

CSR Report 2022

- Corporate Social Responsibility Review -

sessùn

I. our creations
resemble us

Carefully selected materials
Breakdown of materials in 2022
Viscose
Polyester
Animal welfare
Product certification
Choice of leathers
Upcycling and recycling

II. well-chosen
relationships

Shared ethics and well-framed practices
Choosing local supply chains and know-how
Focus on French partners
Forging close ties

III. sharing
beauty

Sustain and radiate
Dress and inspire
Sessùn Alma

IV. unite
and grow

Our 4 values
Our essence embodied in a space
Celebrate and nurture
Proud to support
Building together

V. embody
our commitments

« Make the journey more beautiful
than the destination »

Sessùn becomes α mission-driven company

” For as long as we can remember, Sessùn has been driven by a shared commitment and energy to create, develop, and find fulfilment together in a meaningful business project rather than guided by objectives. Then, as the company grew, objectives were set, not as ends in themselves but as directions of travel, leading us on journeys during which anything is possible. Management remains based on trust, and success is made possible by a community with shared values and aspirations, and an understanding of the importance of sharing.

For four years, we implemented, developed and refined an ambitious, but realistic, CSR policy. We then decided to make a comprehensive and rigorous commitment to our choices by setting out our beliefs and the underlying principles of our company in our Articles of Association.

Our ambition ?

« Forging our own path means embodying a sustainable and sensitive fashion that values textile know-how, supports artisanship, nurtures exchanges and promotes long-lasting partnerships as part of a conscious approach based on respect for people and resources, and the dedication to one's craft. ».

Beyond the simple belief that all firms have a duty to be fully aware of and responsible for their actions, becoming an entreprise à mission is also a strong indication of our desire to make a public and legally binding commitment to economic, environmental and social transitions. That involves ceaseless questions and reflection, full investment in the movements reshaping our world and complete acceptance of the role we can play - welcoming it as an opportunity rather than a constraint. The opportunity to be proactive in change and to accept that role with a heart full of respect, an open mind and a soul ever vibrant with the willingness to do

our best. The opportunity also to choose longevity and to celebrate the beauty of the path ahead, for it is on this path that amazing things can happen, so much so that our *raison d'être* is « **Make the journey even greater than the destination.** ».

For us, putting the journey at the heart of our philosophy and our company management is a way of reconnecting with essentials - what really matters is HOW we achieve our objectives, not the objectives in themselves. It is the encounters, the soul-searching, the discoveries, and above all the sense of fulfilment and the love of a job well done that gives the work we do its true value.

We see ourselves as a living enterprise, revolving around people, and as an active partner. For us, recognising the innate value of the road travelled is a way of celebrating the men and the women who make it possible for us to create, achieve, progress and with whom we ceaselessly continue to grow. This includes our employers, suppliers, customers, the artists and craftsmen we support and our partners. We are all connected and interdependent and that is what makes our adventure all the richer and more beautiful. And that is why the beauty lies in the path we travel.

”

Emma François-Grasset

*Founder, CEO and Artistic
Director of Sessùn*



I. our creations resemble us

Our desire to embody creative, sustainable, and coherent fashion has always led us along a path all our own. It involves considered choices, meticulous attention to detail and a profound love of beautiful clothing.

We develop our own patterns in the dressmaking workshop we have established at our head office, where a dedicated team of five people works full-time. This includes creating prototypes, making alterations, conducting material testing, and ensuring impeccable finishes. This 'custom' dimension enables us to develop our garments with the utmost precision and quality, all while upholding a textile tradition founded upon the expertise and meticulous attention to detail of professional dressmakers.

Materials are at the heart of our creative process. They breathe life into our collections, enabling us to weave narratives that resonate with the free-minded, inspired women we dress. We select our materials with the greatest of care, for their unique properties, their drape and the creative possibilities they unlock. We also consider their impact, striving to keep it to a minimum, in accordance with several lines of approach.

Making the right choice of materials

For several years now, we have been fully committed to transitioning to more responsible, less polluting fibres, produced under conditions that prioritise respect for people and the environment.

We initiated this process by reducing the percentage of synthetic fibres in our collections as much as possible and replacing them with recycled alternatives. Our aim was to minimise the depletion of fossil resources, decrease the massive use of environmentally-harmful chemical products, and mitigate the damaging consequences linked to micro particle pollution.

90%
of non-synthetic materials

In 2022, 90% of our collections are made from natural or artificial materials. We appreciate these materials for their unique feel, and because they come from renewable resources.

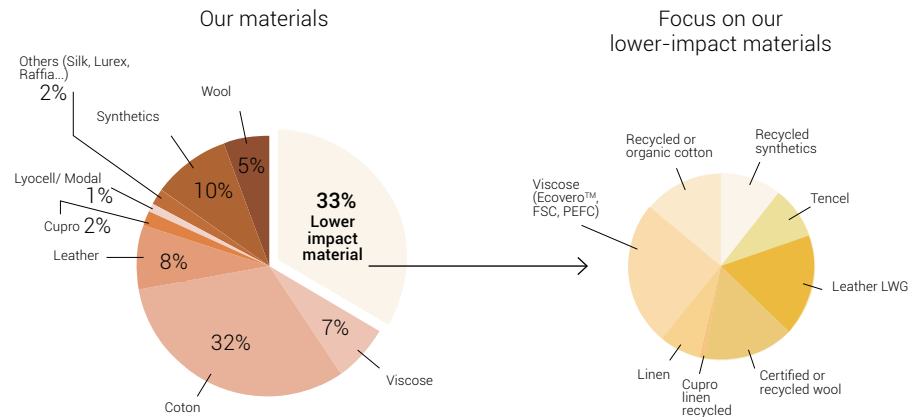
33%
of lower-impact materials

Materials are considered to be “lower impact” if their creation requires fewer resources and causes less damage than their traditional counterparts. We include linen in this category, as it is a natural fibre and its cultivation and transformation require very little water and inputs. Additionally, it enables CO2 to be fixed in the soil without releasing any during the process.

We also consider certified leather, vegetable tanning, and materials of animal origin certified for animal welfare.

Our definition of lower impact is deliberately strict, which is why we have chosen to exclude, for example, virgin cotton, BCI certified cotton or Oeko-tex Standard 100 certified materials, as this label only certifies the product and not the material.

Breakdown of materials used in 2022



We have also defined two priority areas on which we would like to make a swift impact :

Viscose

Appreciated for its fluidity and the beauty of its falls. Obtained from wood pulp, it is often controversial due to the poor management of the trees from which it comes and because the processes involved can often be polluting.

Wherever possible, we use viscose sourced from producers certified for their sustainable management (FSC® and PEFC®) and we prioritise viscose Lenzing™ Ecovero™ which, in addition, is produced through the use of non-polluting processes.

70%

of reduced impact viscose

Polyester

Extremely easy to clean and care for, it provides structural reinforcement and is used to create permanent pleats. Synthetically obtained from oil, it is therefore polluting.

We have decided to decrease our reliance on this material and to replace it with a recycled version in order to limit our use of natural resources and reduce resultant pollution.

50%

of recycled polyester

100%

of certified viscose and recycled polyester by 2025 at the latest

Animal welfare

We are aware that animal welfare is an important issue and that we have a responsibility to guarantee the respectful treatment of animals throughout our supply chains. For several years, now we have ensured that :

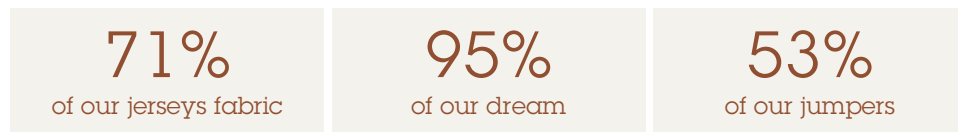
- **100% of leather** we use comes from agri-food industry co-products, and that no animals are killed solely for their hides
- **100% of the Merino wool** is guaranteed "mulesing free", ensuring that no acts of mutilation are practised on the animals to simplify the farming and shearing process
- **We are increasing the percentage of our alpaca supply obtained from the IAI**, the International Alpaca Association. Established in Peru, the association certifies superior quality alpaca, in addition to its traceability across the entire chain. From farming to weaving, it guarantees favourable economic, social and environmental conditions, and is also committed to the protection of animals, farmers and Peruvian heritage
- **Year after year, we maintain our membership of FFR**, Fur Free Retailers, which involves an undertaking to ban the use of exotic leathers and fur



Product certification

Since 2020, we have chosen to certify a number of our products in accordance with standard 100 of Oeko-Tex®, which guarantees the absence of chemical residue and the complete non-toxicity of our clothing through rigorous testing.

In 2022 :



which represents 30% of the products in our collections.

Selection of leathers

Leather is a luxury material and one that we are fond of. However, the way in which leather is treated and processed is a subject we find concerning, knowing, as we do, how harmful the products used in tanning can be (of course, all our leathers comply with REACH regulations, but we want to go even further). We have chosen to move forward in two ways:

40% of vegetable-tanned leather

By increasing our reliance on vegetable tanning, which bans chemical and toxic additives and uses a process involving soaking vegetable tannins, such as bark, wood, plants, or seeds. The process gives the leather beautiful rich tones which gradually develop a patina, with the colours changing naturally over time.

45% of our leather is LWG certified

By joining the LWG (Leather Working Group), which certifies tanneries in accordance with strict specifications, taking into consideration decent working conditions and good environmental management, while guaranteeing the non-toxicity of the materials.

100% of our leather will be LWG certified by 2025

Upcycle and recycle

It is not sufficient to merely try to improve production methods. We consider it just as essential to challenge ourselves to find ways of producing as little waste as possible, recycling any waste generated, and using resources intelligently.

As a general rule, we agree a set of thresholds with each of our manufacturers, below which we will not even launch production. That means devising the best cut plan for each design to reduce offcuts to a minimum or optimise them so they can be reused. If estimated losses are too high, we modify the plans or develop additional pieces to be sure that the fabrics and resources are used effectively.

When, despite our best efforts, we still end up with offcuts, we recycle them to create packaging, accessories and furoshiki.

+ than 1,000 pieces
were created from our offcuts in 2022

As for defective products, including pieces that are impossible to repair and any textile rejects, they are fully recycled and transformed into material for use in the car industry, thanks to our longstanding partnership with a specialised firm.

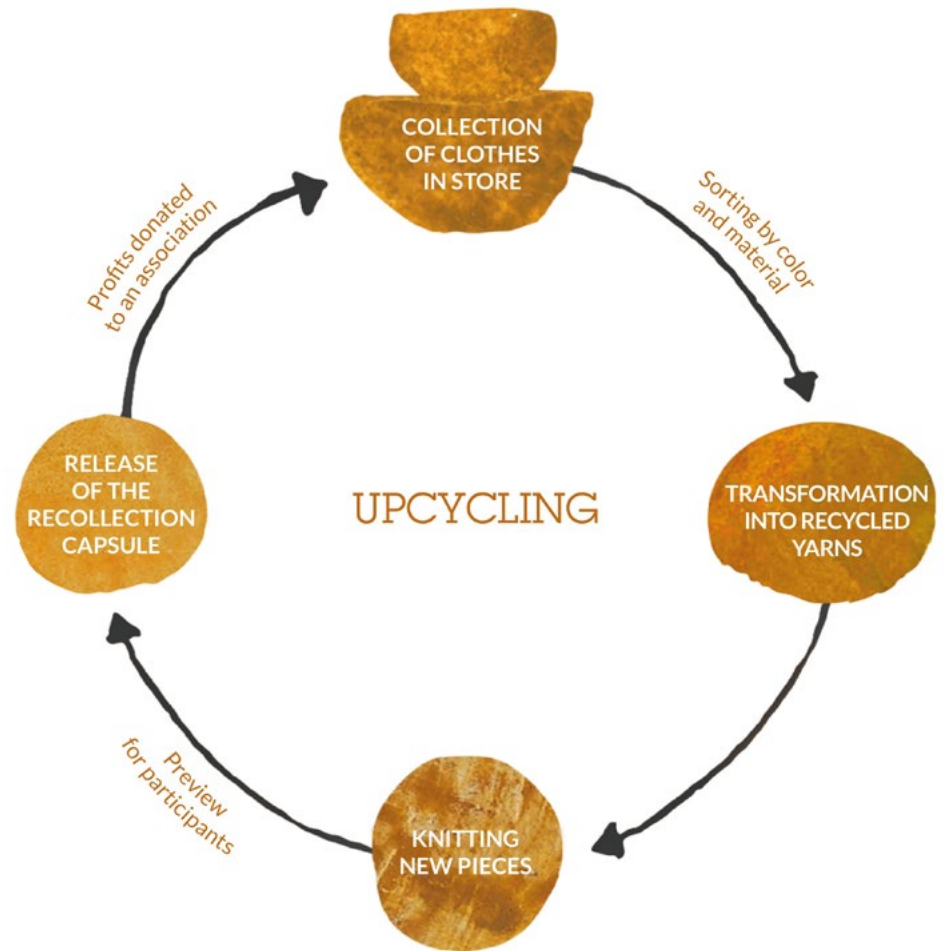
100% of our textile waste is recycled



In late 2020, we initiated *Recollection*, a line of thought around recycling/up-cycling, solidarity, and know-how.

Through our in-store collections, we recover clothing that would otherwise be destined for destruction so that it can be recycled or upcycled into new pieces.

100% made in France
more than 500 kg of denim collected
67kg of recycled thread used



II. well-chosen relationships

Every time we collaborate with a specific supplier, it is the result of a careful and deliberate choice. Above all, we seek to work with partners who consider quality, commitment, and production conditions as essential and who have the required know-how to bring our skilful, precision designs to life.

We work within a community of shared values, working together to enhance industry practice and address the social, economic, and environmental challenges associated with the current context.

To lay claim to fashion that resembles us : mindful and sustainable.

Shared ethics and well-framed practices

In 2019, we developed and shared an **Ethics Charter** with our suppliers to ensure that we would work together with the same respect, values, and commitment. Three years later, we decided to revise it with the aim of enhancing, clarifying, and reinforcing it to better align with our vision and expectations.

The aim of the Charter is to provide our suppliers and our staff with a clear expression of the fundamental principles upon which we base the development of our business activities. It covers topics ranging from our expectations regarding human rights and working conditions, as well as our formal opposition to child labour and dangerous and/or illicit practices, to our environmental requirements.

In order to ensure the conditions in which our clothing is produced and engage our suppliers in an undertaking to continually improve, we pursue a solid, global auditing policy. We further stepped up our efforts in 2020 by joining the ICS. The **Initiative for Compliance and Sustainability** is a cross-sector initiative that brings together several French brands with a shared desire to improve working conditions, providing auditing standards that are amongst the most demanding in the industry. With its decidedly human and innovative approach, the ICS serves as an extraordinary catalyst for transparency, collaboration, and reflection. Knowledge is shared among members, as well as information and audits of the factories we share. This encourages and fosters the pooling of resources, cooperation, progress, and respect for suppliers, while also encouraging them to improve and achieve compliance.

92%

of our manufacturers audited

83%

in accordance with
ICS standards

Choosing local know-how and supporting local industry

First and foremost, we see fashion as a realm of creation and a sector of excellence. Building upon decades of expertise, we select our suppliers for their authentic know-how, often tied to local textile traditions and historic local industries.

Despite the reaction our decision sometimes elicits, we made a conscious decision to maintain a portion of our production in Asia, specifically in China and India. We work with partners we know well, who meet our exacting standards, with whom we have fostered relationships built upon trust. The choice also stems from our profound awareness of the economic role we play in their livelihoods and the potential impact of each of our decisions on the workers they employ. In light of this, we strive to increase near-source production wherever possible to minimize our environmental impact. As a result, we have successfully reduced our production in China by 8% over the past two years.

We are delighted that **European production now represents over a third of our collections** and that two-thirds of our custom fabrics are produced **in France, Italy, Spain, and Germany**.

35% of near shore imports

Tunisia : Recognised for their denim expertise and complex custom pieces (27.4%)
Marocco : Specific, innovative skills that are in full development (8%)
Turkey : Woolskin specialists (0.1%)

33% Europe

Portugal : Longstanding specialists in jersey and shoemaking (17.8%)
Italy : Masters of fabrics, woolcloths and knitted fabrics (5.6%)
Bulgaria : Outstanding expertise in tailored pieces (5.6%)
France : Our partners in excellence, as detailed below (4.4%)

31% Asia

China : Specialists in complex knitted fabrics, pleated fabrics and soft, flowing fabrics (17.9%)
India : Masters of ancestral techniques in embroidery, and leather clothing & accessories (13.2%)

68% of the fabrics we use to make our custom designs are
of European origin.



Focus on French partners

• Sandals from Marseille

Our sandals and clogs are crafted by a master craftsman in Marseille. They are crafted in vegetable tanned Italian leather and assembled by hand in the best sandal-making tradition.

• Scarfs from Haute-Loire

All our scarfs, except the Pio design which is made in Italy, are made by a family business established in 1945. On the basis of its extensive experience, our partner has acquired Origine France Garantie certification.

• Socks from Aube

We also source our entire sock production from our specialist partners, placing our trust in their professional experience which spans more than 55 years.

• Knitwear from Loire

For our knitwear, which is 100% French and made from recycled yarn, we are delighted to collaborate with an Entreprise du Patrimoine Vivant (Living Heritage Company) with incredible know-how, which still operates on one of the original sites of the French hosiery industry.

Forging close ties

For us, a beautiful relationship blossoms over time. By building longstanding relationships with our suppliers and service providers, we prioritise interactions founded on trust, which goes beyond simple commercial agreements and is based on the notion of partnership.

Thus, we nurture conditions of economic stability conducive to the development and sustainability of our activity, while contributing to the preservation of smaller businesses, such as family firms and professional artisans.

60% of our products are crafted by partners with whom we have been working for over a decade, some for 20 years or more !



III. sharing beauty

The story of Sessùn is very closely linked to art and craftsmanship. We nurture a deep love for beauty, know-how, the specifics of different cultures and creation in all its forms.

Ceaselessly, for over 25 years now, we have been drawn to the authenticity and priceless beauty of all things handmade, where each piece is unique and imbued with special value.

The work of artists and artisans continues to inspire our collections. It also infiltrates our creative processes, the design of our stores, our communication, our events and the décor of our offices...

Sustain and radiate

For several years now, we have been cultivating dialogue with the other arts by sharing our favourite items, our inspirations, and beyond that, our lovely encounters. Whether ceramicists, spinners, photographers, dyers, female chefs... in our eyes, they are all unique and creative characters, and we enjoy offering them a space for expression and sharing.

It is our way of shining a light on their approach to the world, their art, and the fresh breath of life that their precious modernity brings.

In doing this, we are always guided by the same desire, which is to enhance the reach of creativity and pave the way for inspiring encounters.

In 2022, we conducted interviews with **sixteen creators**. These interviews were featured in our Journal and shared on our social media platforms.



Dress and inspire

Sessùn stores, voluntarily removed from standardized outlets, are designed to be warm, welcoming spaces in perfect harmony with our sense of aesthetics and ethics, where one comes to find clothing and inspiration. A former paper factory, a heritage building, facades in wood, and conserved brick walls... we ensure that the specific features of each site are conserved and take the utmost care to ensure they align with local cultural heritage. This means that each of our stores is one-of-a-kind, with its own unique narrative. Designed in collaboration with architects, designers, professional artisans, cabinetmakers, artists, and basket makers, we create the designs for not only our stores but also our in-store boutiques, as if we were setting a scene to reflect our art de vivre, our vibrant universe, and our passion for craftsmanship.

In 2022, two new outlets joined the 33 or so stores already in existence.

london shoreditch

- arty, creative and vibrant district
- cottagey feel mixed with Provençal influences
- modernised English basement
- chequered floor in Provençal terracotta
- treated wood resembling a patchwork
- furnishings pay homage to Tudor style

designed with the duo of
architects Jaune

barcelona

- a district rich in culture, between the Museo del Modernismo and Gaudí's Casa Batlló
- dressed stone sourced from the Catalan countryside
- special artwork reinterpreting the Sessùn alphabet by the creator Sol Pardo
- an homage to Mediterranean know-how

designed with Cobalto Studio



Sessùn Alma

In 2019, we decided to create Sessùn Alma, a unique, one-off space at the intersection of everything that makes up the identity of Sessùn. A home to culture, art and encounters, nestled in a former soap factory transformed by the architectural duo Marion Bernard.

Sessùn Alma is the soul of Sessùn transposed onto a selection of artisans, artists, events, and a sun-kissed kitchen. It is a select store just a stone's throw from the Old Port, where an eclectic programme of creative workshops, chef residencies and cultural events is rolled out all year round.

The place, designed for sharing and conviviality, embodies everything we hold dear and want to celebrate.

• Receiving

In this beautiful setting of over 170 square metres, we offer a choice, well-considered selection of designs, decorations, collaborations and limited editions. Our ambition is to shine a light on passionate artisans and emerging talents, through a strict but just curation of artisanal objects, ceramics, books, natural cosmetics and jewellery.

A warm, friendly space in which people can linger, draw inspiration, feel surprise, and treat themselves to an interlude infused with beauty.

• Savouring

At the core of the project since its inception, the Sessùn Alma canteen serves between 20 and 30 covers every day for lunch. The cuisine is resolutely simple, local and seasonal, and intentionally so, using sublime, carefully selected products which are sourced as locally as is possible. Vegetables from Paysan, dairy from the Laiterie Marseillaise, fish from Sébastien Izzo, meat from Jérôme Crouzet... we have built up a community of committed producers, men and women with whom we work in close collaboration, using food to effect lasting, day-to-day changes.

In September 2022, we went a step further by initiating a cycle of delicious, creative residencies, to showcase a new generation of committed artisan chefs and offer them a

space where they could test their ideas. The only conditions? That they stay true to our philosophy when revisiting our menu and purchase their ingredients from our partner suppliers.



• Preserving

Each month, we organise workshops and conferences to encourage discussion and creativity around know-how and artisanship. Underpinned by inspiring individuals who are part of the community of artisans, creators, and artists within Sessùn's sphere, on each occasion they provide approximately ten people with the opportunity to explore a specific universe and participate in the sharing of know-how, something we hold very dear.



In 2022, no less than **eighty ateliers** (workshops) were organised and took place, with some even being transposed to our Paris Charonne and Berlin stores.

Atelier Simone	Farines & Levains
Appoline Alfsen	Atelier Shibori / Indigo + making of a vat by Indigo
Les Huilettes	Les Huilettes by Morgane from Pura Vida
Emma Bruschi	Corn Dollies & Straw Christmas decorations
Franca	Modelling
Célia Bruneau	Embroidery Back to earth
Lou Thomas	Kurinuki modelling atelier
Père Blaize	Herbalist atelier
Emma Bruschi	Beat your own butter atelier
Victor Coutard	Talk by the Nouvelles Auberges
Françoise Bonfante	Embroidery atelier
Nicolas Inserguet	Bouture Akou atelier
Ninon Gavarian	Vegetable dying atelier
Atelier Simone	Shibori / Indigo atelier
Elsa Noyons	Talisman wall hanging atelier
Sarah Espeute	Campestral embroidery atelier
Annabelle Jouot	Wall weaving atelier

• **Creating**

In 2022, to celebrate the three-year anniversary of the creative adventure that is Sessùn Alma, we came up with the idea of a *carte blanche* centred around the theme of “*flourishing creativity*”, one of the core values of the project.

By giving **six ceramists** the chance to escape the confines of a classic commission and spend time simply creating without constraints, we wanted to tell new stories in the realm of ceramics. We wanted to showcase how complete freedom could allow the exploration of new techniques, the drawing of unique volumes, and a glimpse into the intimate, sacred dimension of the studio work and experimentation. It was a way for us to challenge the creative process, support research in studios, and convey the experimental value that each piece represents.

Lisa Allegra, Léa Bigot, Julie Boucherat de MANO MANI, Marion Graux, Emmanuelle Roule and Tom and Folks took part, and the results of their exploration was the subject of an exhibition at Sessùn Alma, from 22 September until 22 October 2022. This was complemented by a paper edition that delved into their creative processes and followed each stage of their experimentation.



IV. unite and grow

Sessùn is a resolutely vibrant enterprise that centres on people. We see ourselves as a link in a network of connections where every element has its place, every participant matters and every decision is made with utmost consciousness, guided by a sense of respect, humility, and enthusiasm.

From our suppliers to our teams, from our customers to our partners, we grant each stakeholder their rightful place, for it is through them that we grow and nourish our ever-vibrant desire to do our best.

Our 4 values

These are the values that best reflect our corporate philosophy, and they guide our choices

Authenticity

A deliberate choice to stay true to our values and follow a path all our own.

For over 25 years now, Sessùn has charted its own course, guided by a passion for materials, craftsmanship and know-how. Given the challenges facing society and our planet at large, we firmly believe that the road ahead remains unmapped. Upholding our convictions with unwavering yet tranquil determination is our driving force.

Strength in encounters

Bringing out the value of people to build rich, long-lasting relationships.

Sessùn is a tale of encounters, of love at first sight, soul searching and forever friendships. We grow through dialogue and move forward through sharing. Encounters transform individual energy into collective fulfilment, giving birth to the most beautiful projects and laying the foundations of a sustainable and mindful brand.

The dedication to one's craft

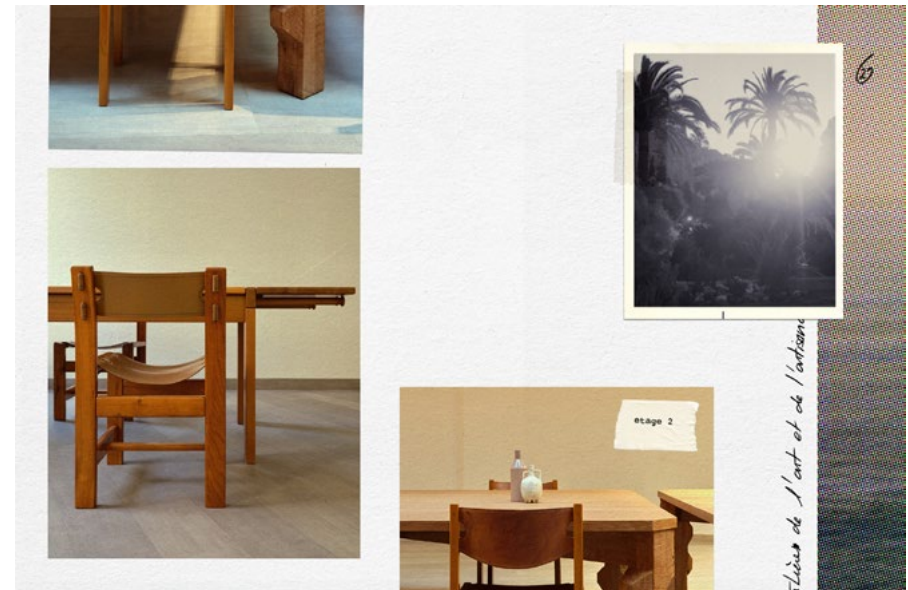
Fostering a culture of high standards, beauty and attention to detail

From our choice of materials to the finish of our garments, from the design of our stores to our curation of artisanal objects, the love of work well done guides our every move and influences each decision we make. This sentiment drives us to continuously challenge ourselves to enrich the fertile ground where 'doing better' thrives.

Collective engagement

Mustering energies to move forward together, towards more virtuous and sustainable models.

We hold convictions and commit to undertakings in our name and our name alone, but we also believe very deeply that we can only move forward towards a better future through collective efforts. In our view, success is possible when individual achievement aligns with the needs of the whole.



Our essence embodied in a space

In September 2022, we moved out of our historic head office, which had become too small for our needs, to relocate closer to Marseille city centre and provide our staff with the best possible working conditions. **Quality of life and wellbeing were our lines of focus in creating a place where we could come together, in harmony with our surroundings and each other.**

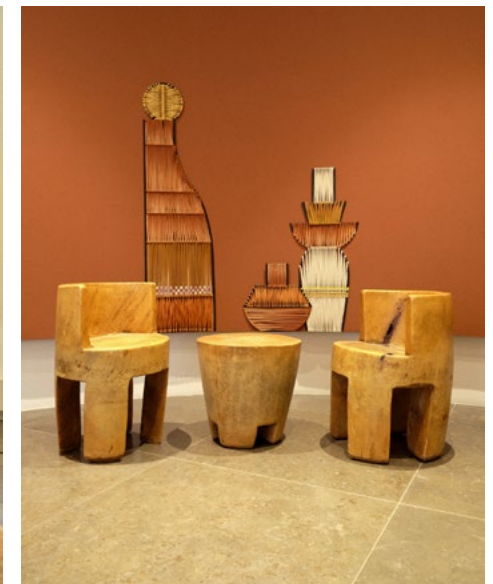
Designed with a homely feel, our offices are spread over three floors bathed in light and sunshine only 300 metres away from the sea and yet in the centre of the city. Each space has been designed with a great deal of thought to ensure a feelgood factor for everyone who works there and ideal conditions in which to thrive meeting rooms for teamwork, pods for self-isolating, a shared kitchen, a bicycle garage, outdoor terraces, a wellbeing room, etc. In addition, the company subsidises yoga classes and organises lunches prepared by chefs on site. There is also a space devoted to local initiatives, like weekly organic food baskets from Terre de Mars, and catch of the day by a Marseille fisherman.

The furnishings and decoration were meticulously chosen to reflect our universe, bridging the line separating craftsmanship and art, without compromising on ergonomics and functionality.

We went to great lengths to see our approach through by commissioning a series of unique creations and works from artisans we admire and support. One of those pieces, a totem lamp almost ten metres high, stands at the centre of the main staircase. It was designed by Léa Bigot and crafted in Marseille in collaboration with local artisans. The sculptural tables in our main conference room were crafted by the cabinetmakers at Atelier Carlès Demarquet.

Luminaires by the ceramicist Emmanuelle Roule decorate the corridor walls, as do the sculptures by Marion Graux, while touches of Léna Morelli's creativity such as the lamp shades and a huge woven panel are dotted around the premises.

These pieces adorn and inhabit our spaces, embodying our profound attachment to handiwork, and infusing our commitment to contemporary creation with fresh substance.



Celebrate and nurture

Sessùn has over **200 creative employees who are passionate** about their jobs and motivated by the desire to help the company grow in an innovative, collaborative, warm, and welcoming environment. We share the same values and are especially attentive to how well our staff live and work together, which is why we decided to create our own set of golden rules.

We want each member of staff to find fulfilment in respect, tolerance and kindness whilst feeling supported, involved, and aware of their responsibilities. We want them to be able to maintain a work-life balance.

Founded by Emma François-Grasset, Sessùn remains a predominantly female enterprise and for the second year in a row, has declared **a workplace gender equality index score of 99/100**. Despite this fact, 26% of the employees who have been with our company for over ten years are men and we couldn't be happier !

In 2022, 91% of our employees were on permanent work contracts (CDIs), 10% had over ten years of tenure, and 39% of those had over twenty years of tenure!

Proud to support

We are very serious about having a tangible positive impact on society and made an ongoing commitment to the **Maison des Femmes Marseille-Provence** when it first opened. The *Maison des Femmes* is a unique shelter where vulnerable women and victims of abuse can find refuge, a listening ear, care, support and guidance. The charitable organisation was originally located in Saint-Denis, and we immediately offered our support when the decision was made to open a second site in our city. Since then, we have maintained a strong partnership, marked by fundraising operations we organize. We donate the proceeds to the shelter and also provide clothing for the women it accommodates.

In 2022, we donated over **€32,500** in support of the operation of this truly exceptional structure.

We are also very proud to support **the annual charitable recycling sale organised by AIDES** to finance AIDS research, as well as the sale organised by benefactors for Octobre Rose (National Breast Cancer Awareness Month).

We have always made it a point of honour to support creativity and culture through patronage, curation and distribution. That is still the case, especially concerning the artists and artisans from whom we regularly order pieces, whose work we display, and the events we sponsor, such as the **Yeah! festival**, of which we have been a partner since its first edition.

Building together

Involving our stakeholders in the choices we make is vital. That is why we decided to organise two major projects over the course of 2022, to get feedback which would serve as a determining factor in future decisions.

The first was our **inaugural stakeholder consultation**, launched over the summer. After identifying and listing the **25 main Corporate Social Responsibility (CSR) issues** associated with our business activity, we solicited assessments from our employees, suppliers, private and professional customers and from our financial partner, regarding their importance. We then compared the 300 replies to our own internal assessment, weighing them up according to the impact of each stakeholder on Sessùn, to establish our materiality matrix.

We were thus able to identify issues of equal importance and priority for all, such as respecting human rights in factories, ensuring health, safety, and quality of life in the workplace, upholding ethics and good business practices, and fostering positive management-employee relations and internal communication. Structured actions are already in place for each issue, which we analysed before developing any additional action plans needed.

We address the issues in the same way, comprehensively and exhaustively, proceeding on the basis of importance and priority.



In the autumn, we conducted a **survey of our customers** to ascertain their perceptions of Sessùn. Our objective was to collect their valuable insights on our identity, our strengths, our weaknesses and their expectations, and overall to involve them more in our strategic process, taking their opinions into consideration for our future projects.

We were fortunate to receive replies from 519 customers, some new and others longstanding, from different age groups and users of various sales channels. We were honoured that 99% had a favourable impression of Sessùn, associating the brand with notions of **quality, uniqueness, artisanship, originality and ethics**. A more detailed examination of the study enabled us to identify two major issues on which our customers would like us to make progress: a lack of recognition of customer loyalty and a shortage of special offers. The first issue immediately captured our attention, which led us to integrate it into our 2023 roadmap so that we could work on determining the best way to express our appreciation for customer loyalty. The second finding came as a slight surprise. While our commercial policy minimises the use of markdowns to ensure fair pricing throughout the year, it served as a reminder of the importance of improving our communication to make this message clear and accessible to our customers.

Significance of CSR challenges

This diagram enables us to compare the perceived importance of our CSR challenges among in-house and third-party stakeholders.



V.
embody
our commitments

Taking action to preserve know-how, establishing sincere and lasting relationships with our partners, supporting craftsmanship and contemporary creation, eliminating non-virtuous materials from our collections, making a collective commitment to truly embody our vision and our values...

2022 marks the culmination of an extensive process of development and reflection, during which we transformed our natural inclinations into a specific, structured and structural strategy.

Becoming a *société à mission* seemed to us the logical next step, or rather the fulfilment of our corporate philosophy. We are guided by the ambition to « **Forging our own path means embodying a sustainable and sensitive fashion that values textile know-how, supports artisanship, nurtures exchanges and promotes long-lasting partnerships as part of a conscious approach based on respect for people and resources, and the dedication to one's craft.** ».

To embody this aim, we defined four major objectives, which serve as the primary guiding principles around which all of the firm's actions will revolve. We developed a roadmap for each aspect, based on the existing situation, taking into consideration our ongoing projects, projects to be developed, and the objectives we aim to achieve.

1 produce durable clothing, manage impacts effectively, and ensure maximum traceability

- Maintaining our momentum of responsible sourcing, eco-design, certification, and low-impact production
- In 2023, **we launched Life Cycle Assessment (LCA)** for all our products, building on our past experience when we participated in supporting studies with ADEME (the French Environment and Energy Management Agency) related to environmental labelling and the Clearfashion fashion score
- Medium-term objectives :
 - ensure that all materials sourced are sustainable
 - increase, measure and showcase the durability of our products
 - ensure full traceability across our entire supply chain
 - incorporate measures to reduce all our impacts across the board

2 promote craftsmanship, artistic professions and textile know-how

- Pursue our actions to promote, support, preserve, and distribute textile, artistic, and artisanal know-how
- **Launch of the Sessùn Craft Prize**, a themed competition open to students and young professionals aged between 18 and 35, around design and craftsmanship, in 2023. The projects will be selected by an experienced jury based on creativity, feasibility, eco-responsibility, and functionality.
- Medium-term objectives :
 - forge further partnerships and collaborations with artists and artisans

- increase the percentage of Made in France products
- increase the number of *Entreprises du Patrimoine Vivant* (Living Heritage Companies) among our suppliers
- strengthen the local economic fabric

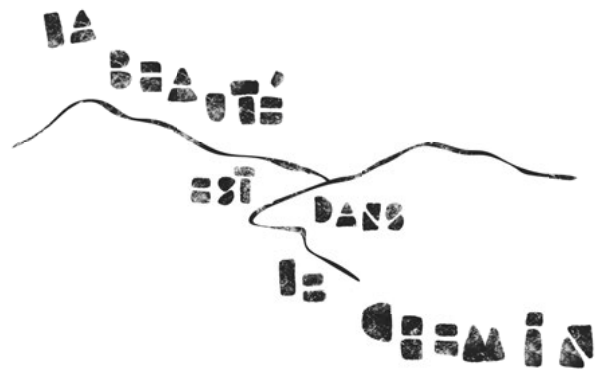
3 manage our consumption and engage our employees in ecological causes

- Maintain our choice of 100% renewable green energy supply, as has been the case for the past 3 years, with the choice of Enercoop, the only supplier classed as "very committed" under ADEME's VertVolt certification.
- In 2023, **proceed with our second carbon assessment** to establish our quantitative reduction strategy in line with Science Based Targets (SBTs). **Establish an assessment of all our consumption and our reduction objectives.** To **Implement a "commitment-credit" for all our employees**, allowing them to get involved in environmental and/or social initiatives during working hours.
- Medium-term objectives :
 - align ourselves with SBTs and the 1.5° objective
 - reduce and manage all our head office and in-store consumptions
 - offer recurring workshops to raise awareness and engage our employees
 - create strong partnerships through our "commitment-credit"

4 share our values and our good practices with our suppliers

- Maintain our auditing momentum, our commitment to our suppliers and our partnerships with specialised structures.
- In 2023, distribution of our new Ethics Charter for the signature and engagement of our suppliers to reinforce traceability through LCAs.
- Medium-term objectives :
 - to have audited all Tier 1 and Tier 2 factories
 - to propose a programme of assistance with improving practices
 - to formally protect the structures for whom we have a significant economic impact
 - to ensure that the percentage of new suppliers remains lower than 5% and increase efforts to show that we value our longstanding partnerships- devenir nous-même une entreprise exemplaire en obtenant la certification B CORP
 - for Sessùn to become an exemplary firm through obtaining B Corp certification





sessùn

” I am convinced that success stems from fulfilment.
To me, what really matters, beyond our objectives and results, is the way we construct
our shared project. ”

Emma François-Grasset

*Founder, CEO and Artistic
Director of Sessùn*