



SOCIAL REPORT

www.picture-organic-clothing.com

Start date membership

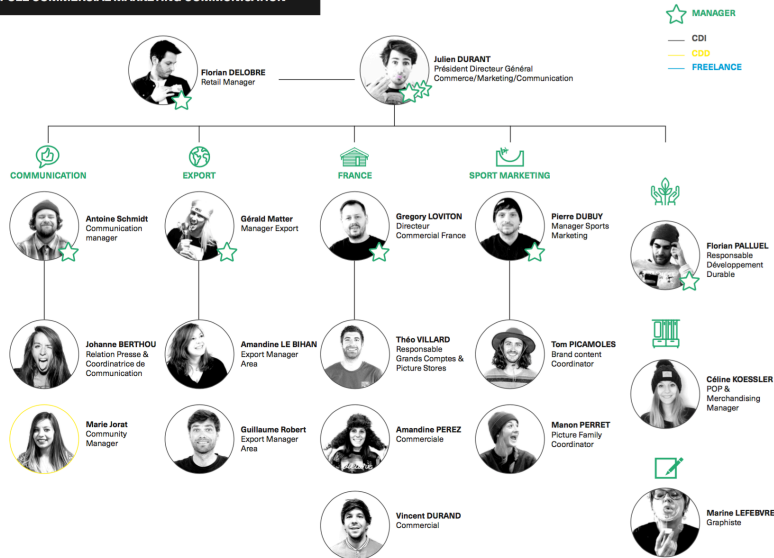
01/04/2016

Reporting period (financial year)

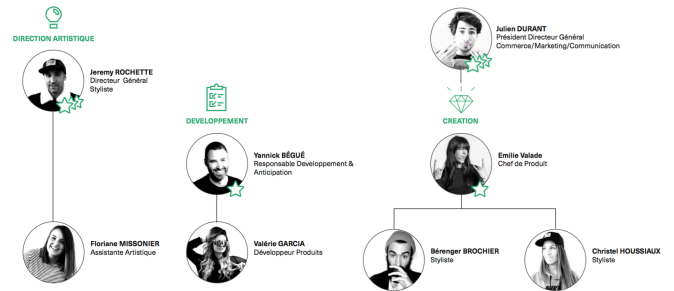
31/03/2018 – 01/04/2019

Organisational chart

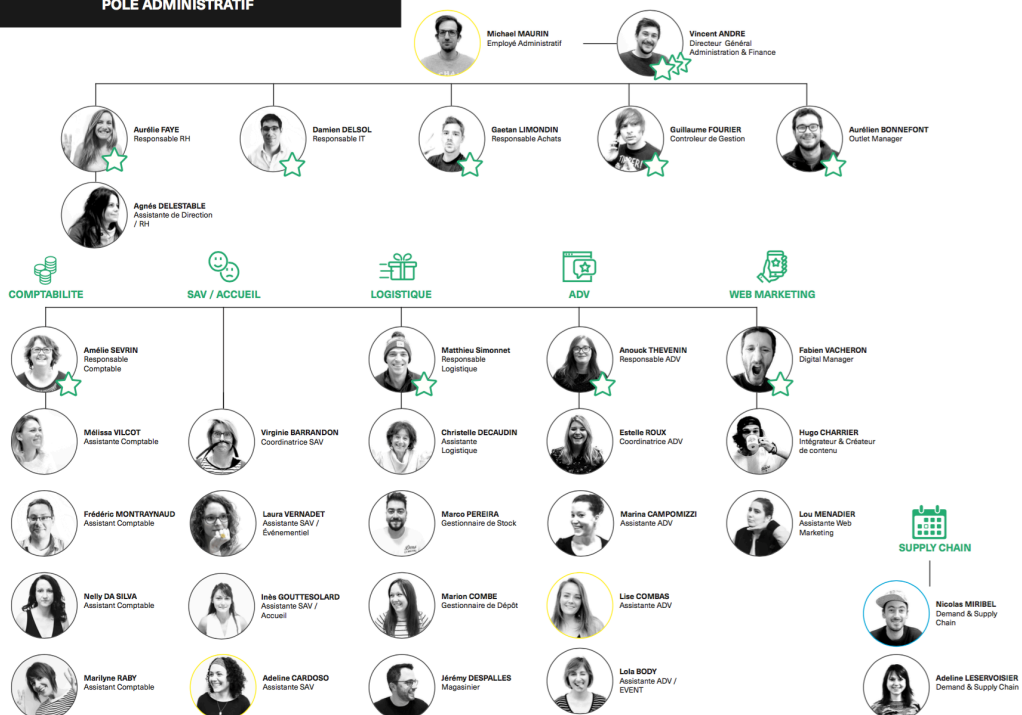
PÔLE COMMERCIAL MARKETING COMMUNICATION



PÔLE CRÉATION - DÉVELOPPEMENT



PÔLE ADMINISTRATIF



Summary: goals & achievements 2019

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 2019, 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

1.1. 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 :

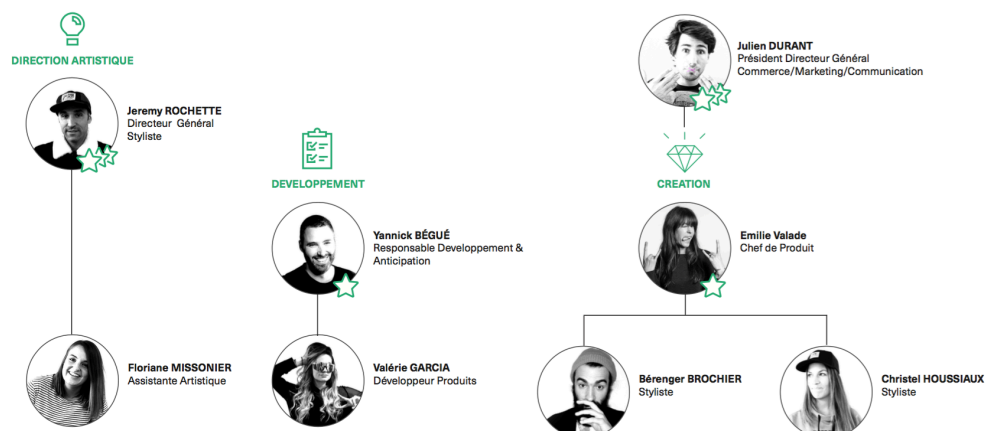
- The Li Lian factory in Dongguan, China, makes our recycled polyester and bio-sourced technical apparel
- The Seyfeli factory in Izmir, Turkey, makes our organic cotton and recycled polyester lifestyle clothes

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.

1.2. Organisation of the sourcing department

PÔLE CRÉATION - DÉVELOPPEMENT



1.3. 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.

1.4. 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.

2. Coherent system for monitoring and remediation

2.1. LiLian / China

A FWF audit was conducted at the Chinese supplier in 2019. Work remains to be done to get clearer informations on overtime and wages. A corrective action plan was written.

In the last financial year, LiLian was visited by Julien Durant & Jeremy Rochette (Picture co-founders), Henry Soulier (Ginkio Production Development and Picture's production agent) and Florian Palluel (CSR).

More infos about Li Lian and the making of a snow jacket can be found here : <https://www.picture-organic-clothing.com/transparency/fr/fournisseurs.html>

2.2. Seyfeli / Turkey

We have created a Syrian refugee policy for Turkey. In 2019, Seyfeli was visited by Julien Durant & Jeremy Rochette (Picture co-founders), Henry Soulier (Ginkio Production Development and Picture's production agent) and Emilie Valade (Product manager).

More infos about Seyfeli and the making of a tee shirt can be found here : <https://www.picture-organic-clothing.com/transparency/fr/fournisseurs.html>

2.3. Shin Lan / Taiwan

Questionnaire and worker information received and posted.

2.4. Sheico / Thailand

Questionnaire and worker information received and posted.

The factory is now Fair Trade Certified.

In 2019, Sheico has been visited by Jeremy Rochette, Julien Durant (Picture co-founders), Emilie Valade (product manager) and Valérie Garcia (product development)

2.5. Atelier Cenyo / France

Questionnaire and worker information received and posted. The whole Picture staff will visit Atelier Cenyo in 2020.

2.6. Meroson / Taiwan

Questionnaire and worker information received and posted. In 2019, Meroson has been visited by Jeremy Rochette (Picture co-founder).

2.7. Allure Fashion / India

Questionnaire and worker information received and posted

2.8. Flexfit Headware / Vietnam

Questionnaire and worker information received and posted

2.9. HK Love / Vietnam

Questionnaire and worker information received and posted

2.10 Imperial / India

Questionnaire and worker information received and posted

2.11 Saratoga / India

Questionnaire and worker information received and posted

2.12 Dienwell / Taiwan

Questionnaire and worker information received and posted

2.13 Ningbo / China

Questionnaire and worker information received and posted

2.14 UAB Garlita / Luthiana

Questionnaire and worker information received and posted

2.15 Wei Lee / Taiwan

Questionnaire and worker information received and posted

2.16 Footland / Taiwan

Questionnaire and worker information received and posted

2.17 Shila / Vietnam

Questionnaire and worker information received and posted. We share with FWF's member FOND OF the same sub-contractor for the print of backpacks.

3 Complaints handling

We did not have any complaints.

We set up a telephone hotline for workers in our factories if they have any complaints and in their native language.

4 Training and capacity building

4.10 Activities to inform staff members & agents

Florian Palluel, CSR manager, trains Picture's staff and the salespeople and agents on the CSR policy of the company, with one part on FWF and Fashion Revolution. (Two sales meetings per year and one general staff meeting each year).

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

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

Twice a year the CSR manager meets with relevant colleagues and agents to explain all the documents they can access online and what they should be used for.

4.11 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.

They are partners for us and involved in most of our communication content:

<https://www.picture-organic-clothing.com/transparency/index-en.html>

5 Transparency & communication

Learn more about what our social commitment: <https://www.picture-organic-clothing.com/transparency/index-en.html>

6 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>