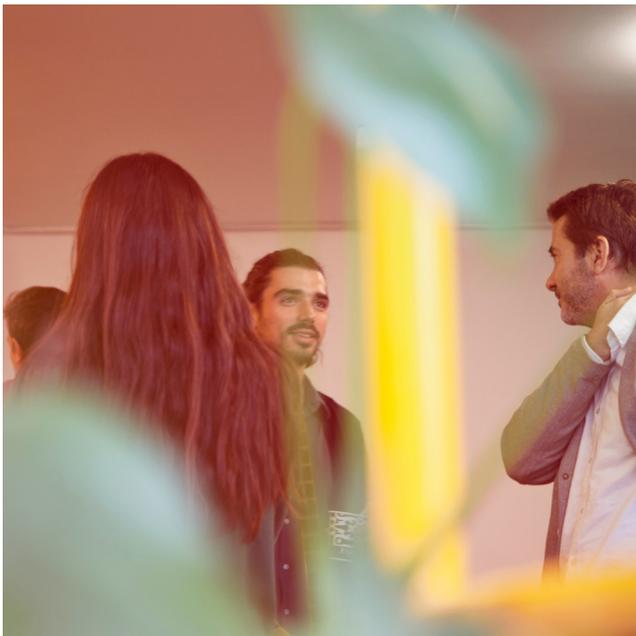


### Completed in 2019/2020

On 9 April 2020, TDV Industries, in its role as ambassador of the Global Compact France in the Pays de la Loire, was to organise the Global Compact Tour de France. The event, involving 80 players from the region, was cancelled for this edition due to the COVID pandemic that hit France in February 2020.

The Global Compact Tour de France is a series of conferences and exchanges between ambassadors, professional speakers and guests around CSR in companies. It allows reflection on different issues: how to implement a responsible policy in your company; who to contact for advice; what are the best practices?

Many other questions are addressed during these events and it is a real meeting place where sustainable partnerships are created between the participating companies.



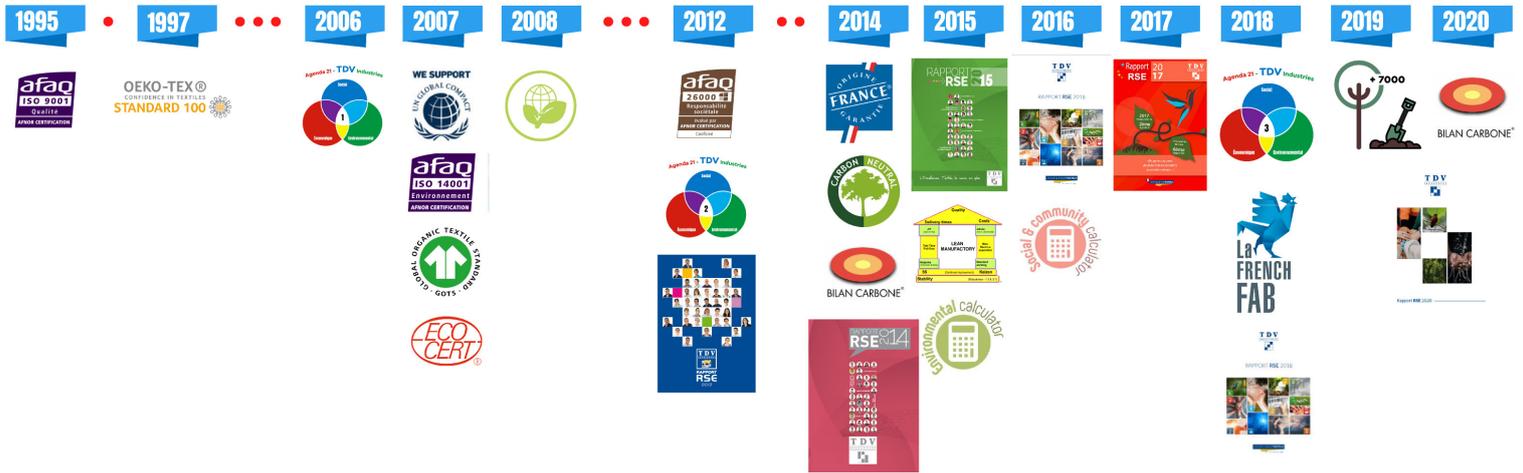
### Objectives 2nd half of 2020+2021

- > Reorganise the Global Compact Tour de France or re-programme it for next year in agreement with Global Compact France
- > Dialogue with all stakeholders, clients and partners who came to the tree planting (as in Feb/March 2019)
- > Set up other communication initiatives via the UIT and FACIM
- > Encourage the dissemination of best practices and commitment actions throughout the group





# CSR Report 2020



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