

# SOCIAL REPORT



**Start date membership**

01/04/2016

**Reporting period (financial year)**

31/03/2019 – 01/04/2020

# Goals & achievements 2020

Lack of consideration for labor is a recognized fact in the textile industry.

For us, community service and social programs are just as important as the work we do for the environment. There are real human beings behind every Picture product.

We are a member of the Fair Wear Foundation as part of our effort to continue to improve working conditions for the people who make our products.

Complying with the 8 pillars of the Fair Wear Foundation's labor standards is the underpinning of our partnership with the foundation and every factory.



Participating in FWF's continuous improvement process requires thorough knowledge of how every factory works, of potential subcontractors, and how to conduct audits to ensure compliance with the foundation's labor standards.

In 2020, 100% of the factories we work with participate in FWF's program to improve labor conditions in the garment industry, and 84%+ of our production volume currently goes through audits. We are striving for 100% between now and 2022.

# Sourcing strategy

## ***Sourcing strategy & pricing***

100% of our factories participate in FWF's program to improve labor conditions

84% of our production volume is made in just 2 factories we have been working with since Picture started in 2008 :

- The Li Lian factory in Dongguan, China, makes our recycled polyester and bio-sourced technical apparel
- The Seyfeli factory in Izmir, Turkey, makes our organic cotton and recycled polyester lifestyle clothes

Our long-term partnerships are vital for us to be able to implement social programs for workers.

In addition to meeting and learning about the people who work on the final phase of manufacturing a garment, we are also interested in the entire process, from raw materials to the finished product.

## ***Organisation of the sourcing department***

- Julien Durant - Picture co-founder
- Jeremy Rochette - Picture co-founder
- Henry Soulier - Ginkio - Production Agent (China, Mauritius, Turkey)
- Marcel Nezri - The Sourcing Project - Production Agent (Asia)
- Florian Palluel - Sustainability Manager
- Maxime Lemaitre - Product manager
- Marjorie Gaultier - Product manager
- Valérie Garcia - Product development.

## ***Supplier relations***

Picture Organic Clothing takes pride in following socially responsible policies. Our company aims to be accountable for the labor conditions where our products are manufactured, to companies we do business with, to consumers, and in general to the society that we are part of.

Our company has therefore adopted the Code of Labor Practices outlined in detail in this document. This code contains a set of internationally accepted labor standards, and these should be observed in all workplaces where our products are manufactured.

If a manufacturer does not comply with these labor standards, we will not start or we will terminate the business relationship, provided that the manufacturer is prepared to implement effective improvements.

Suppliers are extremely important partners. They have an impact on product quality, from an environmental, ethical, sustainable, and technical point of view. Choosing the right suppliers based on this criteria is essential.

## ***Monitoring activities and sourcing decisions***

Every year, FWF conducts an audit on our purchasing practices, our relationships with factories, and on our ability to implement initiatives that benefit workers.

Participating in FWF's continuous improvement process requires thorough knowledge of how every factory works, of potential subcontractors, and how to conduct audits to ensure compliance with the foundation's labor standards.

Picture Organic Clothing has agreed that FWF will perform on-site verifications that the aforementioned labor standards are implemented by our suppliers.

Participation in this program will have the following implications for a supplier:

- By filling out and signing the FWF questionnaire, the supplier agrees to endorse the labor standards in our Code of Labor Practices. It is encouraged to do so, even if it cannot immediately comply with these standards.

- The supplier must inform its employees about our labor standards, the auditing process, and potential countermeasures. This must be done by displaying information in all places of work, among other means. Picture will provide such information.
- The supplier will cooperate with audits in the factory that are commissioned by Picture or by FWF. Reliable and professional auditors will be selected for this task. Please note that auditors interview workers during, but also before or after an audit. FWF will always provide advanced notice of the audit.
- FWF has a complaints procedure. This procedure enables workers and others to file a complaint about the implementation of the labor standards via a local contact point. The supplier agrees to inform workers about this procedure. This can be done, for example, by auditors who visit your company.
- After each audit, Picture & FWF will jointly agree to a corrective action plan, if necessary. The supplier will inform and consult with its employees about the corrective action plan in a way that is in line with the usual communication practices in your company.

## **Coherent system for monitoring and remediation**

### ***Lilian International LTD, Dongguan, China***

A FWF audit was conducted at the Chinese supplier in 2019. A corrective action plan has been written and is still tracked. A new verification audit has to be planned before April, 1<sup>st</sup> 2021 to assess the improvements done.

This year 2020, on april 21, a [complaint](#) has occurred at Lilian and has been managed by Fair Wear Foundation China, Picture and Lilian. A positive outcome was found. In the last financial year, LiLian was visited by Julien Durant, Jeremy Rochette, Henry Soulier and Valérie Garcia.

In 2020, Lilian was part of our carbon analysis project in which we have collected relevant informations :

- Brands working with Lilian
- Social/Environmental certifications and audits : ISO9001, Sedex (4P), WRAP, CQC, SGS, Accordia
- Potential subcontractors.

### ***Seyfeli, Izmir, Turkey***

In 2019, we have created a Syrian refugee policy with Seyfeli.

In 2020, Seyfeli was part of our carbon analysis project in which we have collected relevant informations:

- Brands working with Seyfeli
- Social/Environmental certifications and audits : Sedex, GOTS, Organic Content Standard, Global Recycled Standard.

### ***Shin Lan, Taiwan***

In 2020, Shin Lan was part of our carbon analysis project in which we have collected relevant informations:

- Brands working with Shin Lan
- Social/Environmental certifications and audits : Higg Index
- Potential subcontractors.

### ***Sheico, Vietnam***

In 2020, Sheico was part of our carbon analysis project in which we have collected relevant informations:

- Brands working with Sheico
- Social/Environmental certifications and audits : Bluesign certificate, SMETA (CAPR & Official Report), ISO 9000 certificate, OHSAS 18000 certificate (to be upgraded to ISO 45000) SMETA by SGS, Decathlon by Decathlon and by SGS, COSTCO by Elevate, Quiksilver (Quest) by UL, Billabong by BV, SMETA by TUV-SUB, Arena by SGS

We have collaborated with Decathlon to collect the audit report done at Sheico Vietnam and we have received the SMETA audit report.

### ***Shilla, Long An province, Viet Nam***

In 2020, Shilla was part of our carbon analysis project in which we have collected relevant informations:

- Brands working with Shilla
- Social/Environmental certifications and audits: ISO 14001, ISO 9001, ISO 45001, Wrap, BSCI, ISO conducted by BSI, Wrap conducted by ICG, BSCI conducted by SGS
- Potential subcontractors.

### ***Atelier Cenyo, Chatillon sur Michaille, France***

As part of our support to Fashion Revolution, Florian Palluel visited Atelier Cenyo in March 2020 before the French lockdown to make some photos and videos content, meet the team and visit the factory.

### ***Meroson, Shangai, China***

In 2020, Meroson was part of our carbon analysis project in which we have collected relevant informations:

- Brands working with Meroson
- Social/Environmental certifications and audits: WCA
- Potential subcontractors.

### ***Allure Fashion, Bangalore, India***

In 2020, Allure was part of our carbon analysis project in which we have collected relevant informations:

- Brands working with Allure
- Social/Environmental certifications and audits: OEKO TEX
- Potential subcontractors.

### ***Flexfit Headware, Dong Nai Province, Vietnam***

In 2020, Flexfit was part of our carbon analysis project in which we have collected relevant informations:

- Brands working with Flexfit
- Social/Environmental certifications and audits: Better Work, BSCI, WCA
- Potential subcontractors.

### ***HK Love, Dongguan, China***

In 2020, HK Love was part of our carbon analysis project in which we have collected relevant informations:

- Brands working with HK Love
- Social/Environmental certifications and audits: Better Work, BSCI, WCA
- Potential subcontractors.

### ***Saratoga, Chennai, India***

In 2020, Saragota was part of our carbon analysis project in which we have collected relevant informations:

- Brands working with Saragota
- Social/Environmental certifications and audits: SA 8000:2014 Social Accountaibility Management System Certified
- Potential subcontractors.

### ***Dienwell, Fujian, China***

In 2020, Dienwell was part of our carbon analysis project in which we have collected relevant informations:

- Brands working with Diewell
- Social/Environmental certifications and audits: BSCI
- Potential subcontractors.

### ***St Malo Exports LTD, Mauritius***

Questionnaire received and worker information sheet posted.

In 2020, St Malo Exports LTD was part of our carbon analysis project in which we have collected relevant informations:

- Brands working with St Malo Exports LTD
- Social/Environmental certifications and audits: to come
- Potential subcontractors.

### ***Z Plus company limited (ZKG), Huaian City, China***

Questionnaire received and worker information sheet posted.

In 2020, ZPlus company limited was part of our carbon analysis project in which we have collected relevant informations:

- Brands working with ZPlus
- Social/Environmental certifications and audits: to come
- Potential subcontractors.



## ***Ningbo / China***

In 2020, Ningbo company limited was part of our carbon analysis project in which we have collected relevant informations:

- Brands working with Ningbo
- Social/Environmental certifications and audits: to come
- Potential subcontractors.

## ***Imperial, Bangalore India***

In 2020, Imperial company limited was part of our carbon analysis project in which we have collected relevant informations:

- Brands working with Imperial
- Social/Environmental certifications and audits: to come
- Potential subcontractors.

## **2 Complaints handling**

This year 2020, on april 21, a [complaint](#) has occurred at Lilian and has been managed by Fair Wear Foundation China, Picture and Lilian. A positive outcome was found.

## **3 Training and capacity building**

### ***Activities to inform staff members & agents***

Florian Palluel, sustainability manager, trains Picture's staff and the sales force (agents, distributors) on the environmental and social commitment of the company. Such trainings or workshops happen during Picture's sales meeting, twice a year, or when a new employee is hired.

Relevant due diligence documents, country studies, policies and FWF Worker information sheets in different languages are shared by Dropbox to :

- Agent for smaller suppliers (16% FOB)
- Bigger suppliers (Lilian, Seyfeli)
- Production planner
- CSR Manager
- Sourcing Director

### ***Activities to inform manufacturers and workers***

Most of the factories visits we do are new opportunities to inform manufacturers and workers about our FWF membership and social commitment.

They are considered as partners and involved in the creation of many [content](#)

## **4 Transparency & communication**

To learn more about where our products are made and by whom : <https://www.picture-organic-clothing.com/transparency/en/suppliers.html>

To learn more about our work with Fair Wear Foundation, Fashion Revolution, and to understand why do we produce most of our products out of France : <https://www.picture-organic-clothing.com/transparency/index-en.html>

## **5 Corporate Social Responsibility**

We redistribute the resources generated by our business to support environmental and humanitarian causes that we believe in :

<https://www.picture-organic-clothing.com/sustainability/en/positive-impact/our-current-situation.html>

Working at Picture offers the chance to make a real difference by being a part of our ongoing mission and commitment to the environment :

<https://www.picture-organic-clothing.com/sustainability/en/company-culture/our-current-situation.html>