

# Overview

# CSR

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# FOREWORD

**"Sustainable business is responsible business".**

In today's world, it's essential to place our CSR approach at the heart of our company's priorities. Beyond being a trend or an obligation, it's a philosophy we need to implement. As the guarantee of progress and sustainability, it is the key to shared growth, profitable for Satab, its employees, its partners and, more broadly, the environment in which we operate.

In this overview, you can discover the outcome of our commitment to developing a responsible policy within our company. This involves a desire to see each employee develop in harmony with the values we advocate, to encourage diversity as a source of personal growth, to minimise our ecological footprint, and much more...

This overview is the culmination of a team effort, reflecting our determination to follow a practical approach. This means integrating responsible practices at all levels of the company, from simple day-to-day decisions to strategic and global decision-making, with one overriding aim: to make a positive impact!

The road to a sustainable company is long and constantly evolving, and must be a rewarding one for all concerned. Our aim is to perpetuate and further develop it in the future.

**David Pignol,**  
Managing Director Satab

Foreword by David PIGNOL

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# WHO IS SATAB ?

The crisis caused by the Covid-19 pandemic in 2020 spared no business, no sector and no country. It struck the whole of humanity, highlighting the degree of inter-dependence of the planet's countries and inhabitants. Every person, every organisation, every state was forced to adapt to an unprecedented situation, and is now having to rethink its approach to development.

France found itself confronted with the limitations of its health system and the unequal capacity of households to cope with the crisis. The way work is organised has been turned upside down. Today, companies need to create the conditions to ensure that their long-term viability depends as much on their ability to achieve social, societal and environmental objectives as on their financial performance.

What's more, the health crisis has in no way eclipsed the gravity of the pre-existing environmental crisis. Now more than ever, we need to reiterate the importance of the ecological and solidarity-based transition. CSR contributes to controlling the impact of our business, taking the long term into account, and to preventing risks in our supply chains.

From the outset, Satab's vision of business has been in tune with the world around it. So it was only natural for us to embark on a CSR strategy

*1 - More than a job*

*2 - Our proud history to build our future*

*3 - Values that set us apart*

*4 - A committed steering committee*

*5 - A 3-part CSR strategy*

## MORE THAN A JOB

## Innovation in the design and manufacture of narrow textiles

### Ribbon, webbing, braid, knit both rigid or elastic

Satab is a market benchmark when it comes to creating, weaving and knitting ribbons, braids, webbing, cords and much more...

**Expertise and innovation** are part of our DNA, with the aim of delivering products that meet market expectations or the specific needs of our customers.

What sets us apart is our unique production capacity. A combination of both the world's biggest workshop of working wooden "shuttle" looms, awarded the Living Heritage Company label and up-to-the-minute automatic looms.

For over a century, Satab has been decoding trends and translating them into textiles.

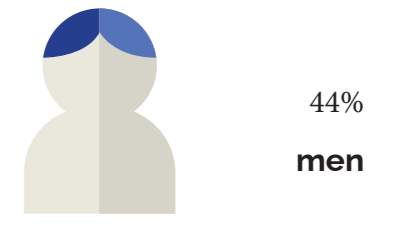
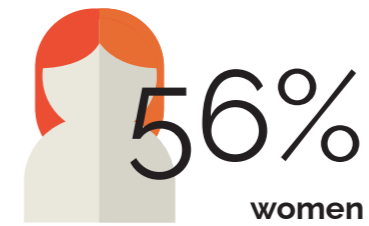
With a customer focus and the ability to respond in the most appropriate way to the demands of our customers, our expertise covers a wide range of sectors : **fashion, packaging, home decoration, haberdashery and creative hobbies, industry and health.**

## MULTISPECIALIST: EXPERTISE FOR EVERY APPLICATION

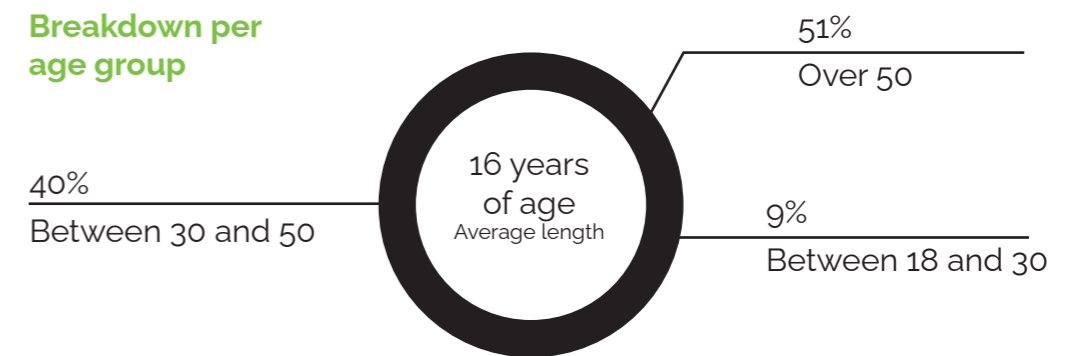


## A FEW FIGURES

**224**  
in manpower



### Breakdown per age group



More than **2,700**  
active customers  
in the world



More than **400 packages**  
delivered daily to  
**72 countries**

**50%** of sales  
generated  
internationally

A production  
capacity  
of over **10** million metres  
per week



A long-standing tradition, its global commercial and industrial coverage, a surface area of 40,000 m2 in factory floor and logistics and driven and skilled teams make SATAB a current-day creative, innovative and technical global benchmark.

Let's strive every day to build on this heritage to provide ever more solutions to our customers' needs.

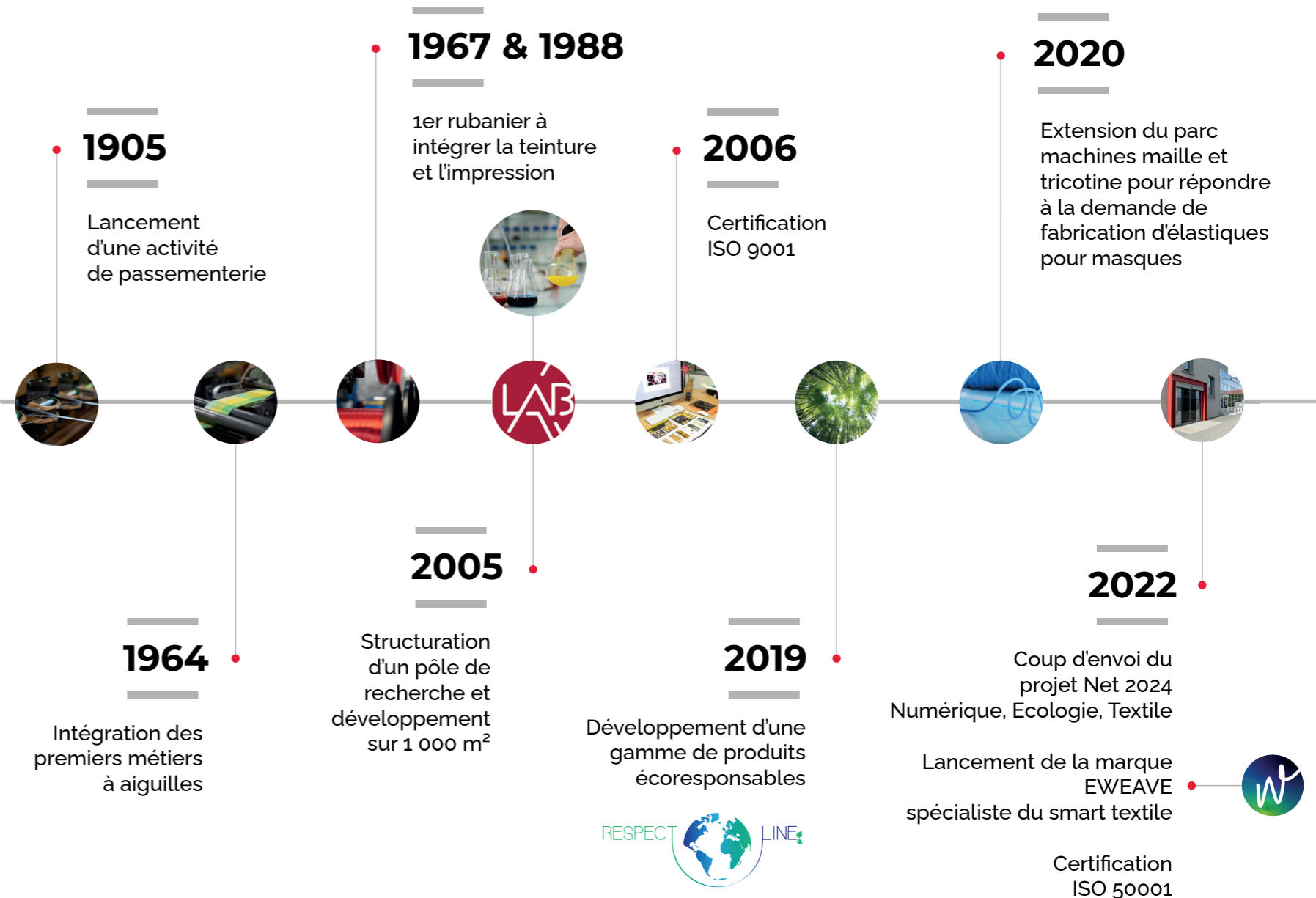
Nicolas Brunon, Chairman and great-grandson of the founder of Satab



## OUR HISTORY

Located since 1905 in the village of Saint-Just Malmont (Haute-Loire - FRANCE), over the years SATAB has become the market benchmark in ribbon manufacture

A historic presence at the very heart of the historic cradle of the ribbon-making tradition: the Saint-Etienne region,



# VALUES THAT SET US APART

Our values embody the soul of our company and are upheld every day by all our employees.

## Inventiveness

Knowing how to challenge yourself and experiment new ideas.

## Respect

Being a role model in our commitments and behaviour

## Simplicity

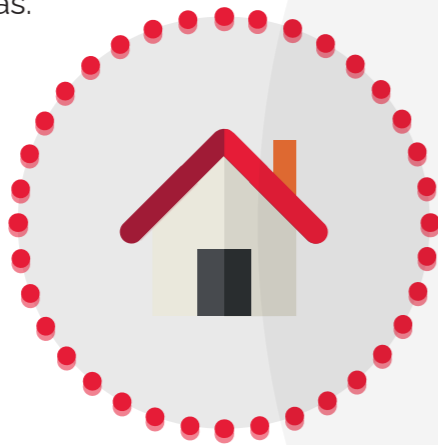
Accessible men and women, efficient operating methods

## Humility

Not losing focus

## Sense of service

Going beyond expectations



**One mission: to drive new uses for narrow textiles.**



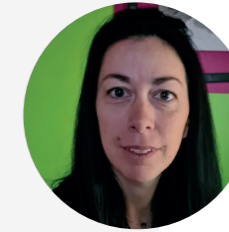
**Nicolas Brunon**  
*Chairman*



**David Pignol**  
*Managing Director*



**Daniel Arnaud**  
*Industrial division*



**Elodie Maisonnial**  
*HR Department*



**Aurélia Maxut**  
*QHSE Division*



**Philippe Cholvy**  
*Information Systems Division*



**Joseph Perez**  
*Purchasing Division*

## OUR STEERING COMMITTEE

Fundamentally cross-functional, Satab's CSR strategy is channelled through the steering committee.

As the true guardian of the company's values, it sets the direction to be followed ... a line resolutely turned towards the future.

## AMBITIONS FOR THE FUTURE

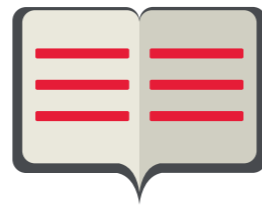
We are convinced that every major social, environmental and societal change can come from business.

By being responsible for the consequences and impact of our activity, but also by committing ourselves to social issues, we can have a positive impact on people and the planet.

This is the spirit in which we have created a Code of Ethics and CSR. This document, shared internally as well as externally with partners, customers and suppliers, sets out our commitments as human beings and as an organisation.

**Built around 7 pillars, it forms the basis of our 3-part CSR strategy.**

### The 7 pillars of our code of conduct



**Commitment to people and the planet comes naturally to Satab.**



## CSR STRATEGY IN 3 PARTS

### PART 1: OUR USES

producing sustainably while limiting our impact on the environment

### PART 2: OUR COMMUNITY

developing our talents in a safe and humane environment

### PART 3: OUR FOOTPRINT

making a commitment to our ecosystem by promoting expertise



**Our CSR strategy is based on 3 parts, 10 commitment goals and 8 indicators.**

These 10 goals are fully operational and are supplemented by identified areas for progress. Each of these 10 goals is measured by one or more quantitative and/or qualitative indicators vouching for our commitment.





# PART 1 : OUR USES

producing sustainably while  
limiting our impact on the  
environment

Our activity has an impact on the environment. By being aware that we are part of both the problem and the solution, we limit our impact on the world around us.

Our aim is to focus on our uses, from design to shipment, with a view to reducing our greenhouse gas emissions, recycling, using renewable energies, making efficient and sustainable use of natural resources (oil, gas, water) and forging partnerships with responsible suppliers and subcontractors.

GOAL 1: Innovate for eco-design

GOAL 2: Use our energy resources wisely

GOAL 3: Give a second life to our unused resources

## RESPECT LINE

### A range of eco-responsible products



The starting point for our Respect Line is to offer our customers even more, while respecting our values and sensibilities.

We can now offer our products in a wide choice of eco-responsible materials. Each of these materials is certified in accordance with the most demanding standards in its category. True to the DNA of this range, we apply a philosophy of fair use of resources internally. To avoid dead stock, it is only available from stock in dyeable colours, black and white, in a single pack. Other colours are produced on demand using a less energy-intensive process.

This range marks the start of the transition to a collection that is as environmentally friendly as possible.

Masters of Linen, GOTS cotton, FSC tencel, recycled polyester, GOTS silk, etc.

**10.08%**

Share of sales generated by the Respect Line collection in 2021



**15.25%**

Share of sales generated by the Respect Line collection in 2022



**25%**

Sales target for the Respect Line collection in 2023



## PROOF THROUGH CERTIFICATION

At Satab, obtaining certification is a guarantee of success for our future projects. This approach reflects our desire to push back our limits and enhance the value of our internal organisation. Each certification is more than just a nice speech; it's written proof of the product, process and service requirements we set ourselves.

These certifications stipulate, for example, the use of products that respect both people and the environment. We believe it's a way for us to contribute to the health of both our employees and end consumers.

## PACKAGING AND DELIVERY

The need to protect the product must not take precedence over the obligation to reduce our impact.

We have set up a number of initiatives in this area:

- use of recycled and recyclable plastic diskettes
- adapting the packaging to the contents
- recovery of protective "padding" from incoming parcels



## LOWER OUR CO2 EMISSIONS

Our dependence on coal and natural gas to generate electricity and heat is largely responsible for CO2 emissions. This energy issue is far more complex and global than the choice of raw materials. However, it is absolutely crucial for the climate: the switch from fossil fuels (coal, oil, natural gas) to low-carbon energies is THE global priority if we are to reduce CO2 emissions.



Nearly 100 billion... According to the Ellen MacArthur Foundation, this is the number of cubic metres of water swallowed up each year by the textile industry. That's around 4% of the planet's drinking water resources.

At Satab, between 2021 and 2022 we reduced our water consumption by 5 litres to produce 100 metres of ribbon.

**ISO 50001** Our ISO 50001 certification is proof of responsible energy management. Thanks to its guidelines, it helps us to improve our energy performance and reduce our CO2 emissions.



## ACTION PLAN

- 1 - increasing the proportion of renewable or low-carbon energy** in our production lines
- 2 - modifying our infrastructures** to make them more energy-efficient: replace neon lights with LEDs, replace compressors with better solutions, install insulation, freshwater dyeing, in-house water treatment and installation of a flow regulator, etc.
- 3 - raising the awareness amongst all our employees:** sorting waste, using heating and air conditioning wisely, reducing electricity consumption, saving paper, controlling Internet use, etc. ...

## FOCUS : DECARBONISATION PROJECT

Our decarbonisation project is built around concrete actions. In 2022, we changed our dyeing equipment from gas heating to infrared heating.

This project was funded by the Government as part of the stimulus plan



## PART 1 : OUR USES

*producing sustainably while limiting our impact on the environment*

GOAL 3 : Give a second life to our unused resources



## SORTING OUR WASTE

The waste produced by Satab is mainly ribbons, threads and cardboard. To promote our recycling policy, raw materials are reused wherever possible. We are also committed to minimising the quantity of waste and finding solutions for recycling textile waste.

# -16.8%

percentage of reduction in our CIW  
between 2021 and 2022

« *Sorting our waste and, above all, producing as little as possible is the basis for implementing an effective waste management strategy. A concrete action to implement, with a positive and quantifiable return immediately visible to our employees.*

*100% of our recyclable waste is recycled.* »

Aurélia Maxut  
QHSE Manager



**feat.**  
coop

## MAKE THE MOST OF OUR DORMANT STOCKS

The issue of dormant stocks is becoming increasingly problematic for textile manufacturers. Quantities of narrow textiles that we can't sell because of minor defects, a colour that's not exactly right, etc. The result: heated and lit logistics areas containing products that could be sold.

It was with this in mind that we decided to join the Feat Coop cooperative. Since 2023, more than 172 km of ribbon have been recycled and (to young designers, private individuals, etc. - a way of showcasing our hidden treasure;)

**172,200**  
metres of ribbons recycled  
with Feat Coop in 2023



# PART 2: OUR GROUP

developing our talents  
in a safe and humane  
environment

Legislation in France is tending to include more and more laws to shape corporate behaviour towards more socially responsible management.

At Satab, we are taking the lead in building a company based on respect for human rights and non-discrimination.

This commitment goes beyond compliance with legal measures to encompass other issues such as equal opportunities and diversity/mixity, hygiene, health and safety in the workplace, and training and education.

**GOAL 1: Provide a safe and equal working environment**

**GOAL 2: Cultivate talent**

**GOAL 3: Ensure well-being at work**

## FOCUS ON SAFETY

The safety of our employees is an essential part of the company's training strategy. By regularly training our employees in workplace first aid, we ensure the best possible response in the event of an accident.

989h

Number of hours of safety training given in the company in 2022



## CARSAT PROJECT

Satab is committed to the health and safety of its employees, using the pro MSD (Musculo-Skeletal Disorders) project developed by the Assurance Maladie - Risques professionnels via CARSAT (a leading body in the field of occupational risk prevention) to help reduce their impact. This project has changed our vision of risk prevention and enabled us to restructure: providing equipment or implementing an organisation that is not suitable for everyone does not bring about any real improvement. For each work situation, we prefer to take into account the diversity/mixity of our employees and bring them on board so that we can target their needs as effectively as possible to achieve joint satisfaction.

Companies with at least 50 employees are now required to calculate and publish their gender equality index.

The Index has been designed as a simple and practical tool to put an end to inequalities in the workplace. It enables companies to measure the gender pay gap. It highlights areas for improvement when these differences are unjustified.

This indicator is crucial to guaranteeing gender equality.



91/100  
**GENDER EQUALITY INDEX**



- Pay gap indicator: 37
- Indicator for the difference in the rate of individual pay rises: 35
- Return from maternity leave indicator: not calculable
- High pay indicator: 5

## INTEGRATION OF PEOPLE WITH DISABILITIES

By law, 6% of workers with disabilities must be employed by companies or public bodies with more than 20 employees. We go beyond this objective inside the company by tailoring workstations to accommodate different pathologies, and by working with a number of external associations/companies that promote the inclusion of employees with disabilities.

By integrating 100% of the manufacturing process for a narrow fabric, we can draw on the expertise of all our employees. This is a characteristic that we value and intend to promote as a "treasure" both internally and externally.

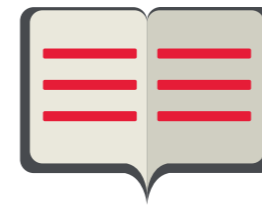
## BETTING ON FUTURE GENERATIONS

**15**  
work-study/apprenticeship contracts signed between 2019 and 2022

Satab recruits a large number of people on work-study training schemes for both support and operational jobs. It's a meaningful way of unearthing tomorrow's talent. It's a way of building a shared professional future and supporting the younger generation.



## OPTING FOR TRAINING



Training plays an important role in the company, both on technical and safety issues. The aim is to develop the skills of every employee.

To compensate for the lack of training for specific jobs - loom supervisor, weaver - we have an in-house training programme. It's an important course given that it involves the company's production professions.

## A PROJECT CALLED CARED

Our in-house training programme for jobs specific to the textile sector has been stepped up in recent years with a partnership between companies in the textile sector, the Rhône-Alpes Auvergne region and Pôle Emploi (job center).



**Employee fulfilment and commitment are core concerns for our company.**  
**For us, initiatives within our workspaces are an opportunity to ensure well-being in the workplace.**

At Satab, QWL feeds into our CSR strategy and vice versa. It is now an essential component of any CSR policy. Improving social cohesion and well-being at work is one way of making the company more responsible. At the same time, CSR themes help to build a foundation of values that are essential to a good quality of life at work.

With the desire to include "people" at the very heart of the company's transformation, since 2017 we have placed QWL firmly in the forefront of our strategy, culminating in 2022 with the creation of a dedicated working group. Made up of several people from different departments within the company, this community develops and implements actions that are in line with the expectations of each employee.

## IMPROVING QUALITY OF LIFE AT WORK



Run the Dezic'n'trail



## MAKING ROOM FOR TIMES WHEN WE CAN SHARE

More than ever, we believe that work alone is not enough. The commitment and cohesion of the team are built on a number of events that take place over the years, and which eventually become traditions in their own right.



Doing the stock-take in with your best Christmas jumper



Presentation of long-service awards







# PART 3: OUR FOOTPRINT

**making a commitment to our ecosystem by promoting expertise**

Satab is committed to CSR, but nevertheless remains a company that must be financially sound if it is to survive.

However, this does not mean that we are not involved in the local economy, acting as a real mover and shaker rooted in the area.

For example, this involvement can be seen in our choice of local suppliers, in our transparency with investors, in our fair pricing policy that guarantees a certain level of service quality, and in the redistribution of resources from our business to support various projects.

**GOAL 1: Support future generations and positive initiatives**

**GOAL 2: Build a committed supply network**

**GOAL 3: Ensure service quality and customer satisfaction**

**GOAL 4: Manufacture locally**

# BUILDING LONG-LASTING RELATIONS

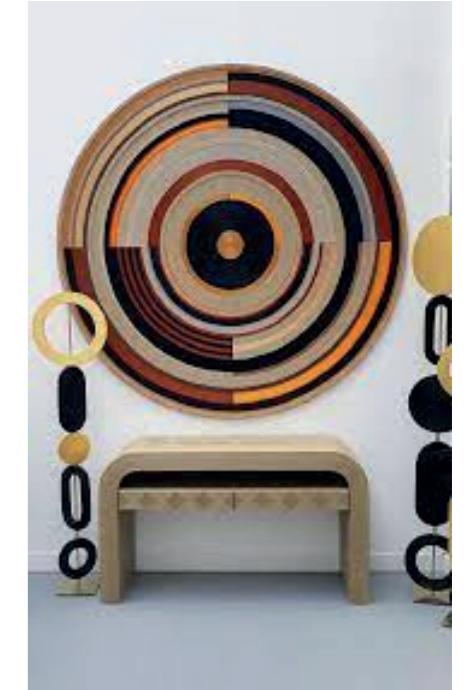


At Satab, we are committed to the long term by redistributing the resources generated by our business to support environmental and social projects in which we believe. Supporting future generations, women and men rallying for just causes to make a positive impact, is the driving force behind this action.

By developing partnerships with associations, young designers, schools, etc., and by pooling our strengths, weaknesses, values and skills, we are working towards a more sustainable and fairer world.



A permanent exhibition dedicated to ribbons has been created at the Musée d'Art et D'industrie in Saint-Etienne.

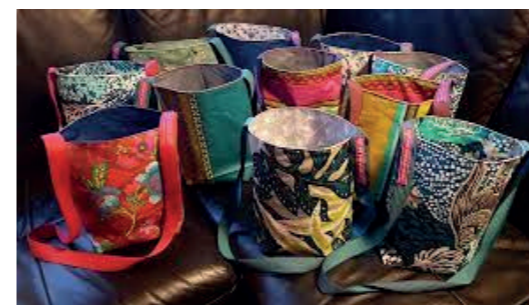


**Véronique de Soultrait** creates monumental works from cotton cords



Every year, students from the **Lycée Adrien Testud** (42) create their own fashion collection and put on a catwalk show.

**Clara Daguin** creates interactive sewn pieces by fusing traditional craftsmanship and technology..



The association **M la Vie avec Lisa** supports sarcoma research and creates a range of useful objects for patients.



Set designer **Delphine Ciavaldini** creates works from satin ribbons.

## KNOWLEDGE AND EXPERTISE THROUGHOUT THE INDUSTRY

Building long-term relationships with our suppliers is crucial to our ability to offer a finished product that meets our ethical and CSR expectations.

But it's not just about knowing the people involved immediately upstream of our supply chain. We're interested in the whole process, starting with the raw materials.

**For example, a linen yarn will arrive at Satab with a certificate of spinning and its origin of cultivation.**



## GOING BEYOND A CONTRACTUAL RELATIONSHIP

We ensure that our ethical and CSR values extend beyond the boundaries of our company.

In addition to the contractual relationship we have with each supplier, we ask them to co-sign our ethical and CSR code of conduct.

This is one way for us to promote and guarantee our ideal business relationships.

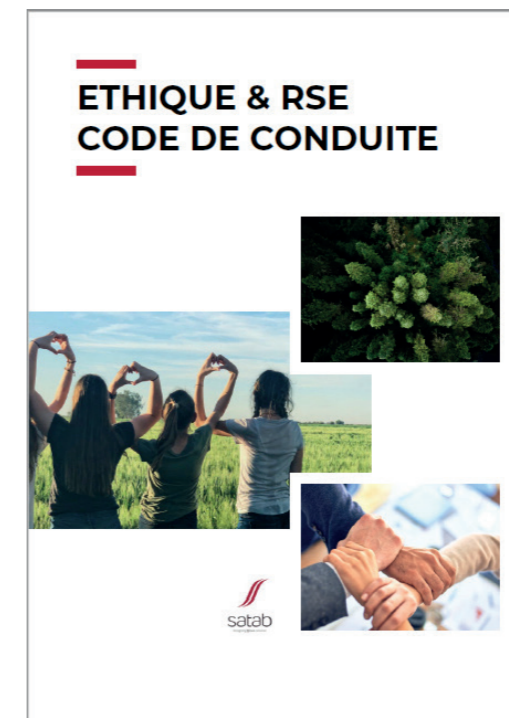
**This code of conduct has 7 key points:**

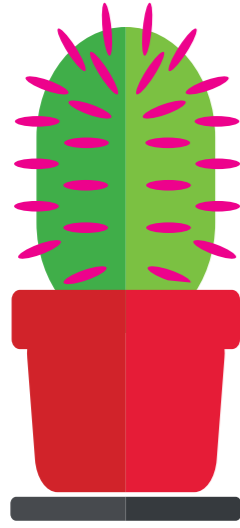
- 1 Organisation
- 2 Human rights
- 3 Working conditions
- 4 Environment
- 5 Good business practice
- 6 Customer protection
- 7 Local development

**100%**  
 percentpercentage of strategic suppliers who have signed our code of conduct

## BUYING « ETHICALLY AND TRANSPARENTLY »

Having a clear vision of our supply chain enables us to add our purchasing policy to our CSR approach. This involves sourcing that incorporates a number of criteria set out in our code of conduct (see page 36), such as compliance with legislation and the fight against money laundering... with a common goal: customer satisfaction.





## CULTURE AND CUSTOMER FOCUS

Through our values: inventiveness, humility, respect, a sense of service and simplicity, we focus our strategic and operational choices on our internal and external customers. A company-wide commitment to putting people at the heart of its concerns.

Thanks to our ISO 9001-certified internal organisation, we can guarantee our customers that their satisfaction is our priority.

The ISO 9001 standard implies the notion of quality management with global action on a number of points that have a direct impact on our CSR strategy: customer orientation, leadership (at every level of the hierarchy, quality objectives must be defined), employee involvement, the process approach, continuous improvement, the use of objective data to make decisions, and sound relations with partners.

## REGULATIONS AND SAFETY



Protecting the health and safety of employees and consumers is one of our objectives. To this end, we regularly monitor our legal and regulatory compliance and choose certifications that attest to the fact that our products are free from all harmful substances.



## ANTICIPATING THE MARKET AND RESPOND TO SPECIFIC CUSTOMER NEEDS

Since 2025, we have structured and set up an in-house research centre. Dubbed the Satab'Lab, its aim is to forward-think and create the products of tomorrow, in addition to responding to specific customer development requests. So we have a genuine in-house innovation laboratory, available to our customers as part of a resolutely forward-looking approach.



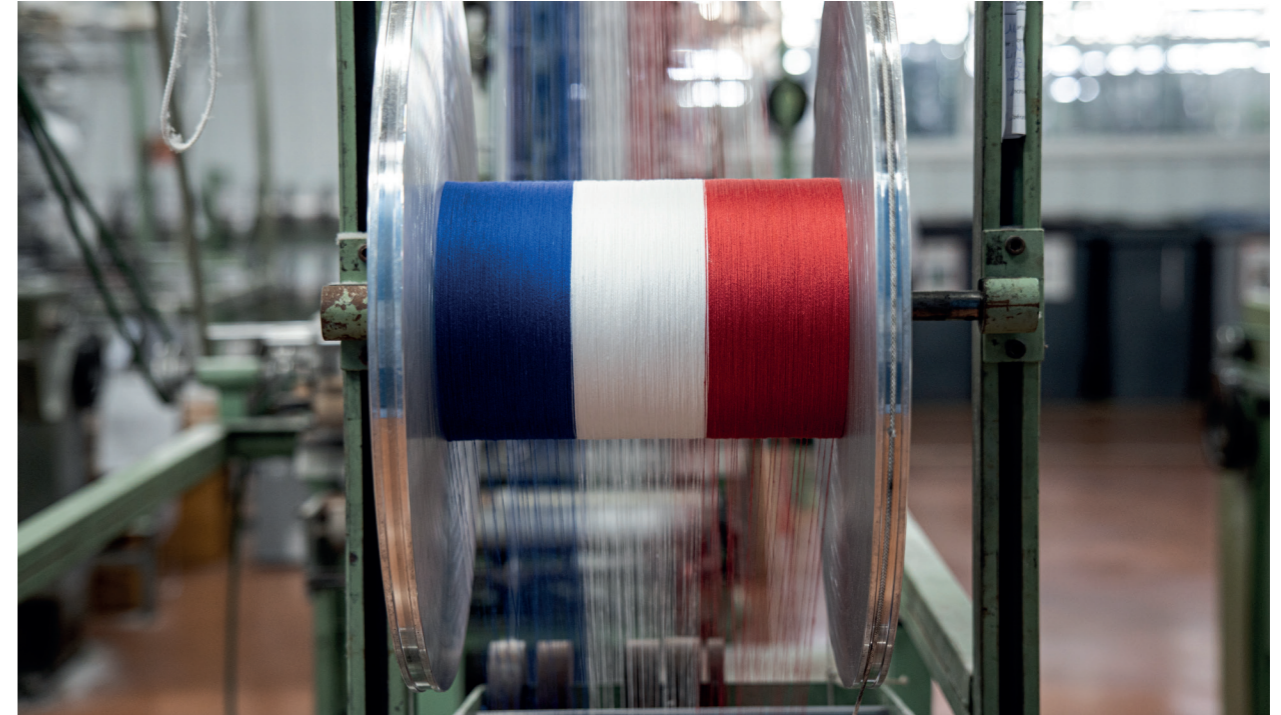
**DESIGN AND  
 MANUFACTURER  
 BLEU BLANC  
 ROUGE**

Based in St Just-Malmont (Haute-Loire, France) since 1905, our company makes it a point of honour of perpetuating its historic activity: producing narrow textiles that are 100% Made In France. It's a way for the company to preserve its know-how and highlight the excellent work done by the loom supervisors, weavers, textile engineers and machine technicians who make Satab a benchmark in its market.



**RARE AND EXCEPTIONAL  
 EXPERTISE**

Satab is one of a number of companies to boast the Entreprise du Patrimoine Vivant (Living Heritage Company) (EPV) label. Awarded by the French Ministry of the Economy and Industry, this distinction acknowledges French businesses for their outstanding craftsmanship and industrial skills. This label brings together manufacturers committed to the high performance of their trade and their



**PROMOTING  
 « MADE IN  
 SATAB »**

At Satab, we control the entire manufacturing process of a narrow fabric, from the yarn to its arrival at the customer's premises.

**Production stages :**

- warping (yarn preparation)
- weaving, braiding or knitting
- finishing
- packaging
- shipping

It's a way for us to offer a product at the best possible price.

When 100% « made in Satab » is not technically feasible (specific printing, cost issues, etc.), we surround ourselves with a network of historical partners who meet our customers' specifications.

**85.46%**

Share of our products  
 100% made in Satab in  
 in 2021



**91.3%**

Share of our products  
 100% made in Satab in  
 2022

