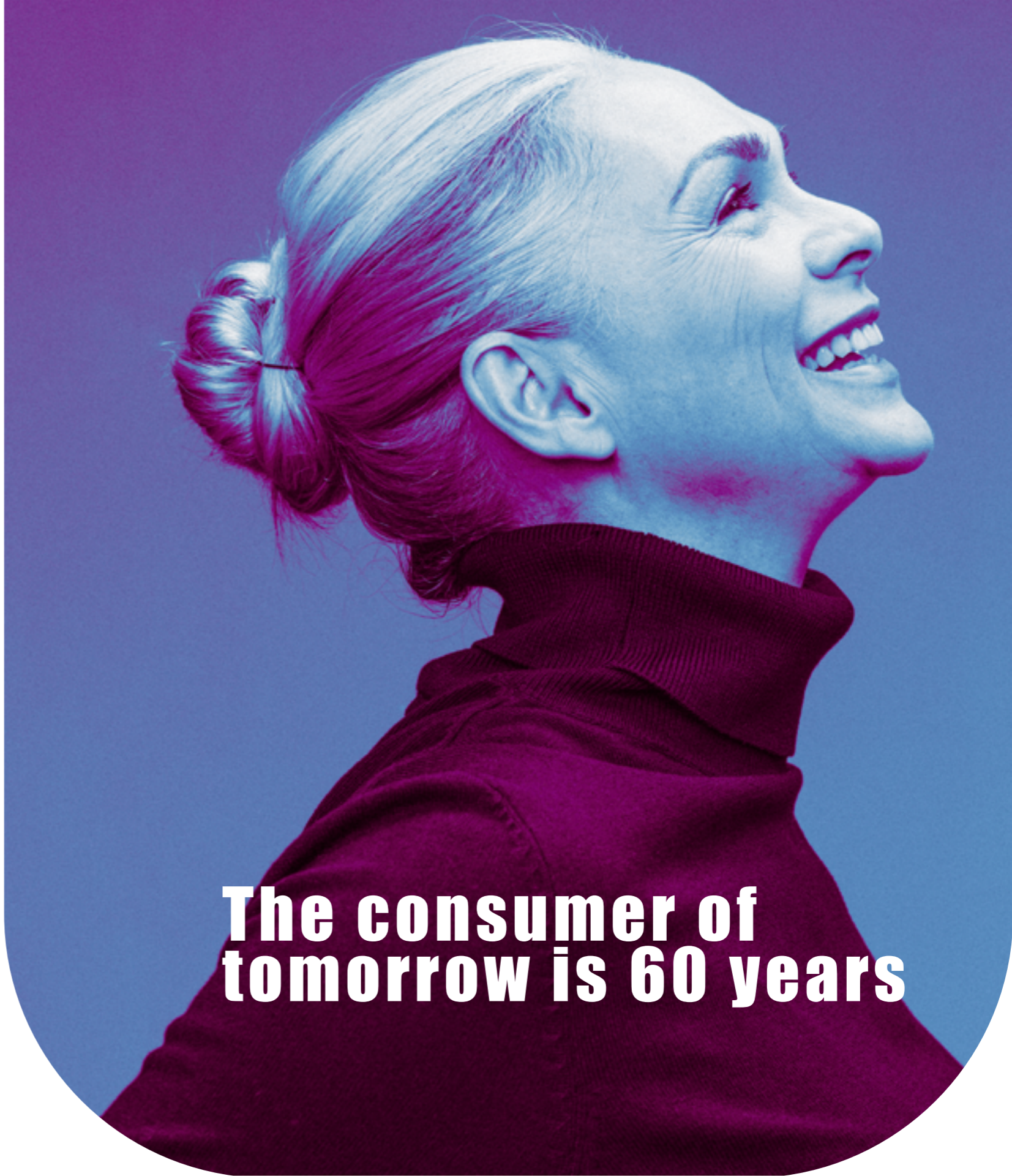




ON SENIORS'SIDE

160 Boulevard de Fourmies, 59100 Roubaix - FRANCE



The consumer of tomorrow is 60 years



ON SENIORS'SIDE

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Change our world

A major player in the Silver Economy in Europe, the Damartex Group is an innovative medium-sized company federating 10 strong brands, structured into 3 complementary divisions: Fashion - Home & Lifestyle - Healthcare. "On seniors' Side", Damartex is positioned as a platform of solutions for "ageing well". Its mission: to offer the 55+ the best in progress, fashion, home equipment and health solutions that make everyday life easier or more enjoyable. Founded around Damart, the Group's flagship brand born in 1953 from a ; textile innovation - the iconic Thermolactyl - Damartex is a young group with an entrepreneurial and family DNA. It has developed through an ambitious policy of external growth, mainly in Europe. Operating in 9 countries worldwide, its main markets include France, Great Britain, Belgium, Germany .

www.damartex.com



“In the future, the societal challenge will be to support “ageing well” at home: Damartex is preparing for this and will undoubtedly be a major player in the ‘care’ sector.”
Jean Guillaume Despature

Questions to

Patrick Seghin,
 Chairman of the Board of Directors
 and Jean Guillaume Despature,
 Chairman of the Supervisory Board -
 Damartex.

“Damartex is one of the European leaders in the implementation of a resolutely omni-channel model. The customer is at the heart of an optimized approach with 24% of sales in stores, 18% of sales in E-commerce (with a strong growth), 53% of sales in mail order and 3% in whole-sale” says Patrick Seghin.

Patrick Seghin

Steering in times of crisis: is this a cyclical or sustainable phenomenon?

PS : In times of crisis, it is essential to have a clear course. This is the case for Damartex with our “Transform to Accelerate 2.0” plan. Despite the many uncertainties of the last 18 months, our teams have been able to build the essential foundations of the Group’s future (development of skills, digital acceleration, growth of the Healthcare and Home & Lifestyle divisions). I have every confidence in our ability to continue and accelerate our development.

JGD: The strategy of Damartex is based on 3 complementary divisions: clothing, home and health. Each of the 10 brands is part of the overall transformation plan, which aims at sustainable growth in a complicated environment: Thank you to the teams who are mobilized and committed on a daily basis.

What are the challenges for Damartex in the short term?

JGD :To continue its transformation. The 5 axes of the TTA 2.0 plan are key to making Damartex the European leader in the Silver Economy. This is why we are supporting its development with an ambitious investment plan, aimed at supporting the transformation of the Group and the external growth of our Healthcare division.

PS : To maintain the pace of our transformations. The coming year is the last year of our “Transform To Accelerate 2.0” Plan. This is a year of consolidation in which we must finalize our skills upgrades, modernize our brands, and innovate to offer the best omni-channel shopping experience. The Healthcare division has now reached a critical size to accelerate organic growth

What is the long-term future for Damartex?

JGD : We have a wide variety of customers: Generation X, Babyboomers, or silent generation ... in 2050, more than 30% of the population will be over 60. Accompanying each person in their desires (clothing, habitat) or their needs (health) is the core purpose of Damartex whose claim is “On Seniors’ Side”. In the future, the societal challenge will be to support “ageing well” at home: Damartex is preparing for this and will undoubtedly be a major player in the “care” sector.

PS : Damartex has now clearly defined its societal role: Living “on Seniors’ Side” so as to facilitate the daily lives of 55+ or make it more enjoyable. In addition to the business dimension, this also includes the “On Seniors’ Side” foundation (more than 50 projects financed) and our environmental ambition, with 80 initiatives launched to “Change Our World”. Beyond our vision for customers, our responsibility and our will, is also to build a work environment that makes sense for each of our 3,300 employees.

Damartex's key figures



719Mn€
in sales



8,9Mn€
EBITDA
(1,2% of sales)



3 327
employees



-2,7Mn€
of ROC

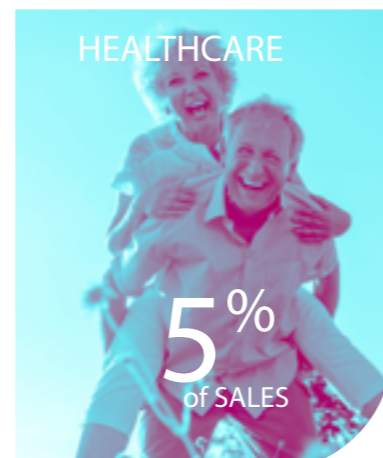


48Mn€
net financial debt



2,2 million
new customers in 1 year

10 "GOLDEN AGE" BRANDS & 3 DIVISIONS :



11 Countries of establishment

France : 49% of sales - Grande Bretagne : 27% of sales
Belgique - Luxembourg - Pays-Bas : 14% of sales
Allemagne : 9% of sales - Switzerland - Austria - Spain
Tunisia - China

An omni-channel model



MAIL ORDER 53%
7 in-house call centres



STORES 24%
169 points of sale



MOBILE & WEB 18%
20 e-commerce platforms

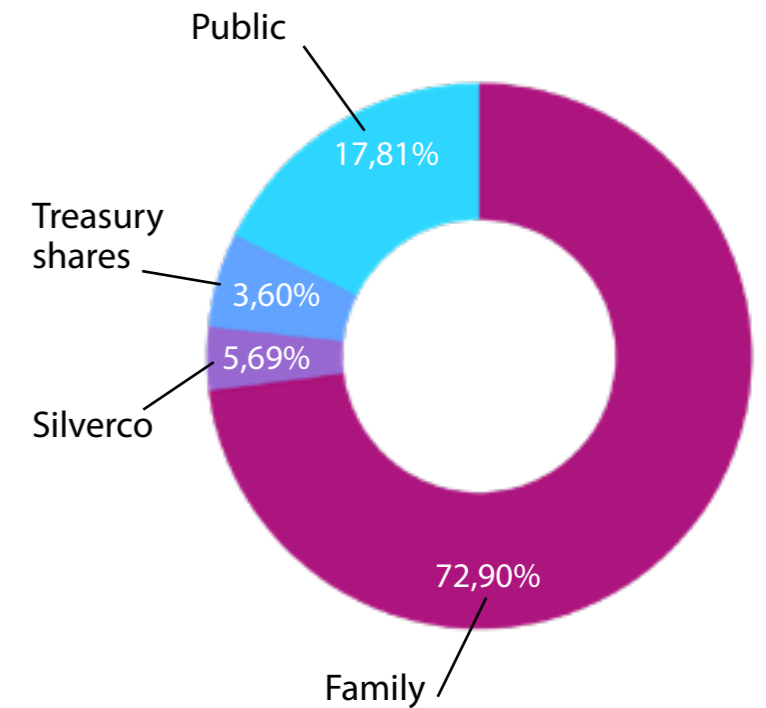


WHOLESALES 3%
over 500 partners



SERVICES 2%

A majority family shareholding



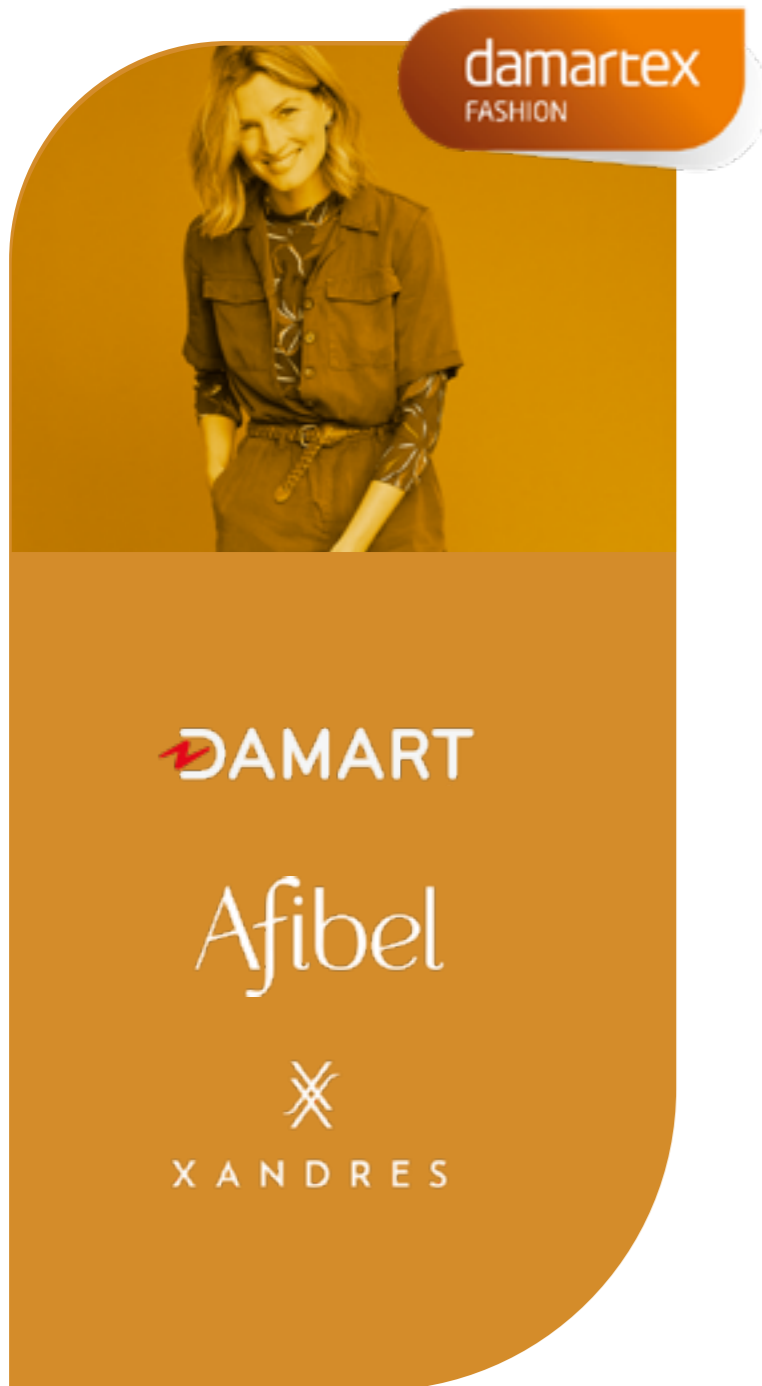
CSR commitments

- Low-carbon trajectory by 2030
- 1 ambitious CSR programme: Change our world
- 1 committed and supportive foundation: On Seniors' Side

OUR MODEL

10 “golden age” brands in 3 complementary divisions.

Objective: to develop a 360° solutions platform in response to all the expectations and needs of senior customers.



damartex
FASHION

DAMART

Afibel

XANDRES



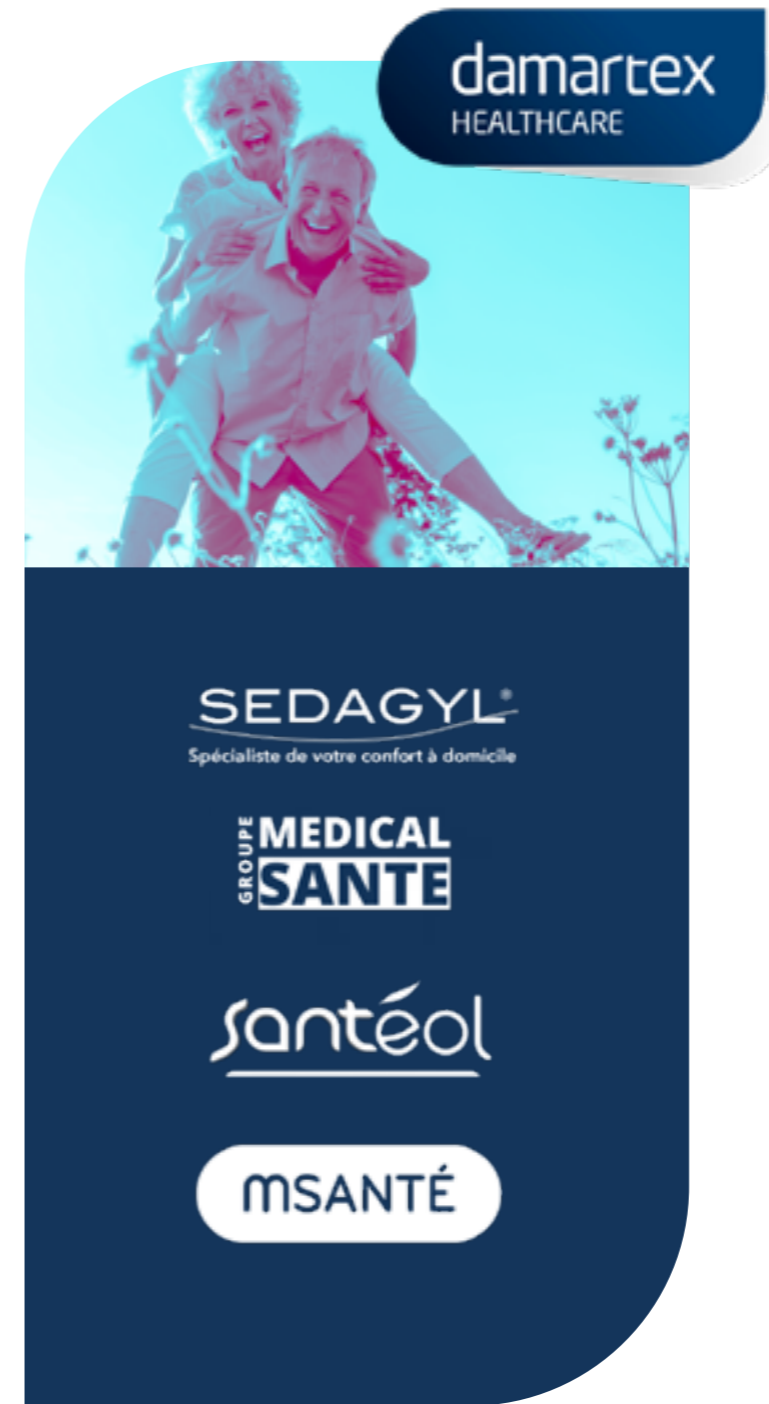
damartex
HOME & LIFESTYLE

3PAGEN

COOPERS
OF STORTFORD

VITRINE
magique

In tune with the expectations of all 55+, our brands offer a unique range, placing innovation and expertise at the heart of their know-how. In addition to ready-to-wear and personal goods, our Home & Lifestyle brands respond to the growing popularity of home decoration and equipment. The Healthcare brands, for their part, support seniors in “ageing well” by placing their innovation at the service of well-being, autonomy and ageing in place.



damartex
HEALTHCARE

SEDAGYL
Spécialiste de votre confort à domicile

GROUPE MEDICAL SANTE

santéol

MSANTÉ

An integrated model and strong operational synergies:



1 R&D laboratory



1 industrial unit



5 logistics centres in Europe



1 purchasing office in Shanghai (China)



3 digital-oriented photo studios



20 web platforms and 169 stores



7 call centres

We are On Seniors' Side

More than a signature, "On Seniors' Side" is the commitment that unites our brands and our teams. It gives meaning to our projects and our ambition.

Our heritage

Damartex was born from a heritage brand - Damart - created in 1953 in Roubaix by the Despature family, still at the head of the Group today. 70 years of expertise and innovation in the service of comfort and seniors. An entrepreneurial DNA is the foundation of our internal culture.



Our commitment to serving all people 55 and over

Respect, empathy, passion for seniors and team spirit: these core values have been driving our teams and shaping our organization in "ecosystem" mode: open, innovative, committed to the issues of our Society.



On Seniors' Side Foundation

A strong societal commitment to a fairer, more caring and more responsible world.

Our objective?

To change the game in favour of the place of the 55+ within our society.



The Damartex Senior Observatory

Seniors are an ever-changing, diverse, segmented clientele. The Group's observatory deciphers the trends that impact the 55+, feeds the expertise of our brands and enlighten our R&D.



The Silver Economy, the market of the future.

BY 2030

€1.000 billion
(weight of the European market)

60%
of consumer spending made by the over-60s

+18%
increase of the 60+ population in the EU

92%
of people over 75 live at home (France)

The consumer of tomorrow is 60 years

Gone is the housewife under 50. The consumer of tomorrow is over 60: he/she will account for more than 60% of consumption in Europe by 2030.

An ever-changing multigenerational target

60 is the new 40



People aged 55+ Generation X

Les plus jeunes des seniors sont aussi les plus aisés.

People aged 65+ Baby boomers

Most of them are in good shape, curious, dynamic and are computer-literate !

People aged 75+ The silent generation

They are the most concerned by the issue of autonomy and ageing in place.

The COVID crisis as a trend accelerator

- Acceleration of the digitalization of seniors
- Raising of awareness on the importance of ageing well at home
- Strengthening of health service requirements

Becoming a European Leader in the Silver Economy

Unique Assets

Nearly 70 years of expertise in the seniors' market, a sustainable business model built around 3 divisions and 10 powerful brands, financial strength and independence, and investment capabilities further enhanced in 2021: Damartex has all the assets to become a European leader in the Silver Economy.



A Clear Strategy

Damartex is accelerating the deployment of its "TTA 2.0" transformation plan, developing its Home & Lifestyle brands and growing its most promising division: Healthcare. By making CSR the backbone of the Group, Damartex is organizing its scale up, to impose itself on its market par excellence going forward: that of the 55+.



External Growth

The year was marked by the strengthening of Damartex's Healthcare division through the acquisition of five companies. In the respiratory assistance sector, Santéol currently covers 65% of the French territory and has the critical mass to achieve significant organic growth. In the ageing in place sector, the acquisition of Médical Santé will enable Damartex to offer a truly omnichannel service by combining mail order, the market place (with Sédagyl) and a presence in the field with Medical Santé.



OUR TRANSFORMATION PLAN



Since 2019, the “Transform To Accelerate 2.0” plan has helped Damartex transform itself in depth around 5 strategic axes, as follows:



1 Brand and Customer Experience Modernization

To achieve a Net Promoter Score above 50 for all brands

Many projects and achievements have been made, allowing us to reach significant milestones in the modernization of our offer, our communication and the relationships that unite us with our customers: the style of the products is more modern, the media campaigns or the tools proposed to our customers are state of the art (e-reservation, returns, payments, promotional model, apps, market places, social media), there are more capsule collections, and collaborations with other brands, the stores have been redesigned... Even if the '22/'23 objective of 50 was not reached, the involvement of the teams remains strong to bring the best to our customers.

Net Promoter Score				Objective
2018/19	2019/20	2020/21	2021/22	2022/23
30,3	31,9	27,1	34,4	50

2 Digitalization of Our Business

To pass the €150 Mn mark in e-commerce by 2022

Many investments on this axis: in technology (new platforms on all our websites), in skills (with more than 30 profiles recruited in the last 3 years) and in partnerships with new players. This allows us to offer a better fluidity of our e-commerce websites and a wider range of services, which appeals more and more to senior customers who have become resolutely digital.

E-commerce sales				Objectif
2018/19	2019/20	2020/21	2021/22	2022/23
82	92	138	129	150



3 Developing New Markets and Balancing our Brand Portfolio

To accelerate growth of the Home & Lifestyle divisions by doubling the weight of the Healthcare division.

The number of acquisitions in the Healthcare division (eight over three years) and the complete overhaul of the Home & Lifestyle division's strategy (including in its sourcing policy, in its product offering, e-commerce websites, and pooling in the organizations) demonstrate the Group's strong desire to base its development on the diversification and balance of its brand portfolio.

Home & Lifestyle and Healthcare sales				Objective
2018/19	2019/20	2020/21	2021/22	2022/23
158	176	206	183	200



4 Making our Model More Flexible

To continue our investments in supply chain and IT.

In addition to actions around the tools aimed at developing expertise in our core business (supply chain, IT, product, etc.), a large-scale analysis has been carried out over the last few years to rationalize our activity in the heart of our business (investing in the right place at the right time, divesting from unprofitable activities, etc.). Internally, many actions aim to support teams in their transformation (managerial charters, internal surveys, design thinking, collaborative tools, colleague autonomy and empowerment, etc.)

Agility Index (internal measure)				Objective
2019/20	2020/21	2021/22	2022/23	2022/23
59	70	67	75	75

5 CSR at the Heart of the Project

To eliminate single-use plastic packaging, and reduce the carbon footprint by 30%.

Finally, as the climax of the transformation plan, many actions, initiatives, commitments and decisions have been formalized during the plan, initiated in 2019, and they bring together all the Damartex Group teams: the use of recycled fibres in our collections, waste recycling, responsible packaging, upcycling of unsold collections, solidarity actions, projects financed by the foundation, awareness of the climate emergency... As for many companies, our decision-making today integrates not only the economic, but also the social and environmental aspects.

Gaïa index			Objective
2019/20	2020/21	2021/22	2022/23
36	42	57	50





DIVISION
Fashion

3 POWERFUL BRANDS

DAMART - The legacy and reference brand for comfort created in Roubaix (France) in 1953.

AFIBEL - The pioneer brand in figure-flattering fashion

XANDRES - The brand for affordable and responsible “luxury” ready-to-wear

The market in 3 key points:

As the leading market on the Internet, fashion represents 60% of the products bought from the web. 22%: is the increase in e-commerce sales in the apparel market compared to 2019 (Source: Fevad). Online clothing purchases now represent 21% of sales (Source: Fevad).

X4 : as they are comfortable online, today’s 50-60-year-olds spend 4 times more than younger people on fashion, while 60+ year olds spend about 3 times more. (Source: Euromonitor June 2021)

67% of cusumers say they want to buy eco-friendly clothes (according to EY Future Consumer Index), fashion is undergoing its green revolution and advocating inclusiveness (Body Positive movement).

Our Fashion Strategy

Textile innovation at the service of comfort and “value-added” ready-to-wear are at the origin of the Damartex group: they still constitute its core business today. This uniqueness in terms of know-how and offering has enabled the Group to resist the market downturn. As a pioneer in health and wellness textiles with Damart, a forerunner in figure-flattering fashion with Afibel and affordable luxury with Xandres, Damartex performs in all segments of the 55+ market by focusing its fashion strategy on four areas:

1 Brand content

Heritage, expert or specialized, our 3 fashion brands assert their singularity, their mission and their unique positioning on the market.

2 Image & Style

They are reinvented, digitalized, advertised; our brands have worked on their “signature” and international style, fully on-trend.

3 Customer experience

Phygital is at the heart of our models, for a constantly renewed customer experience and a true human relationship.

4 Commitment

With their unique and differentiating core purpose, our brands develop their community based on lasting values: quality, style, sustainability, social commitment and environment.

Damart is making its revolution



Spring / Summer 2022 collection

Sales: €429 Mn

- **90% brand awareness and a new image in development:** new brand and style platforms
- **Back in the limelight:** TV commercials, web, social media, press relations & influence
- **Digitalization of the model:** Web sales accounting for 20% of turnover, omni-channel customer experience (roll-out of click & collect, call & collect, pedestrian drive thru, ...)
- **Winning new customers** with an average age of 56 on the web
- **Development of the store network in France and Belgium:** 30 new Smart Stores by 2025 (creation and revamping)
- **70% of the Thermolactyl offer is based on recycled fibres and banning** of single-use plastic packaging, upcycling of unsold items, eco-design of collections



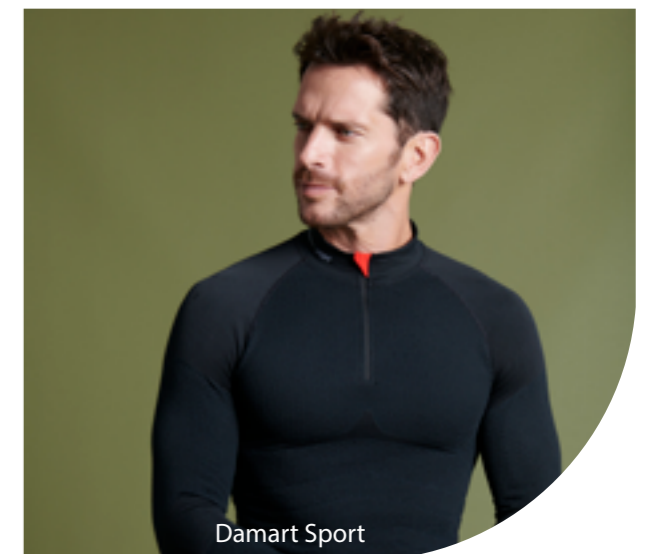
Vintage capsule



The brand, born from an iconic textile innovation, Thermolactyl, is asserting itself in the highly prized territory of comfort by reinventing its style, its image and its model. A 360° brand revolution accelerated by the COVID crisis is bearing fruit: boom in digital sales (+50%), return to growth and international development.



Damart x YUJ collaboration



Damart Sport

1 - FASHION DIVISION

Afibel

The pioneer in plus size fashion is reinventing itself

An expert in figure-flattering fashion for over 60 years, Afibel is a hidden gem in senior and plus-size fashion. In decline for more than 10 years, the brand is undergoing a revolution and taking up the challenge of stabilizing itself in the midst of the crisis. It is looking to the future by affirming its role as a pioneer of the "body positive" movement, and by accelerating its digitalizing.

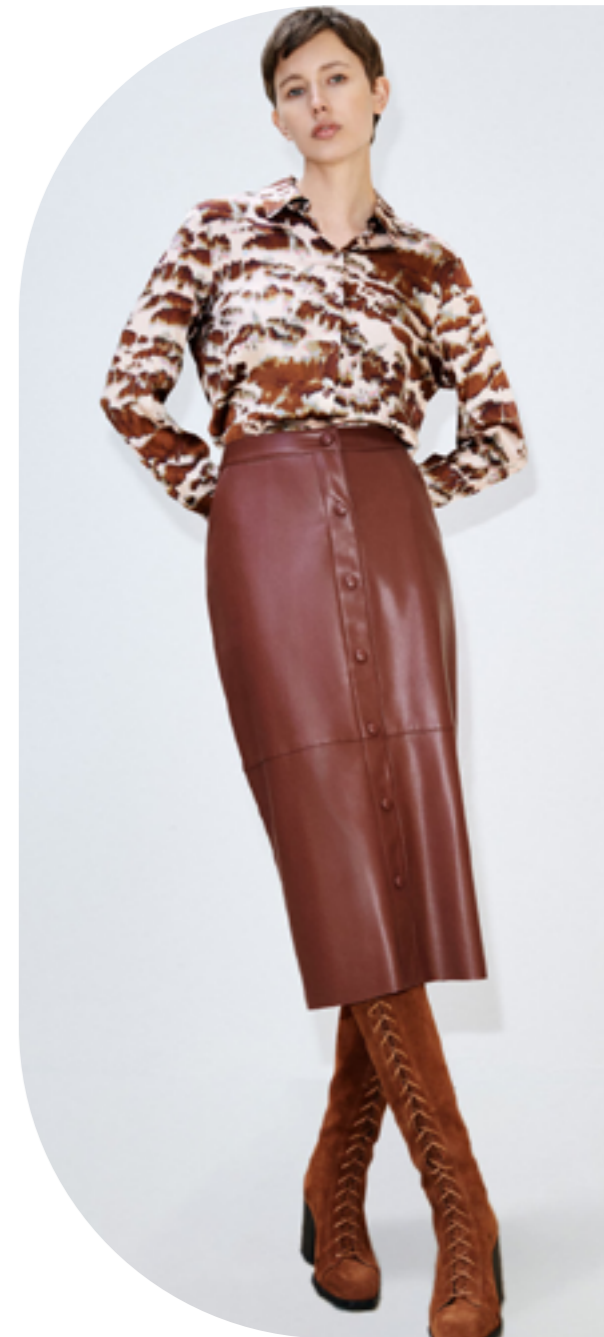



XANDRES

BELGIUM

Affordable luxury at the forefront of sustainable fashion

The legacy of Xandres, a Belgian fashion house, goes back to 1927. At the time, it produced work clothes under the name Andres & Co. Since then, the company has expanded into high-end, affordable ready-to-wear. Very well known in Belgium, Xandres stands for high quality, comfort and timeless design. As it is present both on the web and in stores, and powerful in social media, Xandres is making its "green" revolution to assert itself as a cutting-edge and sustainable fashion brand.



Sales: €81 Mn

- **New brand and style platform** to make the brand part of the "body positive" movement".
- **Back in the limelight:** TV commercials, web, social media, press relations & influence
- **Digitalization of the model:** Afibel passes the 10% mark in e-commerce sales
- **New customer experience** with the organization of "Live shopping", influence campaign with Silver stars of Instagram.



Sales: €26 Mn

- **A sustainable supply**
- **Environmentally friendly** packaging and a closed loop
- A unique **omni-channel model**
- **Internationalization** is already under way with a first successful deployment in the Netherlands and Germany.



DIVISION

Home & Lifestyle

3 FAST-GROWING BRANDS

3PAGEN - Clever objects and accessories for the home.

COOPERS OF STORTFORD - Innovative solutions for your well-being.

VITRINE MAGIQUE - Ideas for home, decoration, equipment and gifts.

The market in 3 key points:

4 sectors

with the effects of the COVID 19 crisis: home furnishings, cooking, gardening and wellness.

9 %
+

of planned growth of the home equipment market in 2021 (Source: Xerfi)

€24 +

is the estimated weight of the market for adapting homes to seniors (Source: Le Moniteur).

Our Home & Lifestyle strategy

In an expanding market, Damartex has developed 3 "solutions" brands dedicated to home and personal equipment. Today, in the midst of a digital and CSR transformation, our Home & Lifestyle division is embarking on a strategic shift in 2022. To assert its uniqueness and conquer market share, its project is to design and distribute its own high-value-added offer, thus catalysing all the group's experience with seniors. More than ever, seniors are keen on DIY, gardening, etc. They demand products specially designed to make their daily lives easier.

1 Home - Garden - Wellness: a 100% Damartex offer

From its design to its distribution, through production management and communication, at 3Pagen, Coopers and Vitrine Magique in their respective markets.

2 CSR commitment

A desire to conduct our business while respecting the men and women who contribute to it, limiting the impact on the environment, and respecting our customers.

3 Let Life Shine

The adoption of a Home & Lifestyle brand platform, based on optimism, closeness and pragmatism, promoting a common signature for the three brands of the division in Europe: Let Life shine!

Together Strong

WE ACCOMPANY OUR CUSTOMERS IN THEIR DAILY LIVES BY BRINGING THEM A MOMENT OF JOY AND CONTRIBUTING TO A BRIGHTER LIFE



3PAGEN

Sales: €69 Mn

Based in Alsdorf, Germany, 3Pagen is one of the leading mail order companies for kitchen, decoration, home and wellness. Since its creation in 1954, 3Pagen's proven record of success has relied on an offer of easy living items with an excellent value for money. 3Pagen is now one of the leaders of mail order in Europe, especially among 55+ customers, in a booming market: home and garden equipment.

- **3Pagen products** are sold in Germany (70% of its turnover) and Austria under the brand name "3Pagen", and in Eastern Europe through "Magnet 3Pagen".
- **550 employees**
- **2.3 million active customers**
- **Accelerating digitalization:** Web sales close to €15 Mn
- **Eco-responsibility** is taken into account in product development

COOPERS OF STORTFORD

The company, established in 1995 by Neil Cooper, markets innovative wellness, hobbies, health, home decoration and kitchenware products. The brand joined the Damartex Group in 2013. With 160 employees and 1.4 million customers in the UK, Coopers achieves 60% of its sales through its catalogues and its website (35%). The brand has a 2,300 sq. m. (25,000 sq Ft) flagship store in Bishops Stortford, North East London (5% of sales).



Sales: €62 Mn

- **Creativity** at the heart of the product offer
- **35% of turnover** from e-commerce (up 55%)
- **A product development** momentum driven by eco-responsibility
- **Agility** at the heart of the model and the organization



VITRINE magique

With an offer of over 6,000 items that are constantly being renewed, Vitrine Magique offers its 55+ customers a wide range of items for the kitchen, gardening and home decoration. Created by 3 Suisses in the early 70s, Vitrine Magique quickly became the French leader in "Great ideas at small prices". The company is currently steered by the 3Pagen teams in Alsdorf and has nearly one million active customers in France.

Sales: €16 Mn

- **An offer designed to brighten the daily life of 55+:** ideas to embellish and equip the home.

- **Good deals at low prices,** products for cleaning and storage, for leisure, wellness, kitchen accessories...
- **The brand of gift ideas for Christmas,** New Year, and all occasions, small and big.



Our Healthcare Strategy

For 3 years, Damartex has been pursuing a dynamic external growth strategy with no less than eight acquisitions in France. In the sleep apnoea sector, the build up strategy is built around Santéol (acquired in 2019) which has since integrated Eden Medical (2020), Perf R, JP Consult and Icelus (2022). In the infusion and nutrition sector, the acquisition of Omniperf quickly followed that of MSanté in 2021. In the ageing in place sector, the strategy is to rely on the Sedagyl brand, Damartex's legacy platform dedicated to home comfort solutions. The acquisition of Médical Santé in 2022 will create a solid common base for growth. By taking advantage of the complementarity between these Silver Economy gems, Damartex aims to double its Healthcare division by 2025.

1 Amplification of communication

of our Healthcare brands to key market prescribers: carers, doctors, hospitals, health centres...

2 Development of winning synergies

between the various entities acquired to create a leading offer throughout France.

3 Focus on organic growth

the base is now solid to grow with the opening of new branches

The market in 3 key points:

50% of health expenses are incurred by people over 60.

92% of people over 70 live at home (France).

A growth market with a **50%** boom in the number of dependent people by 2040.

DIVISION Healthcare

4 HIGH POTENTIAL BRANDS :

- Ageing in place
SEDAGYL
MÉDICAL SANTÉ
- Home Health Services
SANTÉOL- The expert in respiratory disorders and sleep apnoea.
MSANTÉ- Home care partners, specializing in infusion and nutrition.

3 - HEALTHCARE DIVISION

Ageing in place

Health - Comfort - Wellness



Home service delivery



As people live longer, the older seniors' market, the priority target for Sédagyl, has been rising steadily. Specializing in products and services that promote the equipment and autonomy of women and men of the fourth age, Sedagyl offers the elderly and their carers a catalogue of adapted products: well-being, healthcare, textiles, shoes, and everyday items.

The Médical Santé group, founded in 1997 by Charles-Henri Bastien, and based in Mons-en-Barœul (France), employs 85 people and offers health products for ageing in place and home health services. Médical Santé integrated Damartex in April 2022 and achieved a turnover of €10 Mn in 2021, thanks in particular to the relationships of trust established with over 800 pharmacies, hospitals and associations, but also thanks to the strong development of e-commerce.

Santéol was founded in 2005 in Strasbourg, and specializes in the care of patients suffering from chronic or acute respiratory disorders. Santéol offers high-quality, personalised support, dedicated to the treatment of nocturnal sleep-related breathing disorders (Sleep apnoea) and chronic pathologies requiring the implementation of oxygen therapy or non-invasive ventilation at home.

Damartex acquired MSanté, a Normandy-based company, in July 2021. The latter was born of a desire and a need to simplify and optimize patient support in increasingly complex medical protocols, which involve various parties. As a home healthcare service provider (so-called PSAD), specialized in infusion and nutrition, MSanté is recognized by the main hospitals in western France. Its team, composed mainly of nurses and nutritionists, has innovated by creating a link between the cities and hospitals, facilitating the organization of home care and communication around patients.

SALES : €21 Mn

- **From an e-commerce website to a market place:** Sedagyl has become the leading comfort solution platform in the field of ageing in place.
- **An expanded offer for comfort, well-being and health**
- **Winning over new customers**, particularly in the digital world, and winning over carers, who represent 11 million people in France.

SALES: € 2.6 Mn (3 months)

- **85 employees** in the company
- **5 sales agencies in France** (mainly in the north)
- **1 store** (Tourcoing, France) **and 2 franchises.**

SALES: € 10 Mn

of which .9% for recent acquisitions (Perf R and JP Consult over 6 months)

- **High quality diagnosis, treatment and follow-up**
- **Nearly 50 employees and 10,000 patients followed.**
- **This development is accelerating** throughout France, with the acquisition of Eden Médical and Icélus Médical in the Paris region.

SALES: € 2.3 Mn

of which € .7 Mn for Optimum Médical over 9 months

- **3 branches** located in Caen, Nantes and Rennes (France).
- **They coordinate the implementation** of care for over 2,000 patients in their homes.
- **Now part of the Damartex group**, MSanté is planning to accelerate its development throughout France by expanding its network and creating winning synergies within the Group, particularly with the Santéol brand, which specializes in home respiratory assistance.

Change Our World



Committing to our planet

2030

Low carbon trajectory
A 100% eco-responsible offer



Committing to more ethics

2030

100% of our products coming from audited factories
and 100% of our colleagues committed to CSR



Committing to more solidarity between generations

2030

Making the Group and its foundation a key player in
the inclusion of older people

www.damartex.com

**MORE
INFORMATION
ON OUR
COMMITMENTS**



Damartex is accelerating its transformation plan to achieve its mission by taking care of the planet and human beings, wherever the Group is established. As we are convinced that business and sustainable development are inseparable, we place CSR at the heart of our model, contributing to the Sustainable Development Goals (SDGs)* and prioritizing them according to strategic issues.



For the planet



For ethics



For seniors

Strategic issues

Carbon footprint of activities
Eco-design of products
Packaging waste management

Quality of work life
Respect for human rights
Business Ethics

Inclusive offer for all seniors
Solidarity between generations
Customer satisfaction

Sustainable Development Goals

The Sustainable Development Goals (SDGs)* define 17 priorities for socially fair, environmentally secure, economically prosperous, inclusive and predictable development by 2030. They were adopted in September 2015 by the UN as part of the 2030 Agenda.



Levers for action

- Measuring our Scope 3 greenhouse gas emissions
- Implementing action plans on energy efficiency, transport, circular economy...
- Innovating with responsible products
 - Limiting packaging waste
- Regularly measuring and improving the QWL of our colleagues
 - Offering career-long training and encourage the on-boarding of young people
 - Ensuring fair working conditions
- Guaranteeing respect for decent working conditions throughout the responsible purchasing chain
- Acting beyond business to change society's view of seniors
- Communicate transparently and helpfully with our customers
- Building partnerships for the SDGs*

Commitments



Initiative for compliance and sustainability

Damartex adheres to ICS (initiative for compliance and sustainability) to sustainably improve the conditions of working people and to accompany the suppliers responsibly, to make them stakeholders of their progress approach



Global Compact

Committing to the principles of human rights, labour rights, and anti-corruption.



Fashion Pact

Committing to reducing, together with the other sectors of the textile industry, our environmental impact on the 3 issues of climate, biodiversity and oceans.



Reducing the environmental impact of e-commerce

- Raising awareness and informing consumers
- Reducing the volume of packaging and promoting reuse
- Relying on environmentally friendly logistics
- Reporting on the implementation of commitments



Non-discrimination

Damartex is committed to respecting all 25 criteria of non-discrimination defined by French Law and wishes to emphasize non-discrimination related to age.



Recognition

Gaïa index

As the 5th axis of the Damartex Group's transformation plan "Transform To Accelerate", it was decided to have the "Change Our World" program assessed annually to measure progress. The Gaia rating is developed by the extra-financial rating agency EthiFinance. The rating provided by the analysts is based on Damartex Group publications.



Évolution	2019/20	2020/21	2021/22	Objective 2022/23
	36	42	57	50

More than 160 indicators are evaluated, and classified in different categories:

- Governance
 - Social aspects
 - Environment
 - External stakeholders
- The results obtained determine a score out of 100

Foundation



To change society's view of seniors and act for their well-being.

The creation of the Foundation was motivated by the Damartex group's desire to develop partnerships with charitable organizations, to be at the side of the elderly beyond a simple business consideration. This project is led by colleagues who promote a deep respect, understanding and passion for seniors...

Since its creation



86 774 beneficiaries



88 projects sponsored by the foundation



€406 540 distributed to date

Because the Foundation is "On Seniors' Side", it is committed to building a caring, supportive and inclusive society in which every person aged 55 and over is recognized, autonomous and can live and develop with dignity.

THE MISSIONS

The foundation finances community projects in the following 3 areas:

- Encouraging seniors to go out and improve their well-being;
- Helping seniors get involved in society and encourage intergenerational social bonds; and
- Promoting good health in the home and support carers. To finance concrete actions having a direct impact on the beneficiaries, the foundation has an annual budget of €100 K, which can be increased if our performance allows it.

Responsible Economy Awards

Damartex participated in the 27th edition of the Trophées de l'Économie Responsable (Responsible Economy Awards) organized by Réseau Alliances which rewards innovative companies and organizations committed to a responsible economy in the Hauts de France region.



"The jury pointed out "A very good, pragmatic and progressive CSR approach, with a good consideration of all CSR dimensions. A remarkable reflection on the CO2 impact and on the responsibility of the employees."

Jury for the Responsible Economy Awards



The group was awarded the GOLD-engagement rating thanks to an average of more than 16/20.