



**WE**  
**ACT**  
Our responsible commitments

**Corporate Social and Environmental  
Responsibility Report  
2024**



wolf lingerie

# Table of contents

---

## 3 Key figures and achievements 2024

## 4 Editorial

## 5 Who are we?

- Our brands
- Our employees
- Our business model
- Our mission
- WE ACT, our CSR approach

## 9 Driving change through committed governance

- CRS integrated with company strategy
- Engaging with our stakeholders
- Ethics and transparency
- Due diligence

## 12 Purchasing respectfully and responsibly

- A carefully selected panel of suppliers
- Human rights and working conditions
- Traceability of our supply chain

## 15 Reducing our environmental impact

- Contributing to carbon neutrality
- Eco-designing our products
- Constant vigilance regarding product composition
- Rethinking packaging too
- Moving forward together, as a sector

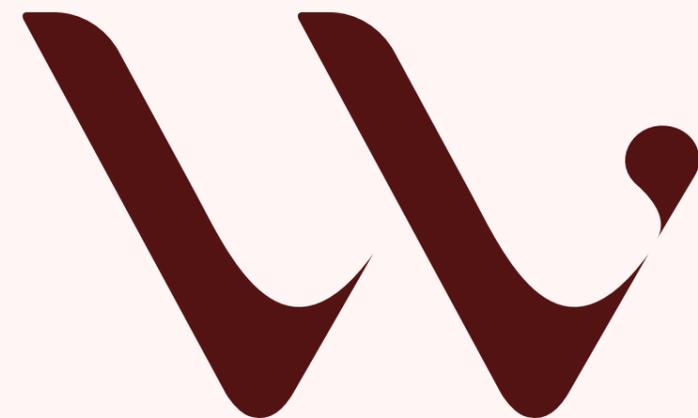
## 18 Strengthening our employer brand

- Transforming our corporate culture
- Modernising our approach to working time
- Maintaining our policy in favour of gender equality
- Key figures from 2024

## 21 Acting in a socially responsible manner

- For women
- For inclusivity
- For integration

## 23 Roadmap to 2025 and our KPIs





# Key figures and achievements 2024



## Governance

- WeImpactIndex® score of 3.75/5
- Renewal of the PME+ certification (PME = SME)

## Purchasing

- 24 manufacturing partners in 10 countries, 92% of which are audited/certified
- 99 suppliers of materials (39% of which are nominated) in 13 countries

## Environment

- 2nd carbon footprint assessment carried out on our 2023 activities
- Life Cycle Assessment (LCA) carried out on 3 of our products
- 100% of cotton (used as main material) from organic farming (Spring-Summer and Autumn-Winter 2025 collections)
- 67% of products containing at least one recycled material (Spring-Summer and Autumn-Winter 2025 collections)

## Social

- HappyIndex® AtWork score of 4.12/5

## Society

- €10,000 donated to the Ruban Rose association
- 16,570 items of lingerie donated to the Agence pour le Don en Nature [Agency for Donations in Kind].

## Scope

- **Timeline:** Achievements carried out from 1 January to 31 December 2024, unless otherwise specified.
- **Commercial:** Happy Lingerie Group, holding company of Wolf Lingerie which brings together the brands Sans Complexe Lingerie, Billet Doux, Jardin Secret and Ominem, designated in the following pages as Wolf Lingerie (Group), its best-known company name, unless otherwise specified.



# Editorial

## STAYING THE COURSE

In recent years, the textile sector has made meaningful strides toward a more sustainable model. Regulatory frameworks have expanded, industry commitments have accelerated, and the overall dialogue has matured, giving rise to a collective momentum.

It's clear, however, that the landscape is shifting. Ambitions are being recalibrated, and the discourse is becoming more subdued. As one industry executive\* recently observed, where corporate responsibility and sustainability was once a prevailing trend, we are now navigating a “valley of disillusionment.”

In this period of uncertainty, even scepticism, we are choosing to persevere. We are fully aware of the complexities and challenges that lie ahead. But environmental and social imperatives don't vanish when they're no longer in the spotlight. We remain firmly convinced that responsibility and sustainability have a future. Finally, we know that change takes time, that it is a demanding and often imperfect process, but a necessary and motivating one.

Transforming a business model demands a deep examination of our practices, a rethinking of supply chains, innovation in materials and products, investment in team development, and meaningful engagement with partners and customers. There is still much work to do, and we do not shy away from that reality. This report provides a transparent view of both our progress and the areas where improvement is needed.

**The tides have turned. But we are staying the course.**

\* Helena Helmersson, former CEO of H&M and Chairperson of Circulose, at the World Retail Congress, in May 2025.



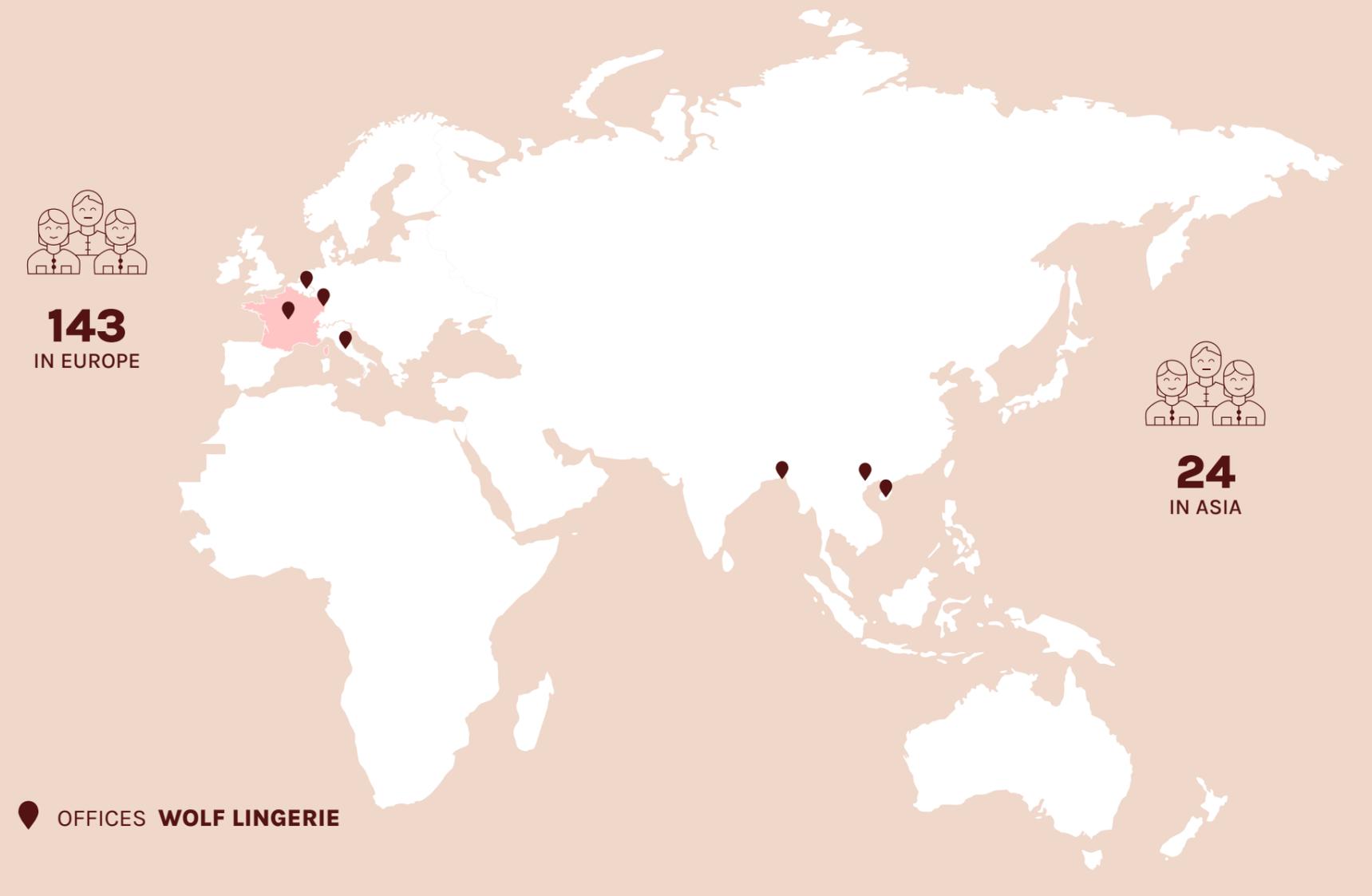


# Who are we?

Founded in 1947, Wolf Lingerie Group designs lingerie collections, marketed in France and internationally, mainly in Europe.

## OUR EMPLOYEES

The Group has 167 employees, at its head office near Strasbourg, in Paris and in Asia (China and Bangladesh), and in around twenty commercial regions in France, Belgium and Italy.



## OUR BRANDS

As of 31 December 2024, the Group owned the Sans Complexe Lingerie, Billet Doux, Jardin Secret and Ominem brands<sup>1</sup>.



BILLET DOUX

Jardin Secret



<sup>1</sup> In February 2024, the Girls in Paris brand left the scope of Wolf Lingerie.



# OUR BUSINESS MODEL

Our areas of activity include design, purchasing, production monitoring and quality control, logistics and omnichannel distribution.

## DESIGN



## PURCHASING



## PRODUCTION MONITORING (COMPLIANCE, QUALITY)



## DISTRIBUTION

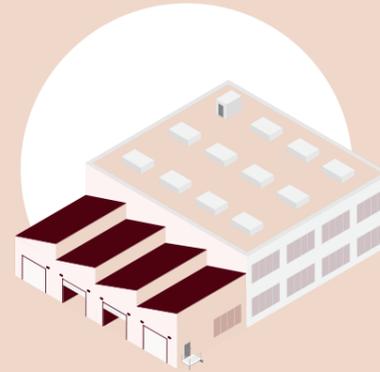
(MASS DISTRIBUTION, ONLINE, BOUTIQUES)



## TRANSPORT



## LOGISTICS





# Our mission

Wolf Lingerie channels its expertise into supporting women in all their diversity, offering products that are designed to meet their needs and desires. In 2024, we reflected on our corporate identity, which led us to further enrich our brand promise:

*«To make quality lingerie accessible to all women, empowering them to feel comfortable and beautiful in their own bodies, every day.»*



## Our strengths

- A people-focused, socially committed company
- Kindness, solidarity and mutual support
- Passion for the product
- Continuous improvement and resilience approach

## Our expertise

- Corsetmaker expertise
- Pioneer of “Body positive” lingerie since 1998
- Industrial history
- B2B sales expertise

## Our compass

### AGILITY

Keep moving !



### DETERMINATION

(We) ACT with confidence

### CONFIDENCE

Trust yourself, ourselves and the future

### INITIATIVE

Dare to rebrand yourself



# WE ACT, our CSR approach

Since 2023, our CSR strategy has been guided by the WE ACT framework, outlining our roadmap through to the end of 2025. It structures the key pillars of our commitment, responding to contemporary challenges and the expectations of those who drive our company forward: employees, suppliers, customers, consumers, and shareholders.

1. Driving change through committed governance
2. Purchasing respectfully and responsibly
3. Reducing our environmental impact
4. Strengthening our employer brand
5. Acting in a socially responsible manner



**WE ACT**  
Our responsible commitments



# Driving change through committed governance

## CRS INTEGRATED WITH COMPANY STRATEGY

Wolf Lingerie Group’s CSR approach is driven by the CSR department, represented on the Executive Committee. The Supervisory Board has validated our CSR ambitions for 2025 and monitors the progress made each quarter.

Our CSR strategy is intended to permeate through all company activities, and all employees have a role to play in implementing it. This is why 100% of employees eligible to performance-based remuneration have at least one CSR KPI related to their role.



This CSR governance meets the PME+ label requirements, which recognises small and medium-sized French businesses with ethical and responsible practices. Wolf Lingerie Group has held this certification since 2021 and renewed it again in 2024 via a documentary audit.



## ENGAGING WITH OUR STAKEHOLDERS

We maintain constant dialogue with all our stakeholders to maintain the relevance of our CSR actions and because we know that progress is created by working together.

### EMPLOYEES

167 employees

### SUPPLIERS

Manufacturing partners  
(list published on [opensupplyhub.com](https://opensupplyhub.com))  
Nominated material suppliers  
(list published on [opensupplyhub.com](https://opensupplyhub.com))  
Suppliers of consumables  
Service providers

### CLIENTS

Mass distribution  
Boutiques, selective  
E-commerce

### PROFESSIONAL ORGANISATIONS

Fédération de la Maille, de la Lingerie & du Balnéaire  
FEEF  
FEVAD

### NOT-FOR-PROFIT ORGANISATIONS, ASSOCIATIONS



### SHAREHOLDERS



### SUPPORT (AUDIT, CSR CERTIFICATIONS)



Ecocert  
IFTH

### ECO-ORGANIZATIONS

Re\_fashion



## EMPLOYEES

We have continued to train new employees on the CSR issues facing our sector. In 2024, we launched CSR Cafés, monthly meetings open to all: the opportunity to discuss current CSR topics with employees or to introduce them to partners in our process.



We renewed our WeImpactIndex certification, which reflects employee's perception of the company's CSR performance. Our score of 3.75/5 went up (+ 0.11 points) compared to 2023. The results of this survey were presented and discussed during a CSR Café.

## SUPPLIERS

In 2024, we voluntarily took part in the [Better Buying™](#) assessment of our purchasing practices by our suppliers. The results of this survey are full of lessons that are helping us to continue improving our practices and relationships with our suppliers.

## CONSUMERS

In March 2024, a survey conducted among 1,456 consumers on our e-commerce site allowed us to better understand their expectations in terms of CSR. This encouraged us to communicate with them more regarding our CSR initiatives, in order to offer them more visibility.



## TEXTILE SECTOR



To foster the exchange of ideas and best practices in CSR, we actively engage with the CSR Committee of the [Fédération de la Maille, de la Lingerie et du Balnéaire](#) [French Federation of Knitwear, Lingerie, and Swimwear].

In 2024, we contributed to a working group focused on the voluntary communication of the social impact of fashion products<sup>2</sup>.

## Re\_fashion

Additionally, under the leadership of the eco-organization [Refashion](#), we participated in the Lingerie Collective, which focused on the repair and recycling of lingerie items.



Towards the end of 2024, we joined [Initiatives Durables](#), a network that brings together organizations in the Grand Est region committed to economic, social, and environmental responsibility.

<sup>2</sup> Under the aegis of Promincor - Lingerie Française and the Fédération de la Maille, de la Lingerie & du Balnéaire, in partnership with the Fédération Française du Prêt-à-Porter Féminin [French Federation of Women's Ready-to-Wear].



Presentation of the 2022 carbon footprint assessment during a CSR Café



## ETHICS AND TRANSPARENCY

The conduct of our business is governed by our ethical charter. In 2024, 33 people from the Sales and Purchasing teams (i.e. 59% of the members of these teams) received training in anti-corruption and good competitive practices.

We have maintained our approach to transparency by updating our list of nominated Tier 1 and Tier 2 suppliers on [Open Supply Hub](#).



## DUE DILIGENCE

In 2024, we formalised our approach to duty of care by adopting a dedicated policy, with training for managers scheduled in 2025. Following the identification and prioritisation of risks in our supply chain, we developed an action plan to prevent and mitigate our potential impacts.

# Purchasing respectfully and responsibly

## A CAREFULLY SELECTED PANEL OF SUPPLIERS

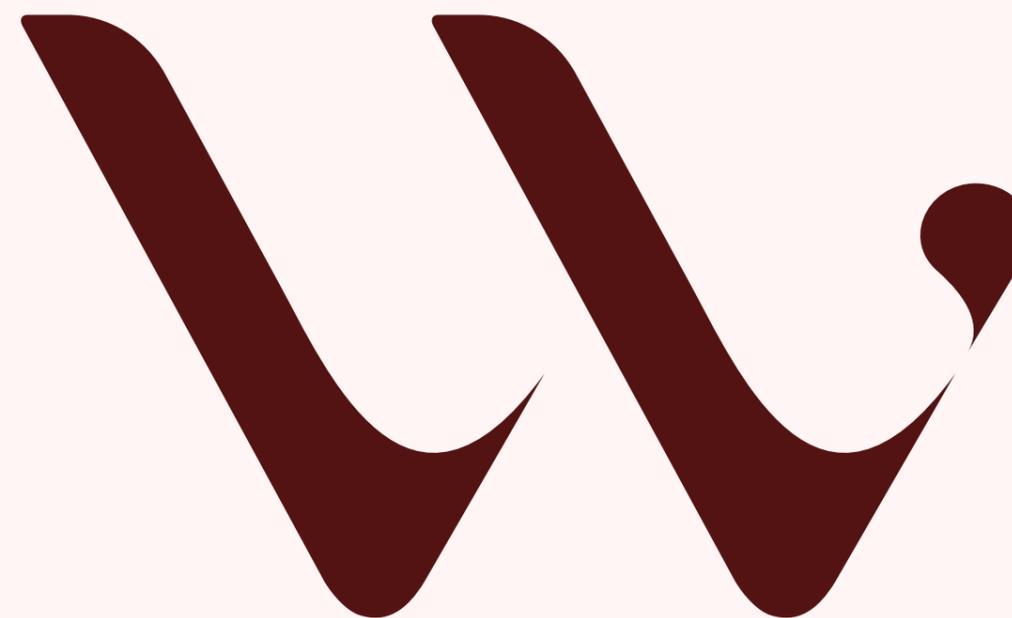
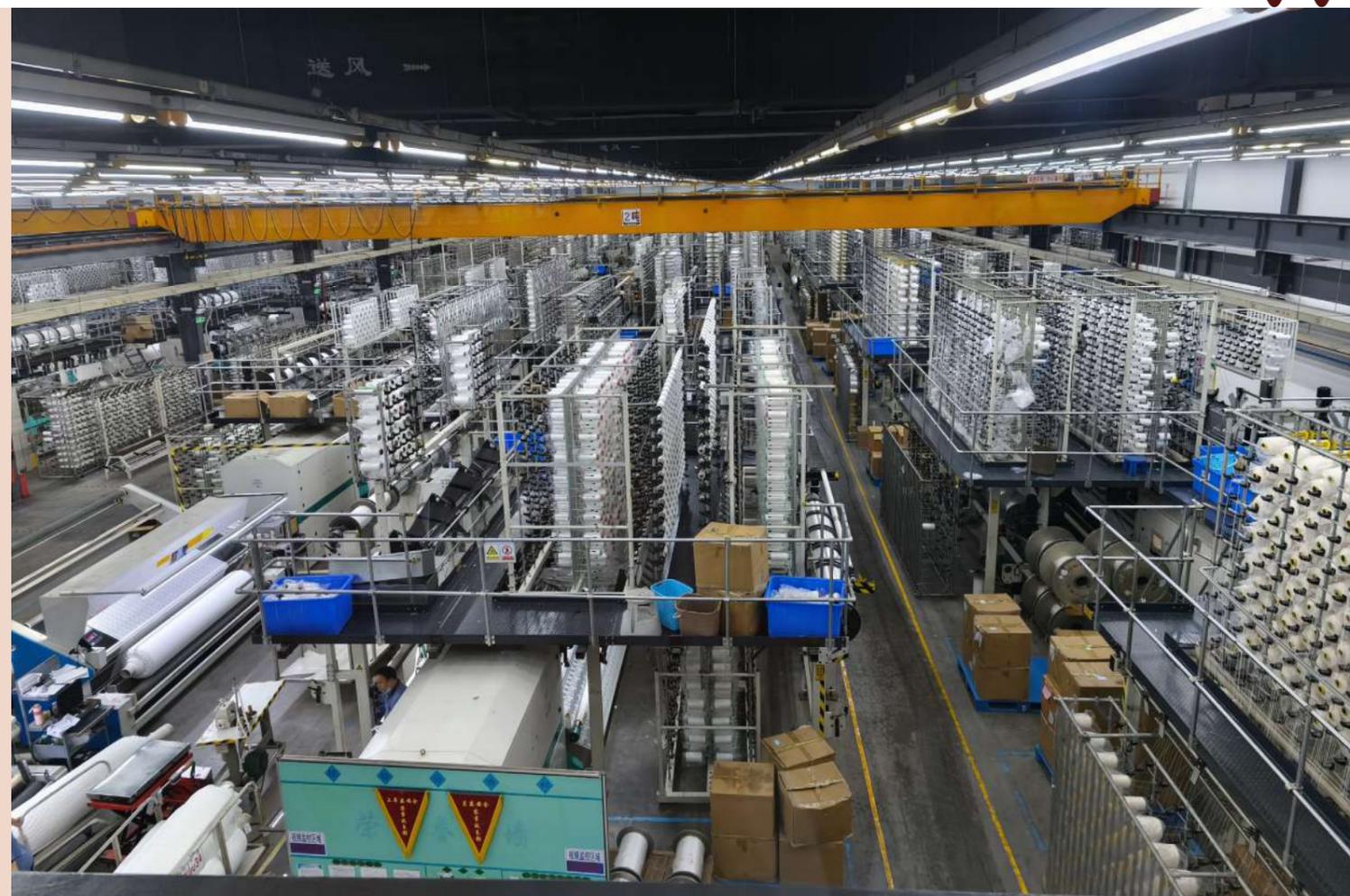
We have chosen to work in partnership with suppliers who share our commitments and, like us, are committed to continuous improvement. We select a limited number of manufacturing partners, with whom we build and maintain lasting relationships.

In 2024, 5 manufacturing partners = 87 % Wolf Lingerie Group's purchasing volumes. We have also consolidated our panel of suppliers, particularly Tier 2, in order to strengthen our relationships with them. The material manufacturing processes are known and identified in 100% of our nominated suppliers for knitting, dyeing and printing, whether vertically integrated or subcontracted.

In 2024, we updated the criteria on our Supplier Scorecard (Tier 1), which reflects our expectations for the relationship, particularly in terms of duration, collaboration on CSR issues and social compliance.

**TIER 01** **24 manufacturing partners (Tier 1)**  
in 10 countries (Bangladesh, Cambodia, China, Indonesia, Laos, Latvia, Tunisia, Turkey, Ukraine, Vietnam)

**TIER 02** **99 suppliers of materials and accessories (Tier 2), including 39% nominated** in 13 countries (Germany, Bangladesh, China, Spain, France, Indonesia, Italy, Latvia, Taiwan, Thailand, Tunisia, Turkey, Vietnam) of which 33% of them are in Asia



# HUMAN RIGHTS AND WORKING CONDITIONS

Wolf Lingerie Group's commitment to decent working conditions among our partners is one of our main concerns.

All of our nominated manufacturers and material suppliers must sign a code of conduct. They thus undertake to respect our principles concerning human rights, workers' right, and respect for environmental standards:

- No forced labour
- No child labour
- Special protection for young workers
- Rights to freedom of association and collective bargaining
- No discrimination
- Workers' health and safety
- Building safety, fire safety and electrical safety
- Chemical safety
- Decent working hours
- Salaries, social benefits and conditions of employment
- Environmental protection

Our ambition is for all of our nominated manufacturing partners and material suppliers to be regularly audited and/or certified. In 2024:

**92%**

**OF OUR MANUFACTURING PARTNERS  
(TIER 1) ARE AUDITED/SOCIALLY CERTIFIED  
(BSCI, ICS, SMETA, WRAP)**

**77%**

**OF OUR NOMINATED TIER 2 SUPPLIERS  
ARE SOCIALLY CERTIFIED  
(BSCI, SEDEX, HIGG FSLM, WRAP, QIMA AUDIT)**

**100 %**

**OF ARE PACKAGING SUPPLIERS  
ARE AUDITED/CERTIFIED  
(SMETA, BSCI, OR ISO 45001)**





# TRACEABILITY OF OUR SUPPLY CHAIN

Beyond the traceability acquired and maintained from collection to collection for materials and accessories (Tier 2), we maintain the traceability of the geographical origin (country) of the cotton used in our products (excluding the gusset), because we do not allow the use of cotton from Xinjiang (China) or Turkmenistan in our products.

Since 2023, we have been publishing the list of our nominated Tier 1 and Tier 2 suppliers annually on [Open Supply Hub](#), thus mapping out our supply chain.



OPEN SUPPLY HUB SCREENSHOT





# Reducing our environmental impact

## CONTRIBUTING TO CARBON NEUTRALITY

In February 2024, following on from our first carbon footprint assessment done in 2022, we adopted an action plan, including some measures which have already been implemented:

- Financial incentive for our sales force to have hybrid or electric vehicles.
- Option to work remotely for a second day each week (for positions eligible for remote working) in order to limit home/work travel.
- Continuing to raise awareness among teams on energy efficiency and waste reduction measures at head office.
- Update of the travel policy in order to encourage less impactful travel.

We also conducted our second carbon footprint assessment on our activities for the year 2023.

This progress is primarily explained by a significant decrease in purchases of lingerie products between 2022 and 2023, with the aim of reducing stocks accumulated during the COVID crisis. It also results from the new LCAs of our products: they made it possible to calculate a lower carbon footprint per products than the LCAs used for the 2022 carbon footprint assessment.

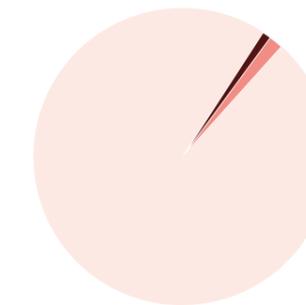
At the start of 2025, we launched the ACT Step-by-Step initiative, a methodology aiming to support companies in defining, deploying, monitoring and assessing our decarbonization strategy.

## DISTRIBUTION OF 2023 EMISSIONS

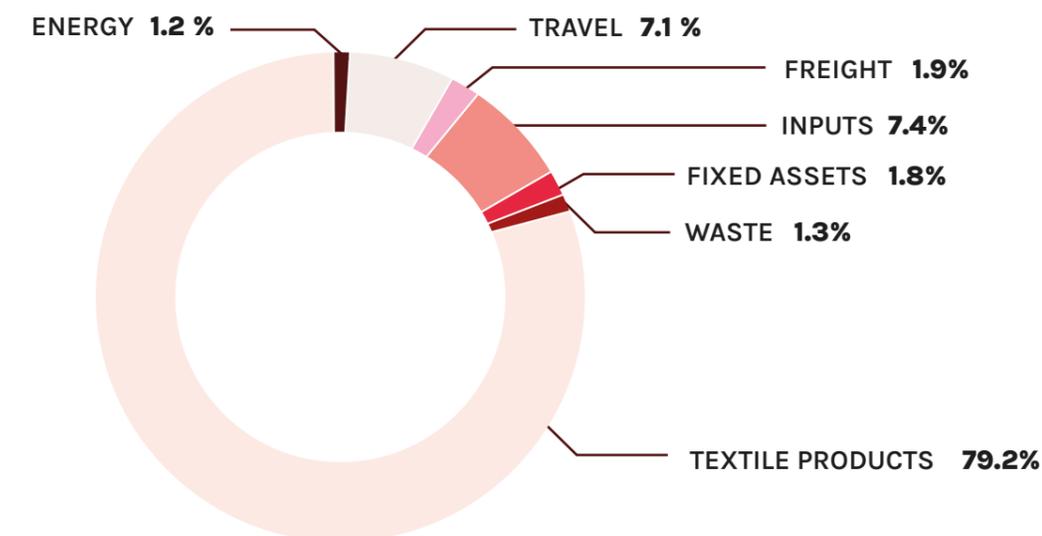
**9 222 tCO<sub>2</sub>e**

**UNCERTAINTY  
15%**

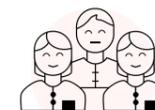
i.e. a decrease of 38% compared to 2022



- SCOPE 1 **1.21%**
- SCOPE 2 **0.27%**
- SCOPE 3 **98.52%**



**199**  
kgCO<sub>2</sub>e/K€ of sales revenue



**53.6**  
tCO<sub>2</sub>e/employee



**1.64**  
kgCO<sub>2</sub>e/sales product



Target for reducing the Wolf Lingerie Group's relative GHG emissions by 2025, across scopes 1 and 2.



# ECO-DESIGNING OUR PRODUCTS

Reducing the environmental impact of our products starts at the design stage. It is with this in mind that we have constructed an eco-design plan, submitted to Refashion. To manage this process, an interdisciplinary working group has been set up, bringing together the Purchasing, Design, Marketing and CSR teams.

In 2024, our commitments resulted in:

- Use of the open-access eco-design assessment grid developed by [Promod](#), from the creation phase
- 100% of our cotton coming from organic farming
- 67% of our products containing at least one recycled material (Spring-Summer and Autumn-Winter 2025 collections)



## BILLET DOUX

**OUR BESTSELLER ZEN LIGHT** will be made from recycled material for the Spring-Summer 2026 collection

- Implementation of a 3D tool for designing collections
- Further streamlining of the materials and supplies used
- Continued development of our sourcing in nearby Europe



## sans complexe

LINGERIE DE C À G

**OUR NEW LINE SUZAN** (Autumn-Winter 2025) produced in Tunisia, lace from Italy and micro from Turkey.

<sup>3</sup> Used as main material.  
<sup>4</sup> European method EF 3.1

In 2024, we carried out Life Cycle Assessments (LCA) on three products<sup>4</sup>. They allowed us to specify the carbon footprint of these products, but also to better understand their overall environmental impact and to identify the production processes and materials with the most impact. This knowledge is now considered in our eco-design approach.



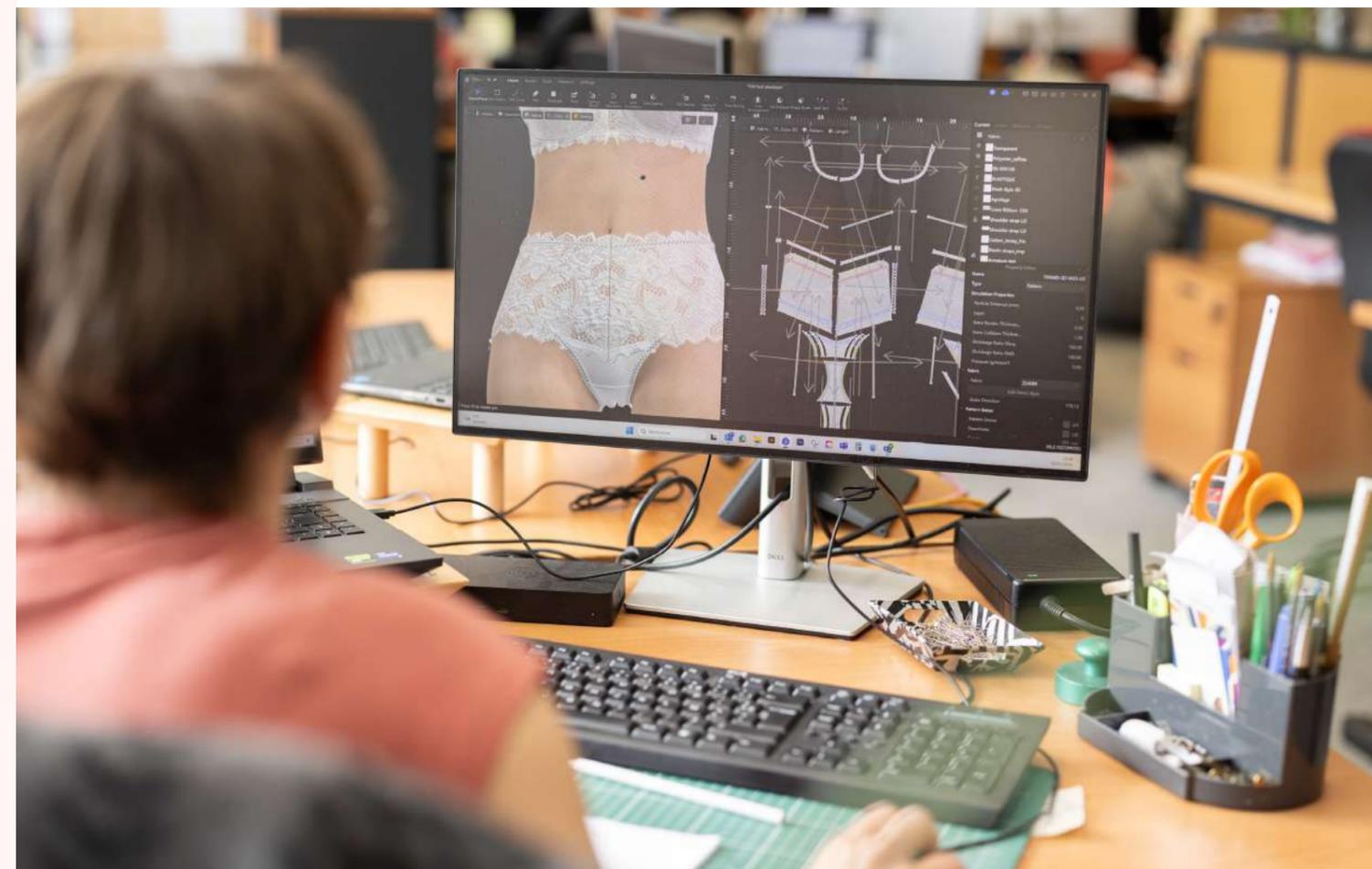
ARUM PRIMA BRA  
**Unique score per day worn: 5.8**



ARUM PRIMA BRIEFS  
**Unique score per day worn: 2.7**



AMÉLIE PRINT BRA  
**Unique score per day worn: 5.2**



## CONSTANT VIGILANCE REGARDING PRODUCT COMPOSITION

Our requirement also involves a rigorous approach to eco-toxicology, which is based on three pillars, beyond compliance with the [REACH regulation](#):

- A Product Restricted Substances List (PRSL) which our suppliers must adhere to
- Regular, random tests to check compliance
- OEKO-TEX® Standard 100 CQ 1284/1 IFTH certification, obtained for almost all our products<sup>5</sup>

## RETHINKING PACKAGING TOO

Eco-design extends to packaging. For our Autumn-Winter 2024 collection, we implemented several concrete actions:

- Replacing plastic hangers with kraft paper hangers
- Reduction in the number and size of labels
- Removing clips from the bridge of bras

Whenever possible, we also reuse industrial packaging (boxes, polybags), to reduce consumption of resources.

## MOVING FORWARD TOGETHER, AS A SECTOR

Recognizing that environmental challenges extend beyond the capacity of any single organization, we are committed to collaborative solutions. To that end, we joined the **Lingerie Collective**, an initiative led by **Refashion**, focused on working together on the repair and recycling of lingerie products. As part of this effort, we supported the distribution of a consumer survey examining the lifespan and end-of-life of lingerie products. This initiative culminated in the publication of two white papers: one dedicated to repair practices, and the other to reuse and recycling strategies. The findings from the consumer survey were also shared in May 2025.

<sup>5</sup> All of our products from the Sans Complexe Lingerie and Billet Doux brands are OEKO-TEX® Standard 100 CQ 1284/1 IFTH certified, except for a few capsule products.



### How to optimise the end-of-life of lingerie items ?

Exploring the potentials for recycling and reuse



### Prolonging the lifespan of lingerie items

The potential for repair  
Practical tools to get started



# Strengthening our employer brand

## TRANSFORMING OUR CORPORATE CULTURE

We aim to fundamentally change our corporate culture to better support our development strategy. This involves building a work environment aligned with our values, resolutely focused on people, agility, and positive impact.

**This transformation is based on three pillars:**

**1. An authentic and lasting employer brand,** embodied by a community of manager-leaders and responsible HR practices

**2. A stimulating and agile work environment,** where everyone can express their talents, take initiatives and develop new skills

**3. A strong commitment to gender equality, diversity and inclusion in all our teams**

### In 2024, concrete milestones to drive the change

This year, several key initiatives were implemented to embed this process:

- **An overhaul of the onboarding process,** to offer each new arrival a more seamless and engaging welcome experience
- **A new agreement regarding working time,** which reconciles individual flexibility and collective performance
- **Renewal of the HappyAtWork survey for the fourth consecutive year,** with a view to continuously improving working conditions

With a participation **rate of 79.3% (globally)**, a **score of 4.12/5**, and a recommendation **rate of 71.6%**, the results from the 2024 survey have increased, with encouraging progress in the areas of recognition and professional development.



#### Positive points highlighted by employees

- A deep commitment and collective pride in a motivating and dynamic work environment
- A positive work dynamic driven by trust and managerial support
- A friendly, supportive work atmosphere conducive to human interaction
- A proximity to management and an open dialogue with them, strengthening employee trust and support
- An evolving organisation with efforts to modernise and adapt



#### Remaining areas for improvement

- Improving recognition initiatives and greater visibility on prospects for progression
- Greater transparency and communication
- Providing a better understanding of the performance evaluation

This feedback led to HappyAtWork restitution meetings, which are part of a culture of listening and dialogue. The goal: to make each piece of feedback a real lever for progress.



## DEVELOPING OUR HR AND MANAGERIAL PRACTICES

To support this transformation, we launched a structured action plan, designed to develop our internal practices:

- **A course dedicated to managers**, to strengthen their position and support them in their role as leaders
- **A managerial guide**, supplemented with a collaborative platform which encourages the sharing of experiences
- **Co-development workshops**, to create spaces for discussion and reflection between peers

## MODERNISING OUR APPROACH TO WORKING TIME

2024 saw the signing of a new agreement on working hours and remote working, with several objectives:

- Making the Group more **attractive**
- **Retaining talent**
- Bringing **flexibility** and **agility** to the organization of working hours
- **Empowering** employees to organise their projects and their time



## MAINTAINING OUR POLICY IN FAVOUR OF GENDER EQUALITY

We operate in a predominantly female sector, serving women: the respect for equal treatment among men and women has always been one of our priorities. We take great care not to discriminate, which also includes positive discrimination.

In 2024<sup>6</sup>, our professional gender equality index<sup>7</sup> for France rose to 89/100, with

**50%**  
OF WOMEN ON  
THE MANAGEMENT  
COMMITTEE

**60%**  
OF MANAGERS  
BEING FEMALE

**PARITY**  
AMONGST THE  
10 HIGHEST PAID

→ NO PAY GAP ACROSS ALL THE COMPANY'S MIXED OCCUPATIONS

<sup>6</sup> In France in 2024

<sup>7</sup> Understanding [the gender equality index calculation](#)



# KEY FIGURES FROM 2024

**78 %**  
**WOMEN**  
IN THE GROUPE

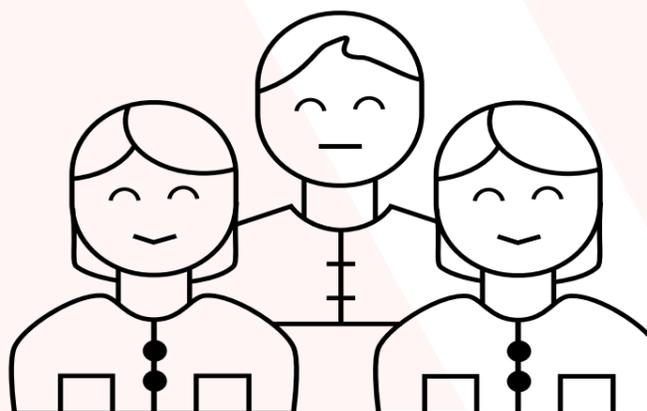
**100 %**  
**PERMANENT**  
**CONTRACTS**

**98 %**  
**FULL TIME**

**TRAINING BUDGET**  
**1,5%**  
OF THE TOTAL PAYROLL

**3.44 %**  
**ABSENTEEISM**  
(excluding Asia)

**57.5%**  
**WOLF GROUP EMPLOYEES REPORTING**  
HAVING THE OPPORTUNITY TO LEARN AND  
DEVELOP THEIR SKILLS



**4**  
**EMPLOYEES WITH**  
**DISABILITIES** IN  
OUR FRENCH TEAMS

**112**  
**EMPLOYEES TRAINED**  
i.e. **68 training** initiatives (2/3 for adapting  
to the position and retention in the position)

**9,89%**  
**TURNOVER**  
(excluding Asia)

**2,75**  
**TRAINING INITIATIVES/EMPLOYEE**  
**ON AVERAGE**

**78.4%**  
**WOLF LINGERIE GROUP EMPLOYEES**  
**REPORTING SATISFACTION**  
**WITH THEIR WORK-LIFE**  
**BALANCE**

**2**  
**WORKPLACE**  
**ACCIDENTS**  
(excluding Asia)



# Acting in a socially responsible manner

## FOR WOMEN Pink October

In October, Wolf Lingerie reaffirmed its commitment to the fight against breast cancer. Our volunteer teams took part in solidarity fundraising runs in Haguenau and Wantzenau (Bas-Rhin), reinforcing our shared commitment. Internally, we partnered with the Cocci'elles Roses association to host prevention and awareness workshops. In Asia, we continued our awareness efforts while also supporting our teams by covering the cost of breast screening consultations.

For the sixth consecutive year, Sans Complexe Lingerie proudly supported Pink October with a dedicated awareness campaign focused on the importance of early detection for women. As part of this commitment, we donated €10,000 to the Ruban Rose association in support of research. Throughout the month, our efforts served as a reminder that support, prevention, and meaningful action are integral to our mission of empowering and celebrating women in every aspect of their lives, including during their most challenging moments.



## FOR INCLUSIVITY *L'Inclusif* Fashion Show

On 13 October 2024, Sans Complexe Lingerie proudly participated once again in *L'Inclusif* fashion show, organized by the association *The All Sizes Catwalk*. Held at Place de la République in Paris, the event brought together hundreds of participants to celebrate diversity, inclusion, and the representation of all body types, ages, genders, and backgrounds. This commitment strongly echoes the core values of our brand, which has consistently championed inclusion and self-acceptance



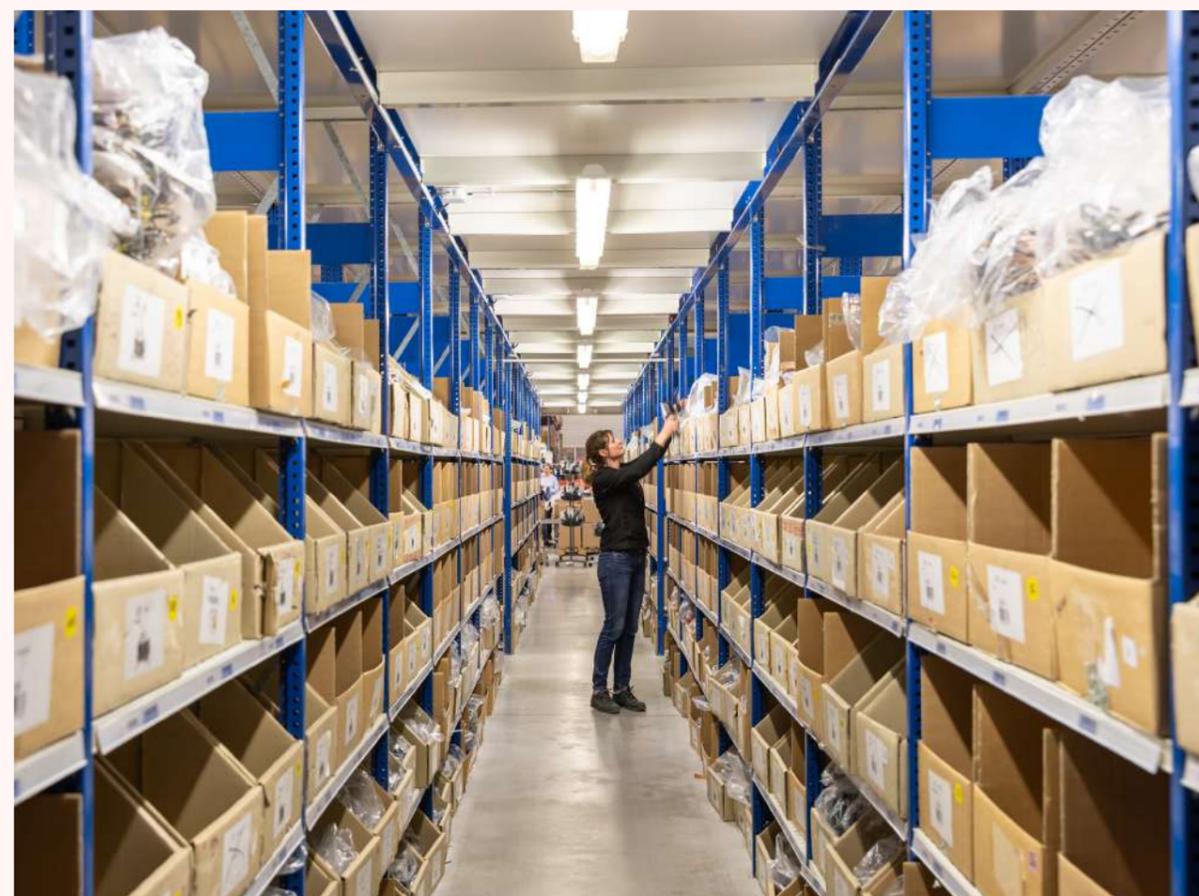
# FOR INTEGRATION

## Donations

In 2024, the Group donated 16,570 items of lingerie (the equivalent of €37,034 in COGS) to the Agence pour le **Don en Nature** (ADN), which helps disadvantaged people by collecting and redistributing new non-food products to allow them to live with dignity.

We welcomed this partner during a **CSR café** to present its initiatives to our employees.

We also donated raw materials to sewing schools, associations and local institutions.



## Supporting volunteering

Since 2024, we have offered our employees the opportunity to dedicate up to 12 hours of their working time to volunteering with local partner associations. This is a tangible way to bring solidarity to life within the company.

**This year, 15 people carried out 108 hours of volunteering in three associations:**



**Fondation Sonnenhof** : helps to integrate people with mental disabilities and dependent elderly people



**Restos du Cœur** : food aid for people in vulnerable situations



**Kodiko** : “refugee-employee” mentorship program



# ROADMAP TO 2025 AND OUR KPIS

ACTIONS	INDICATOR	2023 RESULTS	2024 RESULTS	2025 GOAL
<b>1. Driving change through committed governance</b>	Employees subject to objectives with at least one CSR objective	100%	100%	100%
	Sales and purchasing teams trained in ethical business conduct	35 people	33 people	100%
	Teams involved in communication trained in the prevention of greenwashing and relevant regulatory developments	100%	No new training	100%
	Annual stakeholder commitment plan and report	1	1	1
	Conducting a materiality analysis	0	0	1
	Obtaining the WelImpactIndex® certification (Wolf Lingerie Group) and maintaining an overall rating higher than 3.8/5.	1	1	1
	Maintaining the PME+ certification	1	1	1
	Transitioning to a transformative certification	0	0	1
<b>2. Purchasing respectfully and responsibly</b>	Known Tier 4 (thread) suppliers - Sans Complexe Lingerie, Billet Doux, Jardin Secret brands.	59 suppliers	Traceability project beyond Tier 3 not renewed in 2024.	Aiming for complete supplier coverage
	Arum range from Sans Complexe Lingerie: mapped out up to Tier 5 (textile raw materials)	1	0	1
	Number of Tier 1 suppliers	24	24	< 25
	Number of Tier 2 suppliers	122	99	< 100
	Nominated Tier 2 suppliers	35%	39%	> 50 %
	Sustaining relationships with our suppliers	Asia: commercial relationships > 3 years with +80% of our production partners. EMEA: more recent Business relationships < 2 years.	Asia: commercial relationships > 5 years for 76% of our production partners. EMEA: 1 partnership > 5 years. The rest 50% 3-5 years, 50 % 0-3 years	n.a.
	Consulting with our Tier 1 suppliers on our purchasing practices	1	1	1
	Nominated Tier 1 and Tier 2 suppliers certified or audited	Tier 1 : 92% Nominated Tier 2: 67%	Tier 1 : 100% Nominated Tier 2: 77 %	100 %
Testing a complementary approach to social audits to consult directly with workers in our supply chain	0	0	1	



# ROADMAP TO 2025 AND OUR KPIS

ACTIONS	INDICATOR	2023 RESULTS	2024 RESULTS	2025 GOAL
<b>3. Reducing our environmental impact</b>	<b>Drawing up a greenhouse gas emissions assessment</b>	1	1	1
	<b>Adopting a transition plan to reduce our greenhouse gas emissions</b>	0	0	1
	<b>Adopting and implementing prevention and eco-design plans (products and packaging)</b>	2	2	1
	<b>Cotton from organic farming</b>	100% (main material)	100% (main material)	100 %
	<b>Products containing at least one recycled material</b>	68 %	67%	> 50 %
	<b>At least 1 circular collaboration (sustainability, repairability, reuse, recyclability, etc.)</b>	1	1	1
<b>4. Strengthening our employer brand</b>	<b>Wolf Lingerie Group HappyIndex®AtWork certification: maintaining a minimum annual overall rating of 4.2/5</b>	4.21	4.12/5	4.2/5
	<b>Absenteeism (excluding Asia)</b>	4.8 %	3.44%	< 4 %
	<b>Annual workplace accidents (excluding Asia)</b>	3	2	< 5
	<b>Turnover (excluding Asia)</b>	16.5%	9.89%	< 15 %
	<b>% of employees with a disability in our French teams</b>	2.9%	2.8%	> 3.5 %
	<b>Professional gender equality index</b>	93/100	89/100	> 85 / 100
	<b>Employees reporting having the opportunity to learn and develop their skills</b>	54 %	57.4%	> 75 %
	<b>Employees reporting, each year, that they are satisfied with their work-life balance</b>	73.4 %	78.4%	> 80 %
<b>5. Acting in a socially responsible manner</b>	<b>Products donated each year to associations</b>	20,074	16,570	20,000 per year



#### **Editor-in-Chief**

Clémentine Garnier, Independent Writer

#### **Artistic Direction/Graphic Design**

Sophie Kapin, Studio le Paradis

#### **Photo credits**

Alex Jonas : couver, pages 3, 4, 21 (gauche), back cover.

Marie Soenhlen : pages 7, 8, 10 (right), 11, 16 (right), 17 (up), 19, 22 (down).

Wolf Lingerie : pages 10 (left), 12, 13, 14, 21 (right), 22 (right)

Quais de l'image : page 16 Zen Light of Billet Doux

Studio DSTN : page 16 Suzan of Sans Complexe Lingerie

**Your opinion is important to us. If you would like to share your opinion on this report, you can contact us at this address: [rse@wolf-sa.fr](mailto:rse@wolf-sa.fr).**

#### **Groupe Wolf Lingerie**

2 rue Alfred Kastler

67610 La Wantzenau

Contact : [info@wolf-lingerie.com](mailto:info@wolf-lingerie.com)

[www.wolflingerie.com/fr/we-act/](http://www.wolflingerie.com/fr/we-act/)

[Linkedin](#)

