

2020 GROUP DECLARATION OF NON-FINANCIAL PERFORMANCE

CORPORATE SOCIAL RESPONSIBILITY AT THE HEART OF THE GROUP'S STRATEGY

Since its formation in 2006, the Group, a pioneer in e-commerce, has developed a business to create new value for inventories of fashion products and accessories built on the broad distribution allowed by the Internet, thus creating a new offer for the brands from lots not sold in the traditional retail channels.

Contributing to its scale through its economic activity to a better use of the resources produced, Showroomprivé has never stopped integrating social, societal and environmental concerns in its business.

The Group completed its IPO in late 2015, and subsequently directed its initial CSR policy toward sharing its economic success and its digital expertise with various population groups, including young women, job seekers, young entrepreneurs.

These three priority target groups, the results of the commitments and convictions of executives and founders Thierry Petit and David Dayan, led to the formation between 2015 and 2017 of a company foundation, a charitable foundation, an internal incubator for start-ups and a policy of sponsorship of skills and financial support for the benefit of a number of associations.

Continuing this desire to augment its positive external actions, the Group created a CSR department early in 2018. This CSR department began with an audit of internal practices that identified the company's various stakeholders, conducted an analysis of materiality (see paragraph below) and co-constructed the 2019-2020 roadmap presented below.

Determined to take its commitments even further and to integrate them into the heart of its strategy, the Group launched a cross-business project in 2020, called "Move Forward", designed to involve all of its businesses in long-term actions, based on the Group's three fundamental social pillars, and aimed at rethinking practices in order to plan for a more sustainable future. The three historical pillars integrated by the Group since its creation and reinforced by the launch of the Move Forward project are the following:

- Reducing the environmental footprint of its activities;
- Supporting women's rights; and
- Inclusion through education and encouraging access to the job market.

This declaration provides an overview of the status of the non-financial objectives set by the Group in 2018 and which it pursued by implementing actions and policies in 2020. A new roadmap will be drawn up by the Group in 2021 to pursue and further develop its commitments, notably through the "Move Forward" corporate project.

In accordance with Article L. 225-102-1 of the French Commercial Code, we include in this declaration of non-financial performance information about the actions taken and the policies implemented by the Group so as to take into account the social and environmental consequences of its activities and to meet its societal commitments in favor of sustainable development. This declaration includes a presentation of the Group's business model, non-financial issues and risk factors, as well as the associated policies, action plans and performance indicators.

1. BUSINESS MODEL

1.1 The Group's development model and creation of added value

In accordance with Article L. 225-102-1 of the French Commercial Code, the Group has drawn up an infographic presentation of its business model, showing how, together with all the Group's stakeholders, it uses its resources to create not only financial but also non-financial value.

Since its creation, Showroomprivé has never ceased to enhance its offer and its e-commerce expertise. Composed of 6 entities with complementary missions, the Group has become a key player in online sales, particularly in the fashion and beauty sectors, with its core customers—digital women—but also with its partners, the brands.

showroomprive • group

RESSOURCES

RESSOURCES HUMAINES

- [**] collaborateurs présents dans 4 pays.
- [**] % de femmes managers .

FINANCIERES

- Structure actionnariale stable : 55,1 % détenu par des parties de concert au 31/12/20.
- Dette nette / (Trésorerie) : [] à partir de [].

PRODUCTIVES

- 5 sites en France et 2 à l'international.
- 2 entrepôts internalisés.
- Une capacité d'expédition de [**] commandes par jour.

SOCIETALES

- Le programme transverse Move Forward.
- L'école de E-commerce, formation gratuite portée par la Fondation d'entreprise Showroomprivé.
- Look Forward, programme d'incubation gratuit en soutien à l'innovation.
- 11 associations partenaires soutenues.

RELATIONNELLES

- 2.000 marques partenaires.
- 25 millions de membres dont [**] nouveaux inscrits en 2020.

E-COMMERCE

3 PLATEFORMES

showroom
prive • com

Site de référence en matière de vente événementielles de mode

beauteprivee

Site dédié à la beauté et au bien-être, n°1 des ventes événementielles de beauté en ligne

saldiprivati

Le site mode italien spécialisé dans la vente événementielle

4 TYPES DE MODÈLES D'ACHAT

FERME - CONDITIONNEL - DROPSHIPPING - PRÉ-LIVRAISON

NOS MÉTIERS ET VALEURS



MÉDIA | CRÉATION DE CONTENU | PRÊT-À PORTER



La règle publicitaire



L'agence de brand content



La marque de mode Showroomprivé

VALEURS CRÉÉES

RESSOURCES HUMAINES

- [**] M d'euros de masse salariale.
- [**] mobilités internes.
- Signature d'un accord télétravail.

FINANCIERES

- [**] millions d'euros de chiffre d'affaires.
- [**] millions d'euros d'EBITDA.

PRODUCTIVES

- [**] millions de commandes expédiées en 2020.
- [**] ventes mises en ligne en 2020.

SOCIETALES

- [**] millions de pièces revalorisés.
- 120 demandeurs d'emplois réinsérés depuis 2017.
- 66 start-ups accompagnées ayant créé plus de 620 emplois depuis 2015.
- 370 000 euros de dons réalisés par le Groupe et les membres aux associations.

RELATIONNELLES

- [**] millions d'acheteurs cumulés dont [**] acheteurs en 2020.
- Showroomprivé.com élu Service Client de l'Année dans la catégorie vente à distance généraliste.

Fig. 1 – Group business model

showroomprive.com

GROUPE SHOWROOMPRIVE

RESSOURCES

HUMAINES

- 1047 collaborateurs présents dans 4 pays
- 49 % de femmes parmi les managers

FINANCIERES

- Structure actionnariale stable : 55,1 % détenu par des parties de concert au 31/12/20
- Dette nette / (Trésorerie) : [] à partir de []

PRODUCTIVES

- 5 sites en France et 2 à l'international
- 2 entrepôts internalisés
- Une capacité d'expédition de 35.000 commandes par jour

RELATIONNELLES

- 2.000 marques partenaires
- 25 millions de membres dont 2,6 millions de nouveaux inscrits en 2020

SOCIETALES ET ENVIRONNEMENTALES

- Le programme transverse *Move Forward*
- L'école de E-commerce, formation gratuite portée par la Fondation d'entreprise Showroomprivé
- Look Forward, programme d'incubation gratuit en soutien à l'innovation
- 11 associations partenaires soutenues

E-COMMERCE

3 plateformes



Site de référence en matière de ventes événementielles de mode



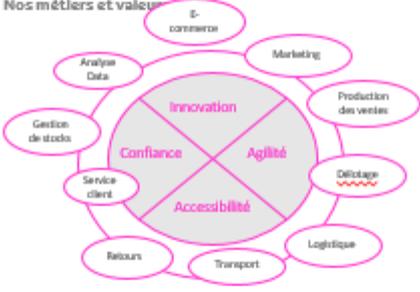
Site dédié à la beauté en e-commerce, n°1 des ventes événementielles de beauté en ligne



Le site mode italien spécialiste des ventes événementielles

4 types de modèles d'achat
 Ferme – Conditionnel – Dropshipping – Pré-livraison

Nos métiers et valeurs



SRP STUDIO



Le régime publicitaire

CRÉATION DE CONTENU



L'agence de brand content

MÉTIER PORTER



La marque de mode Showroomprivé

VALEUR CREEE

HUMAINE

- [112 680] M d'euros de masse salariale
- Signature d'un accord télétravail
- Lancement du programme *Family Forward*
- 3.102 heures de formation suivies

FINANCIERE

- 697,5 millions d'euros de chiffre d'affaires
- [**] millions d'euros d'EBITDA

PRODUCTIVE

- 14,1 millions de commandes [**] ventes mises en ligne en 2020

RELATIONNELLES

- 10,6 millions d'acheteurs cumulés dont 3,3 acheteurs
- Showroomprivé.com élu Service Client de l'Année dans la catégorie vente à distance généraliste

SOCIETALE ET ENVIRONNEMENTALE

- 120 demandeurs d'emplois réinsérés depuis 2017
- 85 startups incubées ayant créé plus de 700 emplois depuis 2015
- 370.000 euros de dons réalisés par le Groupe et les membres aux associations partenaires
- 13 millions de pièces neuves invendues revalorisées pour une seconde vie
- 96 % d'emballages recyclables

The Group is a major player in online sales, specializing in the fashion and beauty sectors in Europe. Since its creation, the Group has been able to deploy a complementary offer to serve its partners, the brands, and its customers — digital women. The Group is structured around three main activities to support brands, particularly in fashion and beauty, namely:

- e-commerce;
- an advertising and media company; and
- a content creation agency.

With regard to e-commerce activity, every day the Group offers about 20 private sales on its different websites (showroomprive.com, beautéprivée.fr and saldiprivati.com) through a careful selection of brands, with particular care given to the presentation of the products. The selection of these brands, mostly fashion goods and fashion accessories, bring together both well-known names and up-and-coming brands.

During these private daily sales, the Group gives new value to product inventories unsold by the brands via traditional retain channels, and in this way creates a new attractive offer for the brands and consumers. In 2020 the Group created new demand for some 13,552,329 articles

that had never before been worn, introducing these items into a circuit of more responsible consumption and thus giving them a second lease of life.

The product recycling circuit developed by the Group, notably through batch splitting, the creation of quality visual and written content and the attractive format of exclusive sales, contribute to giving extra value to the products concerned and creating a particularly seductive experience for Showroomprivé customers.

In order to better address the needs and expectations of its customers, the digital women, the Group launched its own brand, Collection IRL, in 2015.

In addition, to complement its offering to the brands, in June 2018, the Group launched its own media agency dedicated to Digital Women, SRP Media. The Group's unique positioning allows it to support the brands in digitalizing the purchasing act by creating a unique, qualitative and enjoyable experience.

Finally, the Group has a brand content agency called SRP Studio, with more than 15 years of experience in the fashion industry. It develops and creates authentic content for brands that is optimized for e-commerce or web and print communication.

A distributor of an offer mainly made up of fashion articles, the Group is aware of the social, societal and environmental impact of its activity. Its CSR commitments, described below in this declaration of non-financial performance, are an integral part of the Group's business model. Valuing women's empowerment, reducing the carbon impact of its activities or increasing the circularity of its economic model are both long-term objectives and virtuous challenges in meeting market and consumer aspirations.

It should also be noted that the Covid-19 pandemic has had no impact on the Group's business model in 2020. The Group's business model, strategy and growth outlook are presented in more detail in its 2020 Registration Document, particularly in Chapter 6 "Business".

1.2. Organization of the Group

The legal organization of the Group is described in Chapter 6.1 "Group Organizational Structure" in this same Registration Document.

1.3. Presentation of stakeholders

In its operations, the Group identifies two types of stakeholders considered to have a direct and substantial influence on its decisions and objectives, i.e. internal stakeholders and the stakeholders outside the Group.

The Group considers the employees, including the executives and majority shareholders, to be the internal stakeholders. The principal external stakeholders identified by the Group are: the suppliers, in other words the Group's partner brands, the customers, investors, public and semi-public institutions and the service providers used by the Group to ensure the deployment of its

activities.

2. NOTE ON METHODOLOGY

The purpose of this methodological note is to clarify the key concepts of this declaration and the scope of the published indicators. A summary table is also provided below.

2.1. Context

In its initiative to achieve ongoing improvement in processes and an increase in positive external responses and driven by its desire to group its programs with strong societal impact that already exist, the Group created a CSR department in January 2018.

In 2018, the CSR Department first conducted an internal audit with the company's various stakeholders in order to identify current practices and the opportunities and risks that constitute a lever for action in order to reconcile economic management and a reduction in environmental and social impacts.

During this audit, interviews with department managers, particularly those in purchasing, legal, flows and supplies, logistics, marketing, human resources, customer service, transport, IT, accounting and ISD, were conducted. In some cases, particularly logistics and flows and supplies, additional investigations were conducted with operational teams in order to understand practices better.

The results of this audit led to the completion of the 2019-2020 roadmap, which prioritizes the major risks and challenges. These were selected on the basis of their importance for stakeholders, their financial and regulatory impacts, and on the Group's ability, because of its resources and activities, to respond to those challenges. The risks and challenges were presented in Chapter 3 "Risk Factors" of this Universal Registration Document to the Group's Executive Committee, composed of the principal operational managers of the company, and co-chaired by Chairman and CEO Thierry Petit and David Dayan, Chief Operating Officer.

In 2019, the Group set up a CSR steering committee, bringing together all of the internal stakeholders concerned by the objectives presented in the resulting 2019-2020 roadmap. The role of this committee is to regularly monitor indicators, optimize the flow of information and identify new areas of application of CSR risks and challenges.

This committee has issued a working protocol by creating, via a collaborative work tool, a non-financial performance dashboard, consisting of different indicator monitoring tables.

In 2020, this steering committee was extended to other business lines with the launch of the cross-business project called "Move Forward". Centered around the three fundamental pillars of the Group's Social and Environmental Responsibility—the environment, support for women's rights, and inclusion—the project aims to take the Group's commitments further and to integrate them even more into the various stages of the value chain.

This program has already resulted in several key actions in 2020:

- A qualitative and quantitative survey of the Group's stakeholders, in particular its

employees and its member base, to better understand their expectations regarding the Group's commitments;

- The creation of a Move Forward page on the showroomprive.com website, which provides members with information on innovations and new responsible consumption practices. This dedicated page not only showcases a selection of responsible products but also provides relevant content for members seeking to change their consumption practices;
- The implementation of a new strategy to find more responsible brands and products;
- The organization of solidarity events benefiting partner associations on the showroomprive.com and beauteprivée.fr websites in order to raise awareness and mobilize members around the three pillars of the program;
- The introduction of the Group's first *Bilan Carbone*® (or "carbon audit") marking the beginning of the Group's carbon approach and the implementation of an action plan to reduce its carbon footprint;
- The listing of the Move Forward page on the *Clique mon commerce* website, a service set up by the French government in November 2020 to enable retailers to cope with the Covid-19 pandemic, providing visibility to regional initiatives undertaken by local retailers in the different regions of France. A newsletter is sent every Sunday to qualified members with offers from local initiatives, which are shared free of charge on the Showroomprivé website on its Move Forward page.

Additional projects will be launched in 2021 and will be detailed in the 2021-2022 roadmap.

2.2. Reporting period and scope

The reporting period covers the calendar year from January 1 to December 31, 2020.

The scope of non-financial reporting covers SRP Groupe and its consolidated subsidiaries, namely: Showroomprivé.com¹, SRP Logistique², ABC Sourcing, Beauté Privée, Showroomprive Spain SLU, Saldi Privati SRL³, Showroomprive Maroc and ABC Sourcing⁴, or 100 % of the Group's employees.

The scope of reporting and the definition used for each indicator is specified in the table below.

¹ Showroomprive.com represented 72% of the Group's employees in 2020

² SRP Logistique represented 17% of the Group's employees in 2020

³ Beauté Privée, Showroomprivé Spain SLU and Saldi Privati SRL represented respectively about 3.5% of the Group's employees in 2020

⁴ SRP GROUP SA, Showroomprivé Maroc and ABC Sourcing represented respectively fewer than 1% of the Group's employees in 2020.

Enjeux	Indicateur	Périmètre	Définition
Réduction de l'empreinte environnementale	• Consommation d'énergie et émissions de CO2 associées par salarié	Consolidation financière : Showroomprivé.com (ca. 72%), SRP Logistique (ca. 17%), Beauté Privée, y compris le bail dôturé en novembre 2020 (ca. 3,5%), Showroomprive Spain SLU (ca. 3,5%), Saldi Privati SRL (ca. 3,5%), SRP GROUPE SA, Showroomprive Maroc et ABC Sourcing (> 1%), soit 100% des effectifs du Groupe.	La consommation énergétique sur les sites se compose d'électricité et de Gaz Naturel. Celle-ci est exprimée en Mwh et traduite en tonnes équivalent Co2, en utilisant les facteurs d'émission Co2 moyen des pays au sein desquels le site est implanté. Pour l'année 2020, la consommation d'électricité du site de l'entité de Saldi Privati SRL sur décembre a été estimée.
	• Utilisation énergétique (consommation d'énergie par m²)	Consolidation financière : Showroomprivé.com (ca. 72%), SRP Logistique (ca. 17%), Beauté Privée y compris le bail dôturé en novembre 2020 (ca. 3,5%), Showroomprive Spain SLU (ca. 3,5%), Saldi Privati SRL (ca. 3,5%), SRP GROUPE SA, Showroomprive Maroc et ABC Sourcing (> 1%), soit 100% des effectifs du Groupe	La consommation énergétique totale exprimée en Mwh et en équivalent tonnes Co2 est divisée chaque année par la surface totale du Groupe au 31/12, permettant ainsi d'évaluer la consommation énergétique par m2.
	• Quantité de déchets rejetés (cartons, DIB) par salarié	Showroomprivé.com, SRP Logistique, SRP GROUPE SA, Showroomprivé Maroc et ABC Sourcing soit environ 90% des effectifs. La donnée chiffrée relative aux déchets collectés des entités Showroomprivé Spain SLU, Saldi Privati SRL et Beauté Privée ne sont pas intégrées dans le reporting car ne peuvent être quantifiées, mais représentent chacun environ 3,5% des effectifs.	Correspond à l'ensemble des déchets émis sur les sites. Pour les sites de Olonne et Roubaix, la quantité de DIB collectée n'a pas pu être précisée, cette dernière n'étant pas communiquée dans l'attestation de collecte fournie par la collectivité chargée de la collecte.
	• Quantité de déchets recyclés par salarié	Showroomprivé.com, SRP Logistique, SRP GROUPE SA, Showroomprivé Maroc et ABC Sourcing soit environ 90% des effectifs. La donnée chiffrée relative aux déchets collectés des entités Showroomprivé Spain SLU, Saldi Privati SRL et Beauté Privée ne sont pas intégrées dans le reporting car ne peuvent être quantifiées, mais représentent chacun environ 3,5% des effectifs.	Cet indicateur permet d'évaluer la quantité de déchet émis par collaborateur chaque année. L'effectif total du Groupe au 31/12 est pris en compte pour le calcul de la quantité de déchets recyclés par salarié.
	• Proportion d'emballages recyclables utilisés pour l'expédition des commandes	Consolidation financière : Showroomprivé.com (ca. 72%), SRP Logistique (ca. 17%), Beauté Privée (ca. 3,5%), Showroomprive Spain SLU (ca. 3,5%), Saldi Privati SRL (ca. 3,5%), SRP GROUPE SA, Showroomprive Maroc et ABC Sourcing (> 1%), soit 100% des effectifs du Groupe	Les emballages utilisés pour l'expédition des commandes correspondent aux emballages achetés au cours de l'exercice 2020. Les emballages d'expédition utilisés pour l'activité de drop-shipping ne sont pas comptabilisés dans le périmètre de reporting.
Soutenir l'innovation et l'entrepreneuriat	• Nombre de startups incubées	Consolidation financière : Showroomprivé.com (ca. 72%), SRP Logistique (ca. 17%), Beauté Privée (ca. 3,5%), Showroomprive Spain SLU (ca. 3,5%), Saldi Privati SRL (ca. 3,5%), SRP GROUPE SA, Showroomprive Maroc et ABC Sourcing (> 1%), soit 100% des effectifs du Groupe	Le nombre de startups incubées correspond au nombre de projets ayant signé une convention d'incubation avec l'incubateur Look Forward au 31.12. Ces dernières seront ensuite accompagnées gratuitement par l'incubateur pendant une durée de 12 mois par l'ensemble des salariés du Groupe.
Assurer une employabilité pérenne et inclusive dans le territoire	• Effectif au 31/12	Consolidation financière : Showroomprivé.com (ca. 72%), SRP Logistique (ca. 17%), Beauté Privée (ca. 3,5%), Showroomprive Spain SLU (ca. 3,5%), Saldi Privati SRL (ca. 3,5%), SRP GROUPE SA, Showroomprive Maroc et ABC Sourcing (> 1%), soit 100% des effectifs du Groupe	L'effectif au 31.12 inclut l'ensemble des CDI, CDD, alternants et contrats de professionnalisation. Ce dernier n'inclut pas les stagiaires ainsi que les contrats d'interim.
	• Nombre d'heures de formation	Consolidation financière : Showroomprivé.com (ca. 72%), SRP Logistique (ca. 17%), Beauté Privée (ca. 3,5%), Showroomprive Spain SLU (ca. 3,5%), Saldi Privati SRL (ca. 3,5%), SRP GROUPE SA, Showroomprive Maroc et ABC Sourcing (> 1%), soit 100% des effectifs du Groupe	Le nombre d'heures de formation comprend les heures en présentiel, en distanciel et en e-learning. Le nombre de collaborateurs formés correspond au nombre de salariés ayant suivi au moins une formation sur l'année. La proportion de personnes formées par genre ainsi que le nombre de salarié formés ont été calculés sur la base de toutes les formations à l'exception de la formation anti-corruption et droit de la concurrence pour laquelle le genre n'était pas précisé.
	• Taux de turnover	Consolidation financière : Showroomprivé.com (ca. 72%), SRP Logistique (ca. 17%), Beauté Privée (ca. 3,5%), Showroomprive Spain SLU (ca. 3,5%), Saldi Privati SRL (ca. 3,5%), SRP GROUPE SA, Showroomprive Maroc et ABC Sourcing (> 1%), soit 100% des effectifs du Groupe	Le taux de turnover est calculé selon la méthode DARES. Ce dernier se calcule à partir de l'effectif moyen et des taux d'entrée (nombre d'entrées en CDI/ effectif moyen) et de sortie ; en divisant par deux la somme du taux d'entrée et de sortie. L'effectif moyen est calculé à partir de la somme des contrats de travail à durée indéterminée sur l'année 2020.
Assurer le respect de l'égalité Femmes - Hommes	• Indice d'égalité Femme - Homme	Showroomprivé.com, soit 72% des effectifs du Groupe.	Cet indicateur n'est disponible que pour l'exercice 2019 et sera publié en avril 2021 en ce qui concerne l'exercice 2020.
	• Pourcentage de femmes manager	Consolidation financière : Showroomprivé.com (ca. 72%), SRP Logistique (ca. 17%), Beauté Privée (ca. 3,5%), Showroomprive Spain SLU (ca. 3,5%), Saldi Privati SRL (ca. 3,5%), SRP GROUPE SA, Showroomprive Maroc et ABC Sourcing (> 1%), soit 100% des effectifs du Groupe	Le pourcentage de femmes manager permet d'évaluer la part de femmes parmi les manager. Un collaborateur est considéré comme manager s'il manage au moins un CDI pour qui il réalise les cycles d'entretiens annuels. Cet indicateur ayant été mis en place en 2020, aucune donnée historique n'est disponible.
Assurer l'éthiques dans les affaires	• Nombre de collaborateurs formés sur la lutte contre la corruption	Consolidation financière : Showroomprivé.com (ca. 72%), SRP Logistique (ca. 17%), Beauté Privée (ca. 3,5%), Showroomprive Spain SLU (ca. 3,5%), Saldi Privati SRL (ca. 3,5%), SRP GROUPE SA, Showroomprive Maroc et ABC Sourcing (> 1%), soit 100% des effectifs du Groupe	Le nombre de collaborateurs formés sur la lutte contre la corruption est calculé sur l'exercice 2020, et intègre les salariés issus des équipes commerciales du Groupe, dont les fonctions les exposent au risque de corruption. Cet indicateur ayant été mis en place en 2020, aucune donnée historique n'est disponible.

In addition, the Group would like to specify that the following information provided in the second paragraph of Section III of Article L. 225-102-1 of the French Commercial Code are not considered relevant, given the nature of the Group's activities detailed above: food waste, the fight against food shortages, respect for animal well-being and for responsible, equitable and sustainable eating habits. In addition, the Group specifies that no collective agreement was signed in 2020.

2.3. CSR risks and challenges

As specified in Chapter 3 "Risk Factors" of the Group's Universal Registration Document, the Group has drawn up a risk map of the main risks to which the Group is exposed and assessed their potential impact, as well as the related action plans put in place. This risk map, which is regularly updated, also includes non-financial risks, in particular those identified during the audit conducted prior to the establishment of the 2019-2020 roadmap, as previously specified in the methodology note. These risks have also been reviewed for fiscal year 2020 in order to take into account the emergence of new non-financial risks as a consequence of the Covid-19 pandemic, including risks related to the health and safety of employees in the context of

mandatory work from home.

Non-financial risks are included in the Group's risk factors and specified in Chapter 3 "Risk Factors" of the Universal Registration Document. The table below provides a summary of the non-financial risks identified in line with the Group's risk factors, as well as the associated CSR issues covered by the 2019-2020 roadmap.

The policies and actions addressing these risks, the performance indicators established and the results obtained in the implementation of the Group's CSR strategy are presented below.

Catégorie	Risques Extra-Financiers	Enjeux RSE adjacents	Risques du Groupe associés
Environnement	Risques opérationnels liés au réchauffement climatique	- Enjeu n°1 : Optimiser l'impact environnemental du Groupe	Cf. partie 3.1.4.3 de l'URD Cf. partie 3.1.4.13 de l'URD
	Risque lié à l'économie circulaire	- Enjeu n°1 : Optimiser l'impact environnemental du Groupe	Cf. partie 3.1.1.2 de l'URD
	Risque lié à la non-conformité réglementaire	- Enjeu n°1 : Optimiser l'impact environnemental du Groupe	Cf. partie 3.2.1.4 de l'URD
	Capacité du Groupe à anticiper l'évolution des attentes des parties prenantes et des consommateurs en matière de performance environnementale	- Enjeu n°1 : Optimiser l'impact environnemental du Groupe	Cf. partie 3.1.1.6 de l'URD Cf. partie 3.1.1.7 de l'URD Cf. partie 3.1.1.8 de l'URD Cf. partie 3.1.2.4 de l'URD Cf. partie 3.1.3.1 de l'URD
Social	Attraction et rétention des talents et capacité du Groupe à soutenir le développement de leurs compétences	- Enjeu n°3 : Assurer une employabilité pérenne et inclusive dans le territoire - Enjeu n°2 : Soutenir l'innovation et l'entrepreneuriat	Cf. partie 3.1.4.7 de l'URD
	Santé et sécurité des collaborateurs	- Enjeu n°3 : Assurer une employabilité pérenne et inclusive dans le territoire	Cf. partie 3.1.4.5 de l'URD Cf. partie 3.1.4.7 de l'URD
	Capacité du Groupe à anticiper l'évolution des attentes des parties prenantes et des consommateurs en matière de performance sociale	- Enjeu n°2 : Soutien à l'innovation et l'entrepreneuriat - Enjeu n°3 : Assurer une employabilité pérenne et inclusive dans le territoire	Cf. partie 3.1.3.1 de l'URD Cf. partie 3.1.1.8 de l'URD
	Promotion de la diversité, de l'égalité des chances, lutte contre les discriminations et le harcèlement	- Enjeu n°4 : Assurer le respect de l'égalité Femmes - Hommes	Cf. partie 3.1.4.7 de l'URD
Ethique	Protection des données personnelles	- Enjeu n°5 : Assurer l'éthique dans les activités du Groupe	Cf. partie 3.1.4.2 de l'URD Cf. partie 3.2.1.2 de l'URD
	Respect des droits de l'homme et des libertés fondamentales par les fournisseurs	- Enjeu n°5 : Assurer l'éthique dans les activités du Groupe	Cf. partie 3.2.5 de l'URD
	Conformité aux lois et réglementations (dont loi Sapin II) en matière d'éthique et de corruption	- Enjeu n°5 : Assurer l'éthique dans les activités du Groupe	Cf. partie 3.2.5 de l'URD

Fig. 2 – CSR risks and challenges of the Group

3. THE 2019-2020 ROADMAP

As described above, five main challenges and eleven risks form the CSR horizon for Showroomprivé for the years 2019 and 2020. These challenges, which represent real opportunities for the Group in its goal to reconcile economic management and reduce societal and environmental impacts, are directly defined and monitored through quantitative objectives, the implementation of which are priorities, and which will be monitored monthly by the Group. They will also be reviewed and updated in fiscal year 2021, in order to establish a new roadmap in line with the new CSR objectives that the Group will adopt.

CHALLENGE 1: OPTIMIZING THE ENVIRONMENTAL IMPACT OF THE

GROUP

Based on the result of the audit it conducted in 2018, the Group wanted to prioritize two major issues relating to the environmental impact of its activities: rationalizing the management and volume of the waste discharged and optimizing energy resources, particularly for packaging and outsourced transportation, which are important steps in processing orders placed on its web site.

1.1.Rationalize the management and volume of waste discharged by the company by 2020

With a view to moving toward a more circular business model, in 2018 the Group focused on reducing its waste at source, and conducted a review of its waste management with the aim of fully integrating recycling at all its offices and warehouses. Showroomprivé warehouses are already organizing selective sorting, particularly for their cardboard materials.

In 2019, the company established a selective sorting system ultimately intended to reduce the volume of non-recycled waste that is discharged. At its La Plaine Saint-Denis site, the company works with Lemon Tri, a solidarity start-up in charge of collecting and reprocessing waste, and also works with the Elise company for part of the waste at its Roubaix site. Surveys for the installation of sorting systems at the Group's other sites were conducted in 2020. Because these office spaces were closed for most of 2020, installation is now planned for 2021, when sites can be officially reopened post-Covid. The goals for the rationalization of waste discharged by the company are as follows:

1.1.1. Reducing the volume of waste discharged per employee by 10% by 2020;

In 2020, the total amount of waste discharged was 923.81 tons, of which 429.88 tons was ordinary industrial waste and 493.93 tons was recyclable waste. This represents 0.882 tons of waste discharged per employee, or 0.472 tons of recyclable waste per employee per year in 2020.

In 2018, the total amount of waste discharged was 864.7 tons, of which 543.9 tons of recyclable waste, versus 706 tons in 2019, of which 410.6 tons of recyclable waste. In 2019, this represented 0.673 tons of discharged waste and 0.392 tons of recyclable waste per employee, compared to 0.816 tons and 0.51 tons, respectively, in 2018.

It is important to note that the Group opened a new mechanized warehouse in 2019⁵, allowing it to internalize part of the operational management of its business. This new warehouse, which was integrated in April 2019 and has been in operation since November 2019, is part of the reason for the increase in waste discharged between 2018 and 2020.

On a like-for-like basis with respect to 2018⁶, the amount of waste discharged was 0.740 tons per employee per year, compared with 0.816 in 2018, a decrease of 9%. This reduction did not enable the Group to achieve its objective of a 10% reduction in the quantity of waste discharged per employee, but it came very close.

Waste management will be one of the Group's priority action areas when it draws up its next roadmap.

In an effort to reduce paper waste at its sites, the Group has been phasing in a new user registration system on printers since 2018.

This new system was a response to one of the challenges identified during the interviews conducted by the Group in 2018: employee practices had to be supported to limit printing to essential documents.

The implementation of this new system has resulted in a significant reduction in the number of pages printed. In 2019, the total number of pages printed was reduced by 19% compared with the total number recorded in 2018, representing a 45% reduction in pages printed compared to 2017.

In 2020, the total number of pages printed was reduced by 51% compared to 2019. This corresponds to a 72% reduction in the number of pages printed compared to 2017.

This significant reduction in fiscal year 2020 is partly explained by the Covid-19 health crisis, which significantly reduced the number of employees at the Group's various sites and consequently the number of pages printed.

In addition, in 2019 and 2020, the Group conducted a series of breakfast meetings, surveys and

⁵ The 2019 scope also covered the Group's French subsidiaries, excluding Beauté Privée, including the additional mechanized logistics warehouse, a site where logistics activities were initiated at the end of the year.

⁶ The reporting scope used in 2018 covered the Group's French subsidiaries excluding Beauté Privée. The scope did not include the mechanized logistics warehouse internalized by the Group in 2019 and at which activities were initiated at the end of the year.

internal events on the environmental impact caused by the offices. These interactive meetings, to which the employees were invited, led to the emergence of numerous proposals aimed at significantly reducing the Group's environmental footprint on a day-to-day basis. Some of the themes addressed include waste management and reduction at the source, mobility, and responsible digital technology.

As a result of these discussions, several measures to reduce the environmental footprint in the offices were initiated in 2020, including increased communication to raise employee awareness of best practices in the offices, the distribution of reusable containers to all employees at all sites by the Human Resources department to help reduce waste at the source in the offices, the organization and hosting of special events around zero waste and DIY, and the signing of a remote working agreement aimed at significantly reducing the carbon footprint generated by employee mobility.

1.1.2. A 10% increase in the proportion of waste recycled by 2020

In 2020, the volume of recyclable waste discharged was 493.93 tons and represented 53% of total waste discharged. In 2018 and 2019, the volume of recyclable waste discharged was 543.56 tons and 410.6 tons⁷, respectively, representing 62.9% and 58.2% of total waste discharged.

This represents a 9% decrease in recyclable waste compared with 2019 and a 16% decrease compared with 2018. This difference is explained by several factors, in particular the broadening of the reporting scope and improved monitoring of non-hazardous industrial waste emitted on the sites, as well as the internalization of a new logistics warehouse that began operations in Q4 2019, which has a considerable influence on the structure of waste emitted at a Group level. Rationalizing the management and quantity of waste discharged at sites, particularly non-hazardous industrial waste, will be a priority in the new Group-wide roadmap launched in 2021. The indicators and objectives will be updated to reflect the changes in the Group's structure.

In 2020, due to the health crisis caused by the Covid-19 pandemic, no electrical equipment was recycled at Valorep. The recycling of the equipment will be organized in 2021.

This rationalization of waste management also resulted in the following target for 2020:

⁷ The reporting scope used in 2018 covered the Group's French subsidiaries excluding Beauté Privée. The scope did not include the mechanized logistics warehouse internalized by the Group in 2019. The 2019 scope also covered the Group's French subsidiaries, excluding Beauté Privée, including the additional mechanized logistics warehouse, a site where logistics activities were initiated at the end of the year.

1.1.3. To increase the proportion of recyclable or recycled packaging used for order shipments by 10%

In 2018, the proportion of recyclable packaging used by the Group represented 26.6% of the total volume of packaging used, or 83% of packaging in terms of weight. The Group committed to raising the proportion of recyclable or recycled packaging used by 10% by 2020.

While the Group had already reached its target in 2019 with a proportion of recyclable packaging used representing 39.3% of the total number of packages used and 89.5% of packages in terms of weight, the proportion of recyclable packaging used by the Group in 2020 represents **37.9 %** of the total number of packages used and **94.7 %** in terms of weight.

As a result, since 2018, the Group has increased the proportion of recyclable packaging used by 64.5% in terms of packaging units and by 14.8% in terms of weight, thus achieving its target.

Because of the Group's priority of reducing waste at the source, the Group initiated a study on packaging management in 2020. Mindful of the concerns of its external stakeholders on the subject, in particular members who, in a survey conducted in 2020, expressed their desire to have more environmentally responsible packaging for their orders, the Group also began testing the Hipli reusable packaging solution in the last quarter of 2020. Testing will take place during the first quarter of 2021 and will allow us to verify the appeal of this service for members, as well as the operational feasibility of using the solution. A comprehensive review of packaging has also been initiated.

1.2. Optimization of the Group's energy resources

In order to prevent operational risks related to global warming, the Group is committed to optimizing its energy resources, particularly with a view to reducing its carbon footprint.

In 2018 and 2019, the Group's energy consumption, i.e. electricity, amounted to 2,471.1 Mwh and 2,471.2 Mwh, respectively, on the scope retained⁸ (i.e. 150.7 tons of CO₂ eq. in 2018 and 86.5 tons of CO₂ eq. in 2019), the average rate of CO₂ emissions per kWh of electricity produced in France being considerably lower in 2019 than in 2018. In 2020, the reporting scope was expanded to include the financial consolidation scope. The Group's electricity consumption in 2020 amounted to 2,403.6 Mwh, representing 97.07 tons of CO₂ eq. and 0.09 tons of CO₂ eq. per employee.

On a like-for-like basis compared to 2018, the latter amounts to 1,804 Mwh or 58.4 tons of CO₂ eq., thus representing a 27% decrease in electricity use in Mwh.

In addition, the Group's natural gas consumption was included in 2020 largely due to the expansion of the reporting scope. Total energy consumption, including natural gas consumption

⁸ The reporting scope used in 2018 covered the Group's French subsidiaries excluding Beauté Privée. The scope did not include the mechanized logistics warehouse internalized by the Group in 2019. The 2019 scope also covered the Group's French subsidiaries, excluding Beauté Privée, including the additional mechanized logistics warehouse, a site where logistics activities were initiated at the end of the year.

at the sites, amounted to 6,205.5 Mwh in 2020, representing 960.09 tons of CO₂ eq., or 0.92 tons of CO₂ equivalent per employee.

The optimization and expense of energy resources is a growing concern for the Group. With the aim of further reducing its environmental footprint, and in particular its energy consumption, in 2020, the Group initiated its first *Bilan Carbone*[®] or carbon audit (applying the methodology of the French environmental agency ADEME), which will be completed in March 2021 and will lead to a strategic action plan to reduce CO₂ emissions generated by the Group's activity.

Based on the results of the audit it conducted in 2018, the Group established a 2019–2020 roadmap with the following objectives.

1.2.1. Reduce by 10% the Group's energy use per m²;

In 2020, the Group's total energy use amounted to 64.7 kwh/m² compared to 26.7 kwh/m² in 2019 and 24.4 kwh/m² in 2018⁹. This difference is explained by the expansion of the reporting scope and the integration of natural gas consumption at integrated sites. In 2020, the Group's electricity consumption was 25.14 kwh/m², a 3% increase over 2018 and a 6% decrease over 2019. At the same scope as in 2019, the Group's electricity use in 2020 was 23.3 kwh/m², a decrease of 13%.

It is important to note that the integrated scope in 2018 was gradually expanded in 2019 and again in 2020 to reach the financial consolidation scope. In addition, the Group's total surface area changed significantly between 2018 and 2020, with the termination and initiation of leases, particularly related to the logistics business. In fact, the difference in electricity consumption between 2018 and 2020 is explained by a significant reduction in the total surface area, in part related to the termination of the lease of an empty warehouse. The change in energy consumption is also explained by the integration of a new logistics warehouse, in operation since late 2020.

1.2.2. Reducing the carbon footprint generated by the Group's logistical activities

The Group does not directly operate transportation, but works with external service providers. In order to prevent operational risks related to global warming, the Group has endeavored to initiate a recurring dialog with its main logistics and transportation service providers, particularly with a view to determining their commitments and strategies for reducing greenhouse gas emissions. The Group's objective is to maintain these discussions with its main service providers in order to keep abreast of their commitments and to go further in a joint improvement process.

In addition, in 2020 the Group began its carbon initiative by carrying out its first *Bilan Carbone*[®] or carbon audit, thus laying the foundations for a plan to reduce the carbon footprint generated by its activities and particularly its logistics activities. This plan will be initiated in 2021.

⁹ The reporting scope used in 2018 covered the Group's French subsidiaries excluding Beauté Privée. The scope did not include the mechanized logistics warehouse internalized by the Group in 2019. The 2019 scope also covered the Group's French subsidiaries, excluding Beauté Privée, including the additional mechanized logistics warehouse, a site where logistics activities were initiated at the end of the year.

1.3 Strengthening the circular nature of the business model and anticipating stakeholders' expectations in terms of environmental performance

The Group also carried out various actions in 2020 in order to move toward a more circular economy and to anticipate changes in stakeholders' expectations in terms of environmental performance.

As mentioned above, in 2020 the Group initiated a dialog with its stakeholders, i.e. its employees and customers, in order to better understand their expectations regarding the Group's commitments, particularly in terms of the environment. With the objective of anticipating and responding as effectively as possible to the expectations identified in the various surveys conducted, the Group has already engaged in a number of significant initiatives in 2020.

First of all, in response to its members' desire to be kept informed about sustainable consumption, the Group has created the Move Forward page, a page on the Showroomprivé website dedicated to raising awareness of innovations and new practices in the field of sustainable consumption. In an effort to provide members with more environmentally conscious products, the Group's brand Collection IRL also launched in 2020 several ready-to-wear collections that are made in France and/or produced with organic materials. In 2020, no fewer than three clothing collections were already made in France. For these collections, every step of the manufacturing process (design, cutting, assembly and packaging) was carried out in France. An organic clothing sale, the "organics" sale, was also held from October 9 to 19, 2020. The sale for members included basics for men and women (t-shirts, sweatshirts, etc.) made from organic cotton with a GOTS certification (Global Organic Textile Standard), and also from recycled polyester. During the course of 2020, the Group also began a trial run with the Hipli reusable packaging solution, with the aim of testing both the appeal of this solution for its members and its operational feasibility.

In order to anticipate and comply with any new regulatory provisions, it is also important to mention that the CSR and Legal Departments carry out continuous regulatory monitoring and participate in the company ecosystem's legal working groups. These two departments work closely together on regulatory issues related to CSR and are also responsible for informing and training the business lines when new regulations come into force. The Executive Committee also receives regular information on the subject. Finally, because the CSR Department reports directly to the Group's Executive Management, it is also provided with regular information, at least monthly, on regulatory issues.

CHALLENGE 2: SUPPORTING INNOVATION AND ENTREPRENEURSHIP

Convinced that the acceleration in innovation cycles in a digital economy drives growth and the future of an entrepreneurial project, the Group has always made it a point of honor to make innovation a key value in its development.

The Group wants to move beyond its own development and spread its expertise by supporting

innovative projects and an entrepreneurial spirit in the fashion, retail and beauty industries to contribute to the evolution of these ecosystems.

In its 2019-2020 roadmap, the Group wants to strengthen this commitment, particularly with the many stakeholders outside the company via its Look Forward innovation hub.

In addition, its internal innovation competition #BeTheFuture is designed to develop an entrepreneurial spirit and agility and boost talent retention. This support for innovation enables the Group not only to anticipate the changing expectations of stakeholders and consumers in terms of environmental and social performance, but also to attract and retain talent, particularly by helping them develop their skills.

2.1. To participate in the development of innovation in the fashion, retail and beauty industry

In line with its aim to embrace the changes taking place in the fashion, retail and beauty industries, the Group supports the development of responsible innovations in these industries through two programs:

- Supporting entrepreneurs through the Look Forward program; and
- Participation in events in the innovative ecosystem of the fashion, retail and beauty industries.

2.1.1. To support thirty entrepreneurs through the Look Forward hub by 2020

For several years, Showroomprivé has been supporting young, innovative companies with strong growth potential in these sectors.

In fact, in 2015, the Group launched its own free incubation program, the Look Forward incubator, with the ambition of supporting innovative entrepreneurs who are transforming the fashion, retail and beauty industries.

The Look Forward incubator is a true accelerator that provides 15-20 startups with free hosting on the premises of Showroomprivé as well as personalized sales support for one year. This personalized support includes regular meetings with the incubator team, the organization of thematic workshops led by experts, the organization of one-off events to promote their development, networking with the incubator's network of partners in the innovative ecosystem, and regular face-to-face meetings on request with the company's employees during their working hours to gain operational expertise on specific topics.

During their incubation year, each start-up can benefit from the expertise of the Group's employees through a time-credit system, which allows them to meet with employees who can help them deal with their various problems. Each incubated project also has the opportunity to organize, in collaboration with all of the Group's business experts, a professional photo shoot. From the preparation for the shoot to the make-up and even the editing of photos, the teams support the start-ups to conduct their photo shoot.

Hiring, marketing strategy, information systems and logistical strategy are some of the challenges tackled by the external partners and employees during the thematic workshops organized. A mentoring system also allows each start-up to be monitored by an employee from the Company's top management.

Each year, Look Forward supports between 15 and 20 projects contributing to the transformation of the fashion, retail and beauty industries.

Since December 2020, the group has decided to rethink the Look Forward program, and in particular the selection criteria for entry, and now focuses entirely on supporting committed projects that offer innovative products or services and help drive the transformation of the fashion, retail and beauty industries toward more environmentally responsible, inclusive and ethical practices. Particular interest is also given to projects originating in the areas in which the Group is established.

The incubator, which has been operating since 2015 and has had an international reach since 2018, won the "Grand lieu d'innovation" label from the Ile-de-France Region in 2017.

In 2020, 19 start-ups were selected for the sixth incubation cohort. Among them, 11 have at least one woman founder, i.e. 58% of the selected startups.

In 2018 and 2019, 15 and 18 startups, respectively, were supported by the incubator, for a total of 52 projects.

The incubated start-ups for the sixth cohort are as follows:

	900.care, https://900.care/	900.care est une marque de produits de salle de bain zéro déchets à recharger directement chez soi.
	BeautyMix, https://www.beautymix.fr/	BeautyMix est une solution qui rend la cosmétique maison facile, rapide et sécurisée, grâce à robot et une application mobile regorgeant de recettes. Beauty Mix permet à chacun de fabriquer soi-même des produits de soin, d'hygiène, de maquillage ou encore d'entretien sains et personnalisés en quelques minutes.
	Circos, https://circos.co/	CIRCOS, est un service néerlandais de location de vêtements pour les enfants et les femmes enceintes. Circos souhaite garantir que les vêtements de haute qualité soient utilisés au maximum de leur potentiel avant de devenir des déchets, auprès d'une cible qui change de taille très rapidement et portant en moyenne une pièce 5 fois avant qu'elle se soit plus ajustée.
	Fava, https://www.befava.com/	FAVA est une gamme de protections hygiéniques 100% biologiques, certifiés GOTS et solidaires, s'adaptant à chaque femme et à ses besoins, et qui reverse des produits pour les femmes en grande précarité à chaque achat.
	Freepry, https://www.freepry.com/	FREEPRY facilite la mise en place d'un espace de rachat et vente in-store de produits de seconde-main permettant aux marques et boutiques de compléter leur offre et leur revenu grâce à l'utilisation d'un logiciel SAAS et d'une solution clé en main.
	Kippit, https://www.kippit.fr/	KIPPIT est une marque d'électroménager durable, local et réparable en faveur d'un soin du linge plus écoresponsable. Les produits kippit sont durables, réparables et fabriqués en France dans des unités de production inclusives, installées au cœur des bassins de consommation afin de créer des emplois pérennes. Le projet a été élu coup de cœur par les salariés de l'entreprise showroomprivé qui ont été intégrés dans le processus de sélection.
	L'intendance, https://www.lintendance.co/	L'INTENDANCE propose une épicerie vrac digitale 100% sans plastique permettant à chacun de réaliser ses courses de produits alimentaires, cosmétiques et d'entretien avec un système de consigne en verre simplifié.
	Maison Peaux Neuves, https://www.peauxneuves.fr/	MAISON PEAUX NEUVES est une marque de maroquinerie pensée à Lyon et fabriquée à Paris à partir d'une matière première innovante en cuir de raisin ainsi que d'autres matières upcyclées.
	Unbottled, https://unbottled.co/	UNBOTTLED est une marque de cosmétique Made in Seine-Saint-Denis, qui propose des produits pour la douche solides et sans emballages afin de libérer les salles de bain du plastique.
	Nosc, https://www.nosc-sport.fr/	NOSC est une marque de textiles sportifs innovants alliant éco-technicité, écoresponsabilité et polyvalence, utilisant des matières recyclées ou d'origine naturelle sans recourir à des matières pétro-sourcées. Nosc utilise notamment un fibre fabriquée à partir de l'huile de ricin réduisant la pollution des eaux générée par l'entretien des textiles sportifs.
	Ma petite couche, https://www.mapetitecouche.fr/	MA PETITE COUCHE est un service de location de couches lavables zéro toxique et zéro déchet en France avec un service de lavage et de livraison à domicile.
	Popee, https://popee.co/?gclid=EAlalQobChMI-7GXtdOH7glVBp3Ch08JwKWEAAAYSA4EakDvd_BwE	POPEE propose du papier toilette en matière recyclée, provenant de papiers des corbeilles de bureaux d'entreprises, fabriqué en France sans produit toxique et directement livré chez les particuliers et dans les entreprises.
	Refyld, https://refyld.com/password	REFYLD est une marque de produits pour tous les jours intégralement made in France (hygiène, soin, entretien) accessibles à prix coûtant via un système d'adhésion mensuelle ou annuelle et conditionnés dans des contenants réutilisables.
	Riders Social Club, https://www.riders-socialclub.com/	RIDERS SOCIAL CLUB est une start up de l'ESS du département Seine-Saint-Denis, qui propose un service de livraison en vélo cargo, réduisant l'empreinte environnementale sur le dernier kilomètre tout en dynamisant l'économie locale.
	Welco, https://www.welco.io/	WELCO est une plateforme collaborative de réception de colis entre voisins réduisant l'empreinte environnementale de la livraison sur le dernier mètre. Welco a déjà une communauté de plus de 13 000 Welkers à travers toute la France qui sont rémunérés pour récupérer les colis de leurs voisins.
	Zero Waste Shoes, https://www.zerowasteshoes.com/	ZERO WASTE SHOES est un créateur de solutions circulaires sur-mesure pour les marques et fabricants de chaussures, qui propose une solution de reconditionnement ainsi qu'une solution de recyclage lorsque le reconditionnement n'est pas possible.
	Hipli, https://hipli.fr/	HIPLI propose une solution de colis réutilisables pour le e-commerce, afin d'aider les e-commerçants (et aussi les consommateurs) à réduire les déchets liés aux colis de livraison. Hipli a remporté le concours des Trophées de la Mode Circulaire, c'est pourquoi elle rejoint la promotion de l'Incubateur.
	Renée Corner,	Renée Corner est la 1ère plateforme collaborative de réservation d'espace éphémère dans des lieux de vie tels les restaurants, hôtels, à destination des marques. Le 1er prix de IMT starter a été attribué à Renée Corner, ce qui a permis à cette start up de nous rejoindre.
	L'unique façon, https://islacollective.co/upcyclier/luniquefacon/	L'UNIQUE FAÇON est une marque de mode pensée comme un laboratoire d'upcycling où la rencontre entre un vêtement issu du prêt à porter et un textile en édition limitée façonne une pièce unique. L'Unique Façon a remporté le French Tech Tremplin, et a donc été sélectionné pour la sixième promotion de l'Incubateur.

Fig. 3 – Projects supported as of 12/31/2020

Since its creation, the Look Forward incubator has had:

- Six incubation seasons;
- Over 85 startups incubated since June 2015 that have created over 700 jobs;
- Over 150 hours spent between start-ups and employees in 2020.

2.1.2. To participate in ten significant events in the innovative ecosystems of the fashion, retail and beauty industries by 2020

Beyond its investment in Look Forward, its own innovation hub, the Group is investing in major players in the fashion, retail and beauty industries with the goal of building the future of these industries.

In 2020, Showroomprivé participated in a number of events focused on reinventing uses and transforming practices to move toward more responsible, sustainable and virtuous industries.

The events in which Showroomprivé participated in 2020 are as follows:

- *Le Hacking de l'Hôtel de Ville* (Hôtel de Ville, Paris, March 6, 2020)
- *Producible* trade show (Palais des Congrès, Paris, September 7-8, 2020)
- *France Digital Day* (Musée des Arts Forains, Paris, September 15, 2020)
- *Who's Next* trade show, (Tuileries Garden, Paris, October 2, 2020)
- In 2020, Look Forward joined the *Club Circul'r* and participated with the other members of the network in the round table discussions.

In addition, Showroomprivé was a member of the judging panel for several events aimed at promoting responsible innovation.

In September 2020, Look Forward was represented on the panel of judges at the end of the incubation of the first cohort of the "*Start-Première*" program in the Seine Saint-Denis department. The program was organized by the *Premières Seine-Saint-Denis* network, which supports women in the creation and development of innovative companies.

In addition, the Look Forward incubator was selected in September 2020 to be a partner in the *French Tech Tremplin* program, designed to ensure that the French Tech ecosystem is as rich and diverse as the society from which it comes, with the aim of rebalancing opportunities and ensuring that everyone has access to the same benefits. The Look Forward incubator will accompany for one year one of the projects, chosen through the *Tremplin* program's special selection process *L'Unique Façon*.

In October 2020, the CSR Department was also a partner and member of the jury for the *Trophées de la Mode Circulaire* (Circular Fashion Awards), sponsored by the City of Lille, an award designed to recognize the efforts of fashion brands to innovate with product sustainability at the forefront, over and above their aesthetic appeal. After winning the *Trophée Espoir* award for small businesses, sponsored by Look Forward and voted for by those attending the event, the startup *Hipli*, which has developed reusable packaging, was selected to take part in the sixth edition of the incubator.

In November 2020, the CSR Department was a member of the judging panel of "*Go In Saint-Denis*", a competition for entrepreneurial projects intended to encourage business development

in the department of Seine-Saint-Denis.

In November 2020, the CSR Department also sponsored the "*Sustainable & Inclusive Retail*" Category of the *Trophée Start-up Numérique* (Digital Startup Trophy), a competition organized by the Telecom Sud Paris incubator and the Institut des Mines Telecom. The winning startup, René Corner, which offers a collaborative platform for booking ephemeral spaces in community spaces to help small brands in their development, will join the Look Forward incubator for six months and benefit from its program.

There were more than five events in which the Group participated in the innovative ecosystems of the fashion, retail and beauty industries between 2018 and 2020.

2.2. To promote entrepreneurship and agile talents

Also in an effort to support the emergence of innovation and retain its talent, the Group encourages its employees to participate in the internal yearly innovation competition.

2.2.1. To organize two in-house competitions to promote entrepreneurship and allow all employees to propose an innovative project for the 2019-2020 period

Working with the goal of encouraging entrepreneurs and revealing the agility and innovative spirit of its employees, Showroomprivé in 2017 launched its first #BeTheFuture in-house innovation challenge.

During this competition, the Group offers the company's employees the chance to propose various projects intended to improve its business model or organization; the winners then have the opportunity to implement it with the help of the relevant departments of the company.

In September 2020, Showroomprivé launched the fourth edition of its major internal innovation competition #BeTheFuture for all the Group's employees. For this new edition, the competition was revamped and employees were invited to propose environmentally and socially committed projects, reflecting the Group's environmental and social commitments and the launch of the Move Forward cross-business internal project. This year, the competition offered two categories to encourage the business units to integrate into their core activities the Group's basic commitments: reducing the environmental footprint and promoting inclusion. The proposed projects can cover all services as long as they fall into one of the two categories mentioned above.

Like the previous editions, the competition took place in three main stages. First, all employees were invited to respond to the call for projects launched in September 2020. The first phase of team building and applications will close in March 2021. Due to the health situation resulting from the spread of Covid-19, the Group has decided to adjust the different deadlines of the competition this year. The fourth edition of the competition will conclude in June 2021.

2.2.2. Make at least five projects presented during the 2019 and 2020 editions of the Be the Future competition a reality

In 2019, eighty projects were presented by the employees during the third edition of the in-house #BeTheFuture competition. These projects, covering a broad variety of themes, are all designed to improve existing processes, both in the company's relations with the different stakeholders and in the company's internal processes. The call for applications is not yet closed, as the competition deadlines have been changed due to the health situation caused by the spread of Covid-19.

About twenty of the projects submitted during the application phase of the competition in the previous edition were integrated into projects to be implemented by the company.

CHALLENGE 3: ENSURING LONG-TERM AND INCLUSIVE EMPLOYABILITY IN THE TERRITORY

In its 2019-2020 roadmap, the Group set two primary objectives for employability: to promote professional employment and to ensure long-term and inclusive employability.

3.1. To promote professional employment, including for disadvantaged populations

The Showroomprivé Group participates in the promotion of professional insertion with the e-commerce school program of its corporate foundation and also through the influence of its employer brand and its responsible recruitment of a diverse range of people, with the aim of attracting and retaining talent within the Group and also strengthening its social performance in order to meet the changing expectations of stakeholders and consumers.

For 2019-2020, the Group continued this effort to establish a presence with young talent in a spirit of inclusion. For this reason, the Group has the following objective:

3.1.1. To increase the attractiveness of the Group's employer brand by participating in 20 job forums, creating and maintaining partnerships with schools and welcoming 150 young talented people as interns and work-study placement students

In 2020, the Group participated in three job and training forums and welcomed 59 interns and 46 work-study students between January 2020 and December 2020, including ten from neighborhoods declared priority areas of the city.

The Group is also actively committed to an inclusive conception of the digital economy in which it carries out its activities. 2020 provided the opportunity to illustrate this commitment:

3.1.2. To encourage the re-employment of 50 people without jobs or those in training to move into e-commerce businesses between 2019 and 2020.

Attracted by the project of the city of Roubaix to make it the capital of e-commerce, after having been the textile and then the home shopping capital, Showroomprivé decided to establish a portion of its operations in the city in 2016.

The Group, with the goal of re-energizing local employment by educating the most underprivileged populations in the digital industry, also launched the first project of its corporate foundation, the e-commerce school, in 2017. This school was also created to establish a responsible policy for the company, to allow its own employees to develop and use their mentoring skills, and to develop innovative projects that have a positive impact on the world.

The e-commerce school is supported by the corporate foundation and provides free training in e-commerce businesses that is primarily intended for people from the Roubaix area who are either unemployed or are seeking employment. The training, which is open to everyone without any degree or financial requirements, and for which the sole condition is motivation, offers students the opportunity to take an intensive six-month career program built on innovative teaching techniques. The training is recognized by the French government and earned the prestigious certification "*Digital Grande Ecole*" in 2017.

During this training program, students are in direct contact with professionals in the sector, who offer theoretical workshops and discuss their professional career paths. This approach is designed to make the students more professional and to allow them to learn real business skills that they will be able to apply directly in their future company.

Since March 2017, the Showroomprivé corporate foundation has welcomed six intakes to its training program and has continued to improve the employability of job seekers in search of digital skills.

In 2020, we were able to take on 39 people to be trained. The fifth edition ran from October 2019 to February 2020 and had 25 people, the sixth edition from June to October 2020 had 14 people. Since the school's creation, more than 108 students have completed their training within the e-commerce school, including over 91 people since 2018.

Of these people, 46% of those in training were from priority areas identified in municipal policies, and 76% of them were women. The training is therefore helping to bring women into digital jobs. This objective was reflected in 2020 in particular, in increased awareness-raising measures among women. The school also participated in several events, such as:

- In January 2020, the inauguration of La Fabrik, the new Entrepreneurship and Training space of the Maison de l'Emploi in Roubaix;
- In February 2020, a visit to the Decathlon Campus (repair service, CSR Dept., etc.);
- In October 2020, participated in Open GEN, the national week of digital training organized by the Grande Ecole du Numérique (organization of webinars on training, interviews with former students and visits to the school);
- In November 2020, participated in the Roubaix Intercommunal Youth Strategy Meeting, an event that brought together more than 40 stakeholders who work with young people in the city of Roubaix;
- Also in November 2020, participated in the Rencontres Konnectées, a meeting between training offers in the digital sector and companies seeking new talent in the digital sector;
- In December 2020, participated in Pôle Emploi's #AgirPourRéussir webinar, aimed at presenting training offers to the public supported by Pôle Emploi;

- Also in December 2020, participated in the ConnectFormation Maison de l'Emploi forum in Roubaix, focused on digital training in the Roubaix region and its vicinity (the in-person event was converted into a video conference).

The seventh edition will have approximately 25 people enrolled in the training program, which will start in January and finish in May.

The team in charge of coordinating the program also works to establish a large influence network composed of local companies that support the project and recruit the people trained as employees or interns. On December 31, 2020, 35 Group employees and 33 employees from partner companies (such as Oney, AB Tasty and Blanchemaille Euratechnologies) came to the school to share their knowledge with the students.

Through its e-commerce school, the Showroomprivé Group also supports the entrepreneurship of young fashion designers by offering the knowledge of the students to assist young designers who want to digitize their offer. Through its collaboration with the Maisons de Mode association, which works to promote the fashion trades and support for young designers, the Showroomprivé corporate foundation offers young designers the opportunity to work in partnership with students from the school to create their websites and e-commerce platforms.

In 2020, two designers were selected to receive a free redesign of their websites by all the students from the fifth and sixth year classes of the school thanks to an educational project developed throughout the training period. Since 2017, the Group has also been represented on the Board of Directors of the Maisons de Mode association. It specifically supports the digital development of Maisons de Mode.

In addition to this philanthropic initiative, the Group has established an ongoing partnership with the CPossible association. This association aims to combat leaving school early by organizing prevention workshops, projects and professional intervention initiatives designed to encourage young people to continue their school career. The Group invests in skills sponsorship at the association.

Therefore, in 2019, Showroomprivé worked together with the association and teachers of the Edgar Quinet Technical College to jointly develop a training program aimed at raising awareness of the e-commerce professions among first-year vocational students while also addressing economic and social issues. The partnership was extended in 2020. The students were invited to the company premises in La Plaine Saint-Denis and to the e-commerce school in Roubaix. Showroomprivé employees were involved throughout the year, particularly during the presentation of the end-of-year projects: groups of students prepared proposals for an e-commerce site after having provided market research.

3.2. To ensure long-term and inclusive employability

In order to retain talent within the Group and also protect them against any risk related to their health and safety at work, which has been reinforced in particular in the context of the Covid-19 pandemic, the Group is implementing several actions aimed at developing employees' skills and ensuring their health and safety at work.

At December 31, 2020, the Group had 1,047 employees worldwide, compared with 1,048 employees at December 31, 2019. Most of its employees are employees of a French subsidiary of the Group (92.4[**]%). In 2020, the Group hired a total of 222 persons, compared with 454 in 2019. Of that total, 97.3% were hired in France.

The company wants to support long-term employment, a commitment that it met in 2018 and maintained in 2020 by attaining a rate of 94% of employees with a permanent contract, compared with 88% of Group employees in 2019. The Group's staff turnover rate was 20.9% in 2020, compared to 33% in 2019.

The goal over the 2019-2020 period was to maintain a high rate, with at least 75% of the ratio of permanent employees in the total workforce in full-time equivalent employment for all Group hires over the period.

3.2.1. To ensure the development of employees' skills and employability by increasing personalized support and by expanding employees' access to training

In order to facilitate the induction of young employees into the Group, provisions have been made in the induction process and through assistance and mentoring programs, particularly for knowledge transfer.

The Group is committed at all levels to providing employees with the best possible support and adapting the training programs to their changing skill sets. Each year, a series of annual individual interviews is held to review the past year and take stock of the employees' career plans and objectives.

In 2019, a digital training tool, the “learning lab” was introduced to enable employees to increase their skills. This training platform was made accessible to all the Group's permanent employees. It is always available and without any limitations, allowing employees to take courses in various subjects (IT, languages, "soft skills", etc.). An internal communication system was also used to highlight the training courses available to employees and encourage them to take advantage of them.

In 2020, 545 employees of the Group participated in training sessions for a total of 3,102 hours of training. In 2019, 519 employees of Showroomprive.com SARL participated in training sessions for a total of 1,128 hours of training.¹⁰ This change is explained in particular by the increased digitalization of the training courses taken by Group employees during the year 2020, which made it possible to bring together a larger number of employees for the same training course, but also by the Group's expanded policy of offering training courses to all employees, and finally by the expansion of the scope covered by this indicator.

The breakdown by gender for the employees trained was 65% women and 35% men, and 62% and 38% respectively in 2019.

The training programs completed mainly covered, in addition to mandatory security training,

¹⁰ On a like-for-like basis compared with 2019, 2,495 hours of training were provided in 2020.

the following areas:

- Training in combating corruption and respecting the rules of free competition;
- Training against gender-based discrimination and sexual violence;
- Training in working methods (project management or Lean training);
- Training in various aspects of business (HR, electronic banking, banking, SEO, design thinking);
- Personal development (soft skills);
- Understanding and getting started with the Google Analytics tool.

The Group seeks to strengthen the personalized training plan for its employees and to develop access to training in order to ensure their employability and the maintenance of their skills in a context of perpetual change in the various businesses and technologies. The annual individual interview process has been strengthened to emphasize training needs in the context of a professional project (mobility, development). In addition, training in management and remote work management in teams is already planned for 2021.

Furthermore, the Group has implemented a strong internal mobility policy to motivate and retain its talent and also to develop their skills. In order to facilitate mobility, the Human Resources department has set up several measures, namely the implementation of an individualized annual interview, allowing employees to express how they would like to develop their careers, as well as an internal communication system to inform employees of all job offers.

3.2.2. To enhance the quality of life at work and promote inclusion, while facilitating the attainment of a healthy work-life balance

Well-being and inclusion are both vehicles for strong retention of talent and values that offer the best working conditions and, as a result, the best conditions for the success of employees. This is why these two elements are the foundations on which the Group's human resources policy is developed.

In 2020, the Group is even more committed to promoting the quality of life at work and in particular the work-life balance of its employees. This year marks a turning point for the Group in the implementation of new measures to improve the quality of life at work.

Firstly, Management has conducted negotiations with the Social and Economic Committee of Showroomprive.com with a view to concluding an agreement on remote working, in order to offer this new working method to voluntary employees whose roles allow them to work remotely. A remote working agreement for Showroomprive.com was thus concluded between the Management and the Social and Economic Committee of Showroomprive.com on June 30, 2020, and came into force on September 1, 2020. The signing of this agreement meets three performance objectives: improving the quality of life at work by promoting inclusion; achieving a better work-life balance; and reducing the Group's environmental footprint, particularly in terms of employee mobility. All of the above are objectives disseminated by the "Move Forward" corporate project.

As an extension of this first agreement, negotiations were initiated at the end of 2020 with the Beauté Privée Social and Economic Committee on the same subject. These negotiations led to

the signing of a remote working agreement, which went into effect on January 11, 2021.

In addition, 2020 marks the redesign of the Back To Work program, renamed "Family Forward", in conjunction with the global Move Forward program, to further commit to innovative and inclusive management of parenthood within the company. This program will be discussed in more detail in Chapter 4.1.2 of this declaration.

The year 2020, marked as it was by the health crisis caused by the spread of Covid-19, was nevertheless an important year for the Group in ensuring the quality of life of its employees and promoting inclusion.

Faced with the health crisis, the Management, Human Resources and General Services teams were able to react quickly to the evolution of the crisis by constantly ensuring that the internal health protocol was respected and adapted to government recommendations. Management has maintained an ongoing dialog with the Social and Economic Committee, through the organization of special weekly meetings at which the elected representatives have been able to share employees' questions. The health protocol and its updates have been the subject of regular consultation with local council officials.

In order to reduce the risk of spreading the virus, work from home was extended to all posts for which this was possible between March and September 2020. Nevertheless, the Group has been vigilant with regard to the psycho-social risks, in particular those related to the reduction of social interactions, by offering solutions for returning to the office on an as-needed basis, in strict compliance with the on-site health protocol.

In addition, unprecedented internal communication measures have been deployed since the first confinement to combat isolation and maintain strong social ties, in particular: communications and surveys among employees, sharing of best practices for remote work and setting up an online Group plenary session hosted by Management with the possibility for employees to ask questions in live online sessions.

As part of this effort to foster a collective spirit and maintain social ties, a digital version of the traditional Feel Good Week was deployed. During this week, employees were able to participate in inspiring conferences, DIY workshops, sports classes and workshops on the prevention of musculoskeletal disorders held at all the Group's European sites. Another digital week was also organized to celebrate the Christmas and New Year holiday season.

In addition to its quality of life at work policy, the Group has sought to strengthen its inclusion policy, particularly with regard to disabilities. Since 2018, the Group has carried out various disability awareness initiatives at its sites to address the lack of knowledge and taboos on the subject. This campaign resulted in the use of workshops and documentation presented to employees in a fun manner to encourage employee interest in these issues and was deployed to all the Group's sites during the first few months of 2019. In order to strengthen its actions in favor of the inclusion of people with disabilities, the Group has also approached Agefiph to carry out a global disability assessment within the Group during the first half of 2021. In 2020, the Group also joined Club Vivre FM, an association radio station for people with disabilities and anyone affected by disability and exclusion. In this respect, Thierry Petit, the Group's Chief

Operating Officer, took part in the recording of an episode of the "Midi & Vous" podcast in November 2020 to talk, among other things, about the Group's initiatives in support of people with disabilities.

CHALLENGE 4: ENSURING RESPECT FOR GENDER EQUALITY

Considering its core business and its core target, the Group chose to include a commitment to gender equality in its 2019-2020 roadmap in order to strengthen its support for women employees at different stages of their careers. In addition, the Group supports various outside initiatives intended to promote gender equality and access for women to education and to professions traditionally occupied by men.

4.1 Promoting the accomplishments of women employees

As part of its policy to promote diversity and equal opportunity, particularly for men and women, the Group has set up a number of initiatives to promote the advancement of women to high-level positions and to support them in the inclusive, fair and innovative management of family life.

The Group's gender equality index for 2019 is 79/100. However, this data is not yet available for the 2020 year and will be published during 2021.

4.1.1. Training 5% of female middle and senior managers so as to promote their rise to the highest executive positions.

At December 31, 2020, 63% of Group employees were women versus 61% in 2019. This proportion remained stable compared to 2018. Of the Group's managers, 49.5% were women in 2020.

The Group's objective for 2020 was to encourage gender equality of women and men in middle and senior management positions via access to training for at least 5% of them. In 2020, 63% of the people trained by the Group were women, versus 62% in 2019.

The Group was thus able to achieve near-perfect gender balance in its management team in 2020. It also offers all the Group's women employees the opportunity to take part in one or more training courses to improve their skills so that they can move into positions of greater responsibility.

4.1.2. Supporting our employees in the inclusive, equitable and innovative management of family life

In 2017, the Showroomprivee.com launched a program to support women returning to work after their maternity leave. Through this program, the Company wanted to offer future mothers an adapted HR process, the goal of which is to help them to reconcile their professional and personal lives, including during pregnancy and after the birth of their child.

This program was reviewed in 2020 with the launch of the "Family Forward" program, to go even further in supporting employees in managing their family life.

The program is structured around three major actions:

- Supporting mothers before, during and after their pregnancy to best manage their maternity project. This program includes group workshops to prepare for maternity leave, the organization of a personalized follow-up for the mother-to-be with an individual interview with the mother-to-be's human resources representative and manager, as well as individual support from a specialized coach before or when she returns to work, on a voluntary basis.
- Promoting balanced family life for all, in particular through biannual awareness-raising sessions for managers. This also includes the signing of a homework agreement for a better work/life balance and the possibility to benefit from two paid sick days for children.
- Supporting the second parents in this transition by adhering to the Parental Act and thus offering 28 days of 100% paid leave after birth, thus ensuring an inclusive and equitable family life for a better distribution of mental responsibilities in daily life.

In addition, in 2020 the Group organized several speaking events to promote gender equality in the workplace and actions to raise awareness, support or protect women from gender stereotypes and sexual violence and abuse. In March 2020, on the occasion of the official publication of its Gender Equality Index and as part of the International Women's Rights Day, a week dedicated to women's "empowerment" was organized. For the occasion, an interactive conference on the theme of gender equality in the workplace was organized.

In addition, in an effort to combat menstrual precariousness, an internal collection of menstrual hygiene products was carried out in conjunction with the Seine-Saint-Denis Departmental Council, with the proceeds going to the LAO association working in Bagnolet.

In November, on the occasion of the International Day for the Elimination of Violence against Women, a training session on sexist behavior and sexual violence in the workplace was organized for all Group employees, with the aim of raising awareness of these issues and giving employees the tools they need to prevent and deal with such situations. An event on the theme of "Our bodies and emotions in the face of sexist behavior" was also held in order to provide employees with some avenues for introspective reflection and some tips on how to respond to sexist behavior.

4.2 Supporting community involvement, especially among women

The Group, pursuing the dual objective of uniting its employees and members around its inclusive and supportive approach and seeking to promote diversity, inclusion and equal opportunity, also strengthened its collaboration with numerous associations during 2020.

As a result, the Group donated €371,120 in fiscal year 2020 to associations, through numerous solidarity actions carried out by the Group. In addition to the financial support provided to the associations, the Group has also increased the visibility of the actions carried out by these associations among its member base by activating dedicated communication tools and specific promotions on its various e-commerce platforms.

In March 2020, the homepage of Showroomprivé.com and Beauté Privée sites featured a call

for donations to the "*Tous unis contre le Virus*" [All united against the Virus] initiative of the Fondation de France, the APHP and the Institut Pasteur, in response to the health situation caused by the spread of COVID-19. The entire amount raised, including donations made by Showroomprivé members as well as financial donations from the Group, was donated to these partners to enable them to finance specific initiatives, at the heart of the crisis, for the benefit of careworkers (in terms of material and human support), researchers (financing their research projects) and the most vulnerable sectors of society in France and abroad (through food aid in particular). On this occasion, the brand's own Collection IRL also organized a solidarity sale of products from a limited collection, including T-shirts and tote bags, the profits of which were entirely donated to the association.

In May 2020, an invitation to donate to UNICEF's Covid-19 emergency fund was issued to provide distance learning solutions for children during the health crisis, including through radio broadcasting of teaching modules. Other solidarity actions were also organized for the benefit of UNICEF, in support of the International Day of the Girl, for example, and also to support the call for donations during the health crisis and, in particular, to finance the purchase of soap or medical kits for the most vulnerable sectors of society. In addition to matching the donation, the Group also organized a solidarity sale of fabric masks on its website, with all profits going to the association.

In terms of inclusion, the Group once again maintained its commitment to the Emmaüs community, particularly the Emmaüs Solidarité and Emmaüs Loiret subsidiaries, through financial donations and donations of unsold goods, particularly furniture.

In 2020, the Group extended its partnership with the Odyssea association, which fights breast cancer and promotes screening. Odyssea is organizing a major national race in October to raise money and raise awareness of the importance of breast cancer screening.

Since then, Showroomprivé has been working alongside the association on the occasion of the Pink October campaign. All employees were able to participate via a "digital" race and collect funds by running five or ten kilometers. A limited edition sale of bracelets made by the Group's own brand was also organized, bolstered by a supportive community on social networks, with all profits going to the association.

A partnership was also formed, in November 2020, with the Joséphine association, which supports vulnerable people, particularly women, so that they can regain confidence and self-esteem and achieve their personal and professional goals. To achieve this, the association has developed an innovative and unique approach based on training and beauty and well-being services provided within its network of solidarity beauty salons. Thus, in November, during the anniversary of the Showroomprivé IRL collection, a portion of the profits was donated to the association. Other actions will extend this partnership in 2021, in order to support this local organization that is committed to the inclusion of women.

Finally, 2020 ended with a new initiative called Best Week, which aims to support more socially responsible consumption during Black Week by presenting 3 associations to members of the Showroomprivé.com website and donating €60,000 to these associations representing the three pillars of the "Move Forward" program:

- €20,000 donated to Plastic Odyssey, which fights against plastic pollution in the oceans,

for the environment pillar;

- €20,000 donated to the association FIT, a reception center in Saint-Denis that supports young women in need, for the women pillar; and
- €20,000 donated to Emmaüs Solidarité, an association that welcomes 5,000 people experiencing serious social hardship every day through its shelters, for the inclusion pillar.

CHALLENGE 5: ENSURING ETHICAL BEHAVIOR IN THE GROUP'S ACTIVITIES

Given the Group's primary business activity as a distribution platform and its location (within the scope of the legal entity, excluding the activity of the brands distributed), the commitment to human rights and the fundamental liberties of the Group's suppliers is considered a non-priority risk for the Group with the exception of the activity of its proprietary brand Collection IRL¹¹, the proportion of the revenue concerned remaining marginal to date. The Customer Relations department of SRP Groupe collaborates with three customer service providers that operate in France, Portugal, Morocco, Madagascar and Spain. Within the framework, the Group shares guidelines with its partners describing the required criteria for dealing with customers. The training and quality team in the Customer Relations Department trains and promotes awareness among the local teams about specific skills and unacceptable situations. Contractual audits are also conducted by the Customer Relations Department every year to ensure compliance with the requirements in the guidelines.

In view of the Group's activity and its location, tax evasion is not considered as a relevant risk. The Group does not have any structure dedicated to tax evasion schemes. The Group pays all income and other taxes due in each of the countries in which it is established: France, Italy, Spain, Germany and Morocco. The Group's Financial Department ensures that all sums owed for the applicable taxes in each of the countries in which it operates are paid by the Group.

With regard to the more general risk of non-compliance with laws and regulations on ethics and corruption, and also on the protection of personal data, the Group has implemented the actions detailed below.

5.1 Conduct an anti-corruption process in line with the principles of the Sapin II Law and the values set forth in the Group's Code of Conduct

Driven by the Law of December 9, 2016 on transparency, anti-corruption and the modernization of economic life, the Group strengthened the fight against corruption with the implementation of a corruption prevention policy.

The deployment of this policy has primarily resulted in the adoption of an employee code of conduct integrated into the internal regulations, and the development of an internal whistleblowing mechanism to allow employees to report conduct/situations contrary to this code of conduct, in addition to the roll-out of a training plan for all employees, 105 employees received training in 2020, and the systematic inclusion of an anti-corruption clause in contracts with third parties, including the partner brands.

5.2. Strengthening Group compliance with the protection of personal data

¹¹ The proprietary brand Collection IRL mainly produces ready-to-wear pieces and fashion accessories in China. Each supplier has a contractual obligation with the Group to comply with the applicable laws and standards concerning products, components and packaging, in particular relating to human rights.

The Group operates websites, networks and other data systems through which it collects, maintains, transmits and stores information, including personal data, about its business, employees, members, partner brands and other parties.

In order to confront the security risks and challenges in compliance with personal data protection regulations, the Group has set up specific procedures to deal with these risks, including the following:

- Network: firewall and router configuration standards and procedures are designed and deployed to protect against unauthorized access from untrustworthy networks;
- System security: strict compliance with reinforced measures, which are regularly revised and clearly defined to avoid the use of passwords by third parties;
- Payment security: installation of applications that detect suspicious transactions in real time using algorithms;
- Protection of member data: data retention and removal policies, strengthened security protocols, deployment of anti-virus software and regular updates of all systems;
- Access protocol: to ensure that confidential data is accessed only by authorized personnel, the Group has set up systems and procedures to limit access based on each employee's needs and responsibilities within the Group;
- Security systems and process tests: security testing is carried out on a regular basis. These tests include the detection of unauthorized wireless access points, reports on vulnerabilities in the internal and external networks, intrusion detection systems and file integrity surveillance tools;
- Backups: an automatic data backup is performed at least once per day (every 15 minutes for strategic resources), and redundancy and recovery systems following incidents, as well as cloud storage capacity, have been implemented;
- Response plans: appropriate incident response plans have been developed and deployed to allow the Group to respond immediately in the event of a breach in the system;
- Training: employees receive training to make them aware of security issues and of the importance of information system security.

