

Roadmap 2018

ORSAY GmbH has set a total of 22 targets for the year 2018.

Mandatory targets

Goal for 2018	Statement on baseline
<p>MRSL Communication of the following MRSL with ancillary information to 100% of producers and business partners for implementation and transmission to the supply chain:</p> <p>ZDHC and Research List</p> <p>We will send the MRSL with accompanying information to our business partners and producers by mail and ask them to cascade the information down the supply chain. We will put special emphasis on the importance of implementing the MRSL in wet processing units.</p>	<p>Extend of communication of MRSL</p> <p>Share of producers in relation to purchase volume (%) 59 %</p> <p>Share of business partners in relation to purchase volume (%) 0 %</p>
<p>Good Housekeeping Support of producers to improve proper and environmentally sound business management in their supply chain</p> <p>Together with the MRSL, we will send a chemical inventory template to 100% of our producers and business partners and will ask them to cascade it down their supply chain.</p>	<p>In 2017, we sent a chemical inventory template to 20% of our producers in relation to purchase volume. We realized that most of the producers did not know, how to approach this topic and started to train our own staff to give advice to our business partners.</p>
<p>Contractual relationships Obligation of all producers and business partners to comply with social Partnership goals</p> <p>We will send our new Code of Conduct to all our direct business partners and producers. The code will be signed by our CEO and we will require from our business partners and producers to sign it and to send it back to us.</p>	<p>Since 2008 we have a Code of Conduct in place. Our current code has been signed by all our first tier suppliers. In 2017 we started to update our Code of Conduct and to align it with other Mulliez owned textile businesses.</p>
<p>Child Labour and Forced Labour Establishment of a process or procedure to deal with cases of child and/or forced labour (including access to remedy)</p> <p>We will research best practices and establish a process, which will be communicated to 100% of our business partners and producers as well as to our own staff.</p>	<p>We have a zero tolerance for forced labor and child labor.</p>
<p>Capacity building in the area of social standards Support for producers in the implementation of social Partnership goals</p> <p>Four of our China based factories will participate in Module(M)2 (Quality Management) of the ETI-ILO SCORE training. One of those factories will also participate in M3 (Productivity through Cleaner Production), M4 (Workforce Management) & M5 (Health & Safety).</p>	<p>Two of our China based factories started with Module 1 of the ETI-ILO SCORE Program. SCORE Training provides constructive expertise to factories and addresses those issues that cannot be resolved through an auditing-only approach.</p>

<p>New wool policy Publication of a written policy for new wool, incl. positioning against mulesing</p> <p>We will publish a wool policy on our website and communicate it to all our business partners and producers as well as to our own staff. We continue with our approach of buying wool from sources who can demonstrate that they do not perform mulesing.</p>	<p>As mentioned in our Code of Conduct, we require from our suppliers to source wool that has not been obtained by using mulesing.</p>
<p>Increased share of sustainable cotton Increased share of sustainable cotton, procured by my organization to 5 %</p> <p>Including organic cotton (as a share of the total amount of cotton) 0 %</p> <p>We will increase our share of BCI cotton of our overall cotton sourcing.</p>	<p>We are a BCI member since the end of 2017 and are currently starting to source better cotton and to align our business processes accordingly.</p>
<p>Risk analysis Analysis of the social and environmental risks as well as the potential impacts of the overall business, and prioritisation of the most important risk fields on the basis of several instruments/sources</p> <p>We will update the assessment by using different sources like the CSR Risk Map, Global Slavery Index, Water Risk Atlas, input from our staff, external experts and other. We prioritize the most salient issues in our supply chain and take detected risks into account when entering new countries.</p>	<p>We have a risk assessment in place, which we update on a regular base.</p>
<p>Systematic identification of all business partners Systematic identification of all business partners and producers</p> <p>We will continue to identify our producers and business partners, by working closely together with our buying offices. We aim to identify 100% of cutting, sewing, ironing, packing, embroidery, printing and washing facilities in our supply chain.</p>	<p>We continued to identify all our first tier factories (cutting, sewing, ironing, packing, embroidery, printing and washing) and have approximately identified up to 80%.</p>
<p>Raising awareness Implementation of measures to raise awareness about sustainable textile production in the following topics:</p> <p>Sustainable fibers & fabrics and chemical management</p> <p>We will continue the sustainable fibers & fabrics training in 2018 in our two support centers. We will start to train our staff on proper chemical management. Target group: Product Development Teams and Corporate Responsibility Team worldwide.</p>	<p>We started to train our staff on sustainable fibers & fabrics with an external trainer in 2017.</p>

Recommended targets

ORSAY GmbH has already met 1 recommended target for 2018.

Goal for 2018	Statement on baseline
<p>Supply chain transparency (deeper supply chain) Identification of additional actors in the deeper supply chain</p> <p>In 2018, we will identify all dyeing units associated to our CMT production processes and we will start to identify dyeing units related to our Finished Product business.</p>	<p>Currently, we know all fabric suppliers, with whom we have a direct business relationship. This includes all fabric suppliers related to our Cut Make Trim business.</p>

Partnership Initiative
Participation in a Partnership Initiative to promote social and environmental Partnership goals in production countries

We participating in the Partnership Initiative "Sustainable chemical and environmental management in the textile supply chain".

Voluntary targets

Goal for 2018	Statement on baseline
<p>Commitment to Partnership Goals Expansion of the policy to include the following topics:</p> <ul style="list-style-type: none"> Use of safe chemicals <ul style="list-style-type: none"> MRSLS (chemical inputs at stages of processing) RSL (chemical residues on textile product) Good housekeeping Environmental management system Water and wastewater management <p>We will develop an Environmental & Chemical Handbook and send it to 100% of our producers and business partners. Additionally, we will communicate our own RSL.</p>	<p>We started to develop our own RSL in 2017 and to research environmental and chemical challenges we want to address in our supply chain.</p>
<p>Supply chain transparency Expanding the indicators recorded for our business partners and producers</p> <p>We will start to record the in-house processes on factory level for all our first tier suppliers.</p>	
<p>Man-made fibres For sustainability reasons, we will abandon the following man-made fibre from our products:</p> <p>Since PVC is harmful throughout its entire life-cycle, we will not use PVC anymore in our production.</p>	
<p>Mitigating identified risks Providing training to raise our employees' awareness of social and environmental risks in the supply chain</p> <p>The person in charge of environmental topics will attend the Colloquium on "Integrated Best Available Wastewater Management in the Textile Sector" at the University of Stuttgart and sign up to a "Coaching on Water Risk Analysis and Water Stewardship", organized by DGCN and WWF.</p>	
<p>Supply chain requirements Increasing the percentage of producers (as measured by purchasing volume) who already produce an inventory of the chemical inputs used to 70 %</p> <p>We will collect the chemical inventories from fabric suppliers we have a direct relationship with through our CMT business, covering 70% of purchased meters.</p>	<p>Extend of producers, who take inventory</p> <p>Share of producers in relation to purchase volume (%) No entry</p>

<p>Supply chain requirements Increasing the percentage of producers and business partners (as measured by purchasing volume) to whom our wastewater guidelines are communicated to 100 %</p> <p>Together with the MRSL, we will communicate the ZDHC Wastewater Guidelines to 100% of our producers and business partners.</p>	<p>Communicate wastewater guideline in sc</p> <p>Share of producers in relation to purchase volume (%) 0 %</p> <p>Share of business partners in relation to purchase volume (%) 0 %</p>
<p>Supply chain requirements Making fulfilment of requirements a criterion for selecting suppliers or awarding contracts</p> <p>The supplier scorecard is the base for our supplier evaluation and our planning. It takes commercial, quality and CR aspects into account. Based on the scorecard assessment, we define corrective actions. Our goal is to assess suppliers accounting for 85% of our purchasing volume.</p>	
<p>Tracking results in your supply chain Strengthening/improving our inspecting and monitoring system with the help of:</p> <p>Supplier audits performed by others (3rd party)</p> <p>We will switch from our own 2nd party audits to 3rd party audits. By joining the Initiative Clause Sociale (ICS) we joined beginning of 2018 a well established auditing system and since factories are shared by ICS members, we will be able to reduce double auditing of factories with this step.</p>	<p>We perform 2nd party social audits.</p>
<p>Tracking results in your supply chain Establishing a procedure for dealing with breaches of the requirements by business partners and producers</p> <p>We believe that dealing with detected breaches has a strong ethical component. Therefore we decided to set up an Ethics Committee, which will start to draft guidelines and procedures for such breaches.</p>	<p>In case we detect a breach, we discuss internally how to proceed, taking into account ethical and economic points as well as industry known procedures. We also consider the comments from our suppliers and engage in a dialogue with them to find an ethical and economically viable solution for all parties.</p>

Continued targets

Goal for 2018	Statement on baseline
<p>Reporting Publication of information or sustainability report on chemical/ environmental management</p> <p>We will extend our CR reporting to include besides our social also our environmental KPIs.</p>	