

sessùn

CSR Report 2023

Social & Environmental Review

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	Sessùn becomes a mission-driven company



Emma François-Grasset
Founder, CEO and Artistic
Director of Sessùn

a message from Emma François-Grasset

” Sessùn has always been driven by the energy and collective commitment to create and develop a meaningful business project, and use every effort to ensure it thrives. Our success is built upon a community of values and aspirations, supported by a management style rooted in trust and sharing.

As we have grown, we have chosen to set ourselves increasingly ambitious goals—not as ends in themselves, but as directions of travel on a path where anything is possible.

After several years of implementing, developing, and refining an ambitious, yet realistic, CSR policy, we decided to reinforce our choices and assert them, comprehensively and exactly, by enshrining our beliefs and the underlying principles of our company in our Articles of Association.

Our ambition? ***“To follow our own path to embody sensitive, sustainable fashion that showcases textile know-how, supports craftsmanship, cultivates the art of encounters and fosters long-lasting partnerships as part of a conscious endeavour grounded in respect for people and resources, as well as the love of work well done.”***

Beyond the fundamental belief that all businesses have a duty to be fully aware of and accountable for their actions, becoming a mission-driven company is also a strong reflection of our desire to publicly and legally engage in economic, environmental and social transition. This requires us to continually question and reflect, to be fully engaged with the movements shaping our world, and wholeheartedly embrace the role we can play—welcoming it as an opportunity rather than a constraint.

An opportunity to be an agent of change and to accept this role with a heart full of respect, an open mind, and a soul ever-vibrant with the desire to do our best. The opportunity also to choose sustainability and to celebrate the beauty of the path ahead, for it is on this path that wonderful things can happen. Indeed, our raison d'être is ***“Making the journey even more beautiful than the destination”***.

For us, placing the journey at the heart of our philosophy and our company leadership is a means of reconnecting with what truly matters. It is not the objectives we achieve that count, but the manner in which we achieve them. It is the encounters, the self-reflection, the discoveries, and above all the sense of fulfilment and the passion for a job well done that give our work its true value.

We see ourselves as a dynamic organisation, focused on people, and as an active partner. For us, valuing the journey we've taken is a way to celebrate the men and women who enable us to create, achieve and progress, and with whom we continuously strive to grow. Whether it's our employees, suppliers, customers, the artists and artisans we support, or our partners, we are all connected and interdependent, which is what makes this adventure all the richer and even more beautiful. ***And that is why beauty is in the journey.*** ”

« Making the journey even more beautiful than the destination »

I. our creations reflect us

From the very beginning, we have always followed our own path, guided by informed choices, attention to detail, and the love of work well done.

Our creations embody our values of sustainability, coherence, and creativity, achieved through the meticulous management of each and every step in our process.

The materials we select, all carefully chosen for their unique quality and environmental impact, are central to our approach. For several years, we have been working to better understand and manage the impact of the fibres that make up our materials.

From the design phase, we explore ways of extending the lifespan of our garments and enhancing their emotional value. The eco-design of our collections is grounded in an artistic direction that envisions timeless pieces, designed to be worn and cherished for years to come. The teams at our in-house garment workshop perform custom prototyping and quality control for each piece, thereby ensuring excellent quality and the preservation of a rich textile heritage.

We have recently decided to share these commitments through transparent communication regarding the environmental impact of our products, enabling our customers to fully engage with our vision of responsible fashion. Our passion for beautiful clothing inspires us to constantly innovate while staying true to our environmental and ethical commitments.



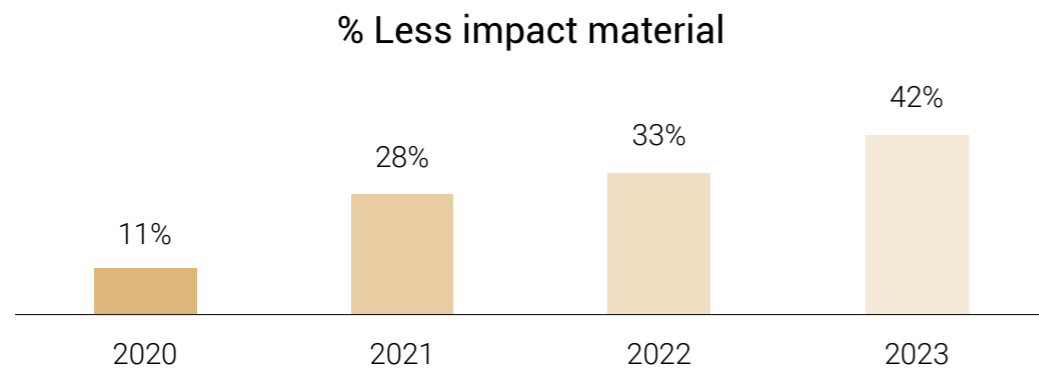
Carefully selected materials

Each season, we reaffirm our commitment to more responsible, less polluting fibres produced under humane working conditions.

Our ambition is to increase the share of 'low impact' materials each year: alternative versions of conventional fibres that require fewer resources to produce and cause less environmental damage. This includes certified, organic, and recycled materials, which ensure animal welfare, more responsible tanning practices, and sustainable sourcing management.

Sessùn chooses to adopt a strict definition of low impact, excluding, for example, non-certified natural fibres such as virgin cotton, with the exception of flax and hemp.

In 2023, we are proud to report that these fibres accounted for 42% of the materials used in products marketed throughout the year.



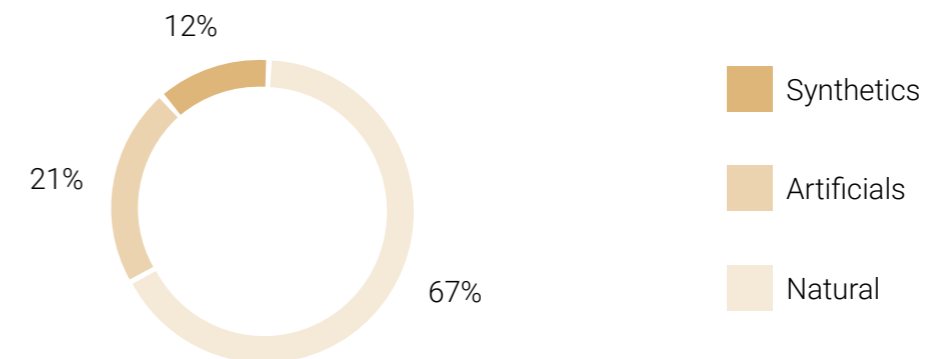
Decision-making

Our commitment is rooted in continuous improvement and ongoing reflection. In our decisions and commitments, our teams often face complex trade-offs where no ideal solutions exist. Here, we share an example to illustrate the difficult choices that must sometimes be made.

Sustainability & synthetic materials

We aim to reduce our use of non-recycled synthetic materials derived from fossil fuels that release microparticle pollutants during washing, in favour of more sustainable natural or artificial materials.

In 2023, non-synthetic materials accounted for 88% by weight of all products marketed during the year. Our objective is to reduce the use of synthetic materials to 5% by 2025.



We cannot currently, however, aim to completely ban synthetic materials, mainly due to their significant contribution to product sustainability. Knitwear, for example, requires the addition of synthetic fibres to increase the longevity of the garments, while maintaining their quality and ensuring a pleasant feel.

Synthetic fibres also enable us to offer fancy yarns that are not available in artificial or natural alternatives. We continue to promote an approach to production that respects and values renewable resources, but the addition of certain synthetic fibres remains essential for the quality and ease of maintenance and use of our products.

sustainability & recycled fibres

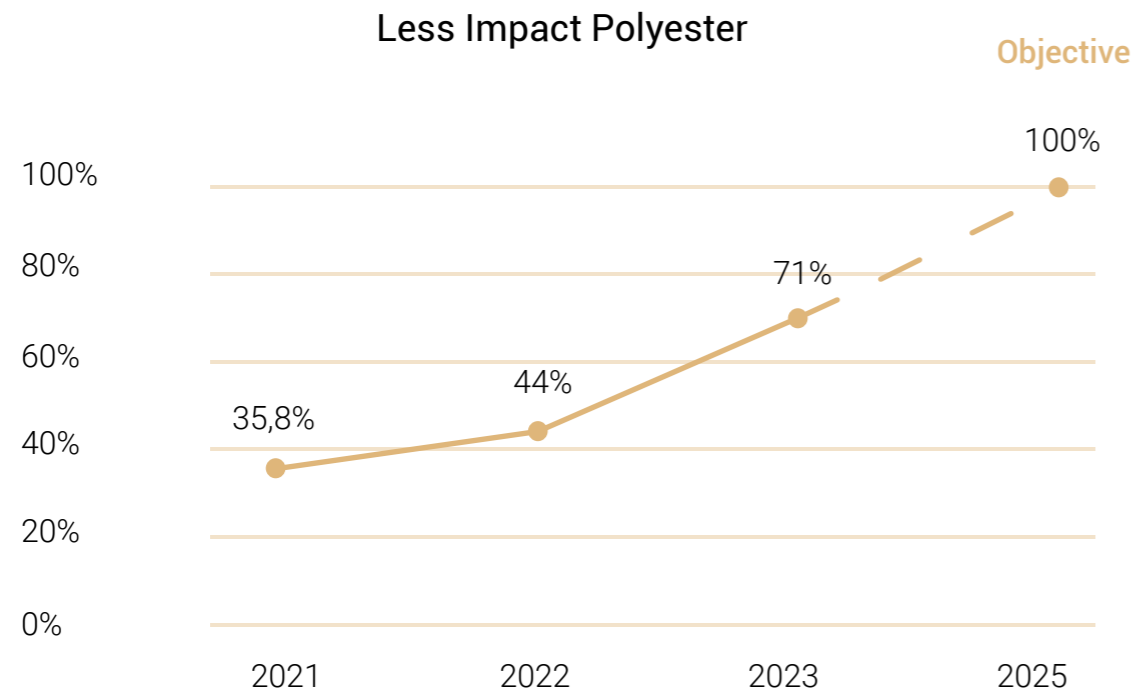
Recycled fibres are often more fragile than virgin fibres, primarily because they are shorter in length. During the recycling process, the fibres undergo mechanical treatments that can break and shorten them. This search for balance epitomises our daily life, which involves constant questioning and the intersection of various issues such as product lifespan and environmental impact.

We have chosen to set targets for certain materials to prioritise our efforts and focus on achieving rapid impact:

polyester

Polyester is valued for its durability and ability to create certain effects, such as pleating. However, due to its petrochemical origins, the fibre is highly polluting throughout its lifecycle.

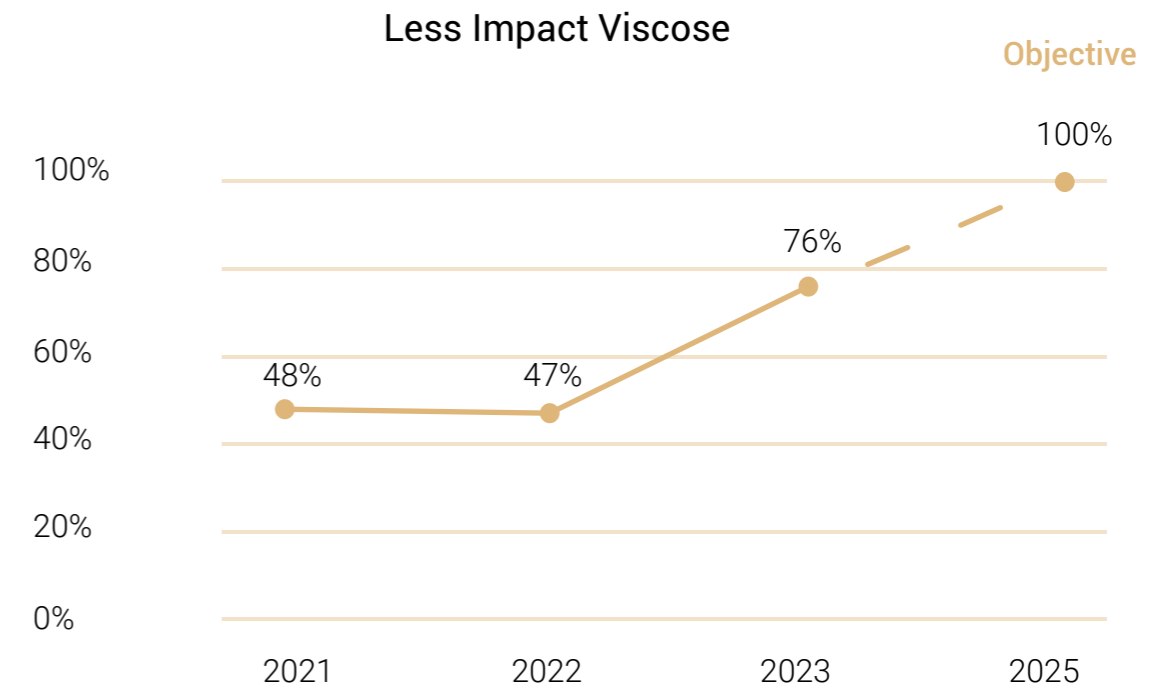
Our goal, therefore, is to reduce our reliance on the material and use only recycled polyester by 2025. In 2023, 71% of the polyester used in our collections was recycled, marking a significant advancement towards this goal.



viscose

Viscose, valued for its fluidity, is obtained from wood pulp. To ensure a supply from sustainably managed forests and less polluting processing methods, we prioritise certified viscose. We also ban all artificial fibres made from wood sourced from forests at risk of deforestation.

Our goal is to use 100% certified viscose by 2025, and we continued to make steady progress towards this objective in 2023.

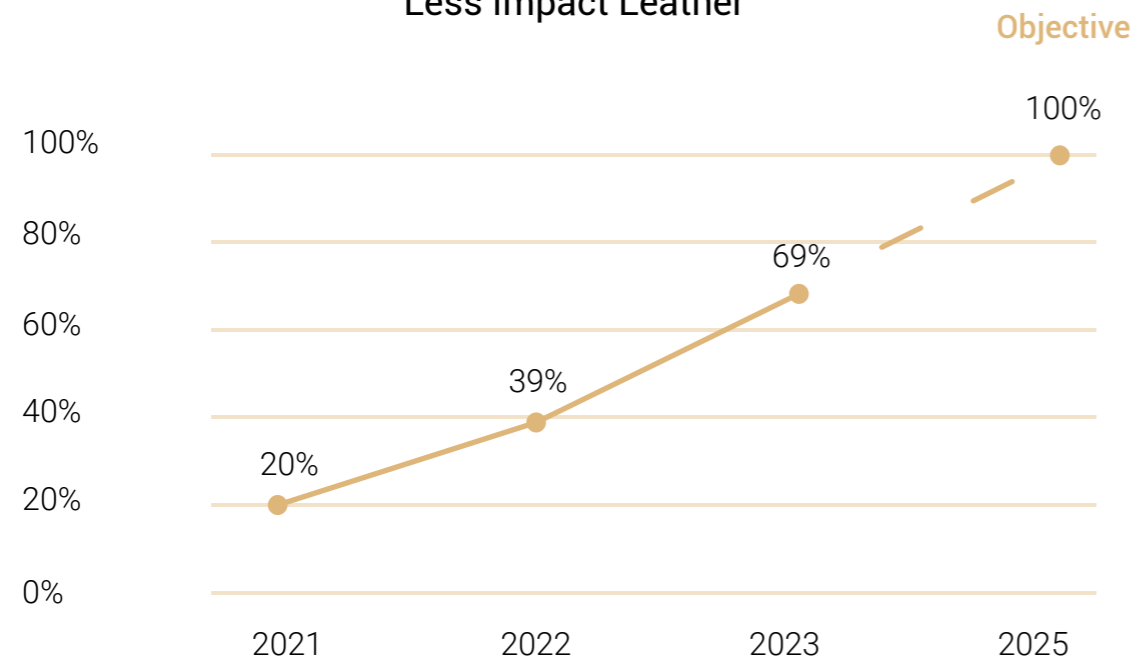


leather

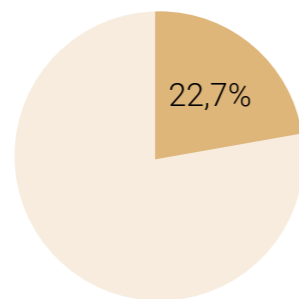
Primarily used in the production of our shoes and accessories, we value leather for its durability. We strive to reduce its impact by prioritising leathers from certified responsible tanneries. Our membership of the Leather Working Group (LWG) enables us to uphold strict standards, in terms of both environmental management and working conditions. **We aim to use 100% certified leather by 2025.**

Furthermore, whenever feasible, we prioritise vegetable tanning for our leather goods to minimise the use of chemicals.

Less Impact Leather



Percentage of vegetable tanning



Down & Feathers	Leather & Fur		Wools		
Responsible Down Standard (RDS) certificate.	100% from co-products of the food industry: we prohibit all leathers sourced from regions without a food market.	We have prohibited angora, fur, and exotic leathers from our collections and maintain a long-term commitment to the Fur Free Retailer programme.	Wools and Mohair	Merino Wool	Alpaca
100% of the feathers used come from animals that have not undergone painful or stressful treatment.			We are increasing the share of wool certified for the welfare of sheep (Responsible Wool Standard) and goats (Responsible Mohair Standard).	100% of the Merino wool we use is guaranteed "mulesing-free".	We source an increasing share of Alpaca from the IAI, which ensures animal protection throughout the entire process, from breeding through to weaving.

animal welfare

We are aware of our responsibility towards animal welfare at every stage of our supply chains. For several years, we have ensured compliance with certain minimum requirements in sourcing animal-derived materials, and we are making progress in using certified or recycled alternatives.

product certification

Since 2020, we have been committed to certifying a share of our products according to the OEKO-TEX STANDARD 100®, thereby ensuring the absence of chemical residues and the safety of the certified products.

In 2023, the following items were certified to OEKO-TEX STANDARD 100®:



However, increasing our use of organic and recycled materials reduces the proportion of our OEKO-TEX certified products, as the STANDARD 100 requirements make it more challenging to include these materials within the scope of certification.

extending the lifespan of our products

Our approach to eco-design goes beyond simply selecting low-impact materials, extending to the physical and emotional durability of our products. The longer a product's lifespan, the more the environmental impact related to raw material production and product manufacturing is spread over a longer period of time.

physical durability and tests

Before production, all our products undergo a thorough series of technical tests, with thresholds and criteria that exceed the required minimum standards. We assess their resistance to abrasion, tensile strength, tearing, and environmental conditions.

We also test their performance after multiple washes to ensure high standards of quality, durability and longevity. Thus, we ensure that the selected materials and fabrics have the properties necessary to withstand prolonged and intensive use.

emotional durability

We strive to create timeless and creative fashion by developing a wardrobe of essentials designed to be loved and worn for years to come. To ensure this longevity, we incorporate a significant and increasing portion of permanent and carried-over items into our collections. These timeless pieces, which we never tire of and that can transcend trends without losing their appeal, offer lasting sentimental value.

We are focusing on improving the impact of our permanent lines, with particular attention given to the fact that 47% are certified to OEKO-TEX STANDARD 100®, and 42% of the materials used are low impact (as of 2023).

14% of the products marketed in 2023 were carried-over or permanent items, accounting for 32% of the total items produced over the year.

inform our customers

Another goal of our partnership with Fairly Made is to implement environmental labelling on our products. This is presented as an information sheet detailing the traceability, sustainability, and recyclability of our products.

The information can be accessed through a QR code displayed on the labels of the products in our stores. By scanning the code, customers can access a wealth of information about each material used in the making of the item and the associated impacts.

It is important for us to provide this level of transparency to our customers so they can make informed choices.



sessùn
NUAMO
powered by Fairly Made®




MATERIALS • Main Fabric : 49% Acrylic, 17% Polyamide, 16% Mohair, 16% Sheep wool, 2% Elastane	RECYCLABILITY ●●●●● 1/5	TRACEABILITY ●●●●● 4/5
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ENVIRONMENTAL QUALITIES AND CHARACTERISTICS

PRODUCT **PACKAGING**

TRACEABILITY ⓘ

Main Fabric : 49% Acrylic ▾

 DYEING ITALY →
  KNITTING ITALY →
  MANUFACTURING ITALY

MATERIALS

PLASTIC MICROFIBERS
 Releases microplastics into the environment during washing.

Reference of the model concerned
 NUAMO

impact measurement of our products

Our partner Fairly Made now carries out life cycle assessments (LCA) for all our products, with the exception of jewellery, starting with the Fall–Winter 2023 collection.

32% of the references in this year’s collections have already been analysed. These LCAs measure the environmental impacts generated at each stage of the product’s life cycle, from raw materials to end of life. This invaluable information helps us better understand the consequences of our design choices throughout our entire supply chain. It also allows us to delve deeper into the sustainability and recyclability of our products.

**Average recyclability
in 2023: 2.9/5**

reduce, repurpose, recycle

Alongside our efforts to reduce the impact of our collections and production processes, we also endeavour to minimise waste and ensure it is effectively repurposed/recycled.

REDUCE

At the outset, we set minimum usage thresholds with our manufacturers and establish optimised cutting plans to minimise offcuts wherever possible. We also aim to reduce our residual stock each year (the inventory remaining at the end of a collection) through a carefully considered and optimised purchasing strategy.

RECYCLE

100% of our defective, irreparable, and unsold items, as well as all the textile rejects, are recycled by a long-standing partner that specialises in textile repurposing.

REPURPOSE

Textile losses and offcuts generated despite our best efforts are repurposed to give them a new life. The reusable pouches for our jewellery are crafted from the ends of leather rolls provided by our suppliers, for example.

In 2023, 50,000 jewellery pouches were made from offcuts.

Similarly, large tote bags are produced in an ESAT (work rehabilitation centre) using fabric offcuts and surplus stock. We also donate fabric rolls and offcuts to organisations and schools that specialise in upcycling.

packaging

We apply the same approach of critical thinking and continuous improvement to all our packaging as we do for our products, aiming to minimise the impact of the materials, reduce waste, enhance sustainability and increase recyclability.

For each type of packaging, we prioritise recycled or certified materials and solvent-free compostable inks. We also encourage their reuse. All our packaging is recyclable, and some items are reusable, such as the pouches for our jewellery, shoes, and leather goods.

Our e-commerce packaging, store bags, tissue paper, wooden hangers, shipping boxes, sock headers, stickers, and envelopes are certified as being sourced from sustainably managed forests. Most of our packaging, including our polybags, is made partially or entirely from recycled materials.



II. well-chosen relationships

Each supplier we collaborate with is chosen not only for its traditional expertise, but also for its alignment with our values of quality and commitment. As a brand, we have a crucial role to play in advancing industry practices and better addressing current challenges, whether they are social, economic, or environmental. That is why we aim to develop long-term, equitable, and collaborative relationships with our suppliers, supporting them in improving their practices.

Since the inception of our brand, we have grown alongside our longstanding suppliers and made new connections that have become our strength. This diversity of partners allows us to create our collections with the highest possible levels of quality, trust, and expertise.

More recently, we have launched initiatives to better understand and familiarise ourselves with our supply chains. Our traceability policy allows us to map each stage in the lifecycle of our products, from the cultivation or manufacture of the materials through to the final production. This wealth of new knowledge opens up numerous opportunities for us to better manage each step of the process and enables us to make informed choices.



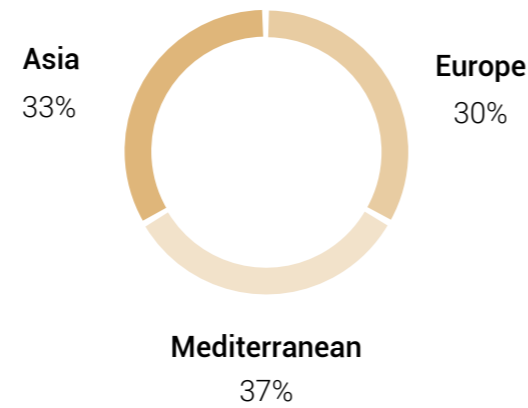
fostering know-how

We choose our suppliers for their know-how, often rooted in local textile traditions, their management and sourcing of local raw materials, and their technology and industrial machinery that have historically been integral to their craft.

That is why we choose to maintain part of our production in China and India, despite the distance, as we entrust the work to partners with whom we have built trusting relationships and who possess traditional expertise.

To minimise the environmental impact of this choice, we prioritise maritime and rail transport for the majority of our shipments from Asia.

The geographical breakdown of production of references marketed in 2023 is as follows:



Air freight accounts for only 11% of upstream transportation.



forging close ties

In 2023, our supplier network continued to expand, not only to accommodate our growth, but also to foster innovation and diversify risks.

This expansion explains why the proportion of products made by our longstanding suppliers, with whom we have collaborated for more than ten years, is not increasing. We are, however, proud to have maintained our long-term relationships with these trusted partners. **They produced 50% of the products made in 2023.**

Thus, we continue to foster conditions of economic stability that are conducive to the development and preservation of smaller businesses, including family firms and skilled artisans.



sharing ethics and structuring our practices

Whether our suppliers are based in Asia or Europe, and whether our partnerships are longstanding or more recent, social and environmental risks exist. This is why establishing a shared foundation of values with all our partners is essential. Our ethics charter aims to establish a fundamental framework for working conditions and environmental management within factories.

To ensure the proper implementation of these requirements and to engage our suppliers in a process of continuous improvement, **we implement an audit policy based on the high standards of the Initiative for Compliance and Sustainability (ICS), of which we are a member.**

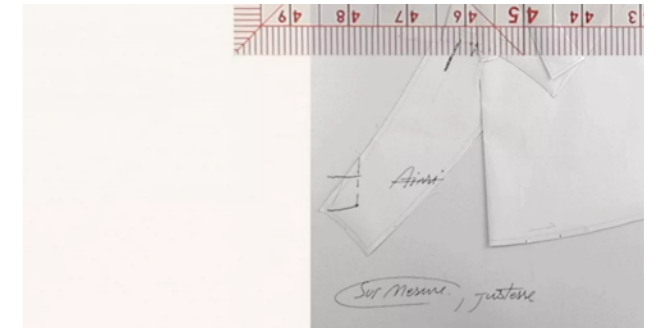


These audits also serve as a starting point for supporting our suppliers in implementing better practices and achieving compliance, as part of an approach based on cooperation and continuous improvement.

gaining a deeper understanding of our value chains

Collaborating with Fairly Made provides us with invaluable support to enhance traceability at every level of our supply chain.

This collaboration allows us to progressively trace back through the entire manufacturing chain and identify **second-tier suppliers** (involved in fabric production), **third-tier suppliers** (involved in the transformation of raw materials) and **fourth-tier suppliers** (involved in the production of raw materials).



2.6/5 average traceability for references analysed in 2023
(a rating higher than the average achieved by Fairly Made partners)

This work requires increased collaboration with suppliers, since the quality of traceability depends on their responsiveness. In return, this approach fosters trust-based relationships and cooperation that are essential for continuous improvement.

With the assistance of our suppliers and Fairly Made, we can identify all subcontractors involved in producing each product component increasingly accurately. Where traceability is maximal, we can trace back as far as the furthest tier: farmers, breeders, and raw material manufacturers.

DETAILED TRACEABILITY OF OUR SUBCONTRACTORS

Jean : Marino Melody Blue

Main fabric: 98% Cotton

SPAIN

HARVEST

PREPARATION

MOROCCO

SPINNING

*Standard 100 by Oeko-Tex®
ISO 14001*

DYE

*Standard 100 by Oeko-Tex®
ISO 14001*

WEAVING

*Standard 100 by Oeko-Tex®
ISO 14001*

CHEMICAL TREATMENT

*Standard 100 by Oeko-Tex®
ISO 14001*

TUNISIA

CONFECTION

ICS GRADE B

DECOLORATION

WASHING

ICS GRADE B

WAREHOUSE
FRANCE

II. well-chosen relationships



the people behind our products

PORTUGAL

NUMBER OF EMPLOYEES: 100

KNOW-HOW: High-quality jersey.

SPECIFICITY: The factory is located in the heart of a region with an extremely dynamic textile industry and is therefore connected to networks of weavers, dyers, printers, and embroiderers, all within a 50 km radius. This proximity allows our supplier to operate within a short supply chain.

COMMITMENT: A family business that exclusively offers long-term, full-time employment, thereby fostering a local community.

YEAR PARTNERSHIP BEGAN: 1999.



'We are not just suppliers and partners of Sessùn – we are fans of the brand, of Emma, and of the amazing team she has built over the years'

TUNISIA

NUMBER OF EMPLOYEES: 150

KNOW-HOW: As a specialist in our workers' parts, particularly trousers, we entrust the factory with a large number of permanent and repeat references.

SPECIFICITY: The manufacturer has also integrated in-house material processing activities and has specific machines for hemming and buttonholes, bringing together a range of skills and guaranteeing production quality.

YEAR PARTNERSHIP BEGAN: 2005.



INDIA

NUMBER OF EMPLOYEES: 350

KNOW-HOW: Patchwork, weaving, embroidery, macramé on both leather and textiles.

SPECIFICITY: The factory houses two production units—one specialising in leather and the other in textiles—along with a development studio. This structure enables the factory to innovate and serve as a source of stylistic and technical proposals. They are skilled in pairing accessories with textiles to create collections that tell an all-encompassing story, reinterpreting traditional techniques with a touch of modernity—something that is deeply aligned with Sessùn's vision.

COMMITMENT: Family business owned by a father and daughter.

YEAR PARTNERSHIP BEGAN: 2014.



III. sharing beauty

The story of Sessùn is deeply intertwined with art and craftsmanship. We cultivate a profound love for beauty, know-how, cultural specifics, and creativity in all its forms. For over 25 years, we have consistently walked the fine line towards artisanal skills in all their beauty and authenticity.

The work of artists and artisans continues to inspire our collections and permeate our creative processes, including the design of our stores, our communications, our events, and even the décor in our offices.

More recently, we have expanded our offering to encompass our art of living and now propose a curated selection of designs, decorations, collaborations, and limited editions. Our intention is to showcase passionate artisans and emerging talents through a thoughtful curation of artisanal objects, ceramics, books, natural cosmetics and jewellery.

We are deeply committed to supporting them by providing a space for expression and sharing, driven, as ever, by the same enduring idea: to promote creators and facilitate inspiring encounters.



sustain and radiate

We shine a light on the personalities and arts that inspire us through a dialogue known as Jolies Rencontres (Creative talks). This space for expression and sharing celebrates the unique practices and creativity of cabinetmakers, designers, creators, ceramicists, photographers, dyers, sculptors, chefs, and many more.

In 2023, we conducted interviews with sixteen creators, which we published on our Blog and shared on our social media, providing the artists with visibility of 6 million views.



sessùn alma

Inaugurated in 2019, the Sessùn Alma store is a true reflection of our lifestyle and philosophy. This space, dedicated to culture, art, and encounters, highlights passionate artisans and emerging talents through a precise curation of artisanal objects. Today, new stores feature an ever-growing selection of those carefully-chosen objects, ceramics, jewellery, books, designs, etc. Alma and our selection of stores serve as a showcase, providing visibility and income to the over 100 artists and artisans who have benefitted from the exposure.

In 2023, collaborations between the brand and artisans led to the creation of exclusive pieces, including ceramists Lou Thomas and Estefanía from Asterisque, along with Clara Infante who creates candles.



Alma is also a space for sharing and conviviality, where workshops, exhibitions, and conferences are organised to exchange ideas and foster creativity around artisanal know-how and craftsmanship. Each workshop provides about a dozen participants the opportunity to discover the passion and techniques of an artist or artisan, and to explore their world in a space that inspires creativity. For the artisans, it serves as a way to pass on their knowledge and share skills in an intimate setting. Sixteen workshops were organised in 2023, covering topics such as ceramics, indigo-dyeing, embroidery, and flower arranging, among others.

Since 2022, a series of creative and gourmet residencies has showcased a group of committed and talented women chefs. The Alma canteen is sustainable and seasonal, connecting women chefs and the public to an ecosystem of local partners through short supply chains. **This space for experimentation allows women chefs to offer a multisensory experience while making healthy and responsible food accessible.**

dress and inspire

Each Sessùn store is unique, but they are all designed to be welcoming and inspiring spaces that reflect our way of life and aesthetic. We make a concerted effort to preserve the distinct characteristics of each space in order to enhance the local cultural heritage. In collaboration with architects, designers, artisans and artists, we create exquisite settings that reveal our vibrant universe and our passion for craftsmanship. In 2023, we opened nine new stores in France, Belgium, England and Spain.



lyon saxè

- Showcasing the historical heritage of this former bakery, particularly the golden stone emblematic of the Lyon region.
- Collaboration with ceramicist Caroline Cutaia for the décor.
- Attention to detail and use of natural materials: carved wood and interlocking materials.
- Terracotta ceramic crate and table created by Todobarro in geometric shapes .
- Furniture sourced from a Lyon flea market, with a Dijon project manager and contributions from local artisans.

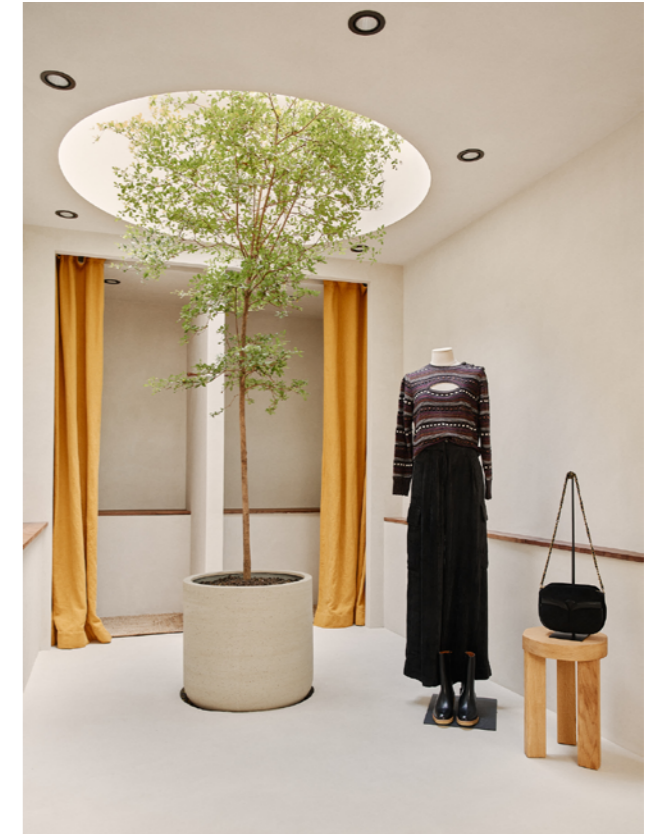
DESIGNED BY SESSÙN'S TEAM OF ARCHITECTS

In 2023, we devised a Sessùn concept for the first time, developed in-house by our teams of architects. This new concept will eventually be adapted to stores as well as dedicated display areas in department stores.

bruxelles louise

- Shopping district in the heart of the city.
- Shop 5 meters high, featuring a skylight which has been transformed into a lush display of greenery.
- Imagined as a wooden chalet down to the finest details, with interior design by Laura Greindl with the help of her back-to-work initiative.
- Exclusive creations: luminous totem created by Nathalie Dewez, wooden totem sculpted by the artist Eloi Schultz, wall weaving and pendant lighting by Sessùn.
- Celebrating our love for artisan arts, crafts and materials.

DESIGNED WITH LAURA GREINDL



palma de majorque

- On Plaça del Mercat, in Palma's historic old town district.
- Facade designed by Gaudi, preserved in its original form with imposing marble pillars.
- Various colourful types of marble inside, complemented by multicoloured ceramics.
- A sleek and minimalist ambiance, conveyed by the polished concrete floor combined with natural materials .
- Door adorned with two pieces by Adriana Meunié.

DESIGNED WITH ARCHITECTS FROM COLBALTO STUDIO

collaborating

CAPSULE COMBO X SESSÙN

A collection born from the genuine creative chemistry between Emma François-Grasset and Louise Follain, founder of Combo magazine.

Around twenty limited-edition pieces, available in a joyful range of colours, combining textile techniques such as crochet, patchwork, quilting, and exclusive prints. This collection clearly demonstrates the significance of encounters, a value so dear to Sessùn. It reaffirms the company's commitment to meaningful connections while continuing to explore new horizons, also staying true to its core values and unique aesthetic.



collection editorials

The campaigns for our collections convey our sources of inspiration and are created in partnership with artists and craftsmen who, with consistency and poetry, reflect our influences.

These collaborations enable us to highlight unique venues such as the experimental architectural workshop Cantercel for the **Autumn 2023 Editorial Modern Craft**, as well as the expertise involved in the scenography of our photo shoots.



The set design for the bridal **collection Oui**, devised by Memori Studio, reflects its heritage aspect.



The delicate antique-dyed fabrics from Atelier Simone are showcased in the **editorial Infused** for the **Spring 2023 collection**.



support and promote

FLOURISHING CREATIVITY

In 2023, to celebrate the opening of our new store in Barcelona, designed by Cobalto Studio (Gabriel Escamez), Sessùn is continuing its travelling exhibition project, Floraison Créative, (Flourishing Creativity).

Staying true to the theme of 'Flourishing Creativity', we invited five talented artisans and designers to explore wood as a material from a fresh perspective for this second edition: Benjamin Fely, Léa Laborie, Laura Greindl, Laure Amoros and Eloi Schultz.



By giving the creators the freedom to break away from the usual constraints of commissioned work, we aim to demonstrate how it allows them to design innovative volumes, explore new techniques, and reveal the sacred, deeply personal aspects of their studio work. Thus, experimentation and innovation take precedence over convention.

The project allows us to question the creative process, support studio research, and convey the experimental value of a unique piece. By continuing to celebrate 'Flourishing Creativity' we hope to inspire and enrich the realm of contemporary craftsmanship.

craft prize

In 2023, Sessùn launched the first edition of the Craft Prize, an international design competition open to young designers. The initiative rewards projects based on their creativity, feasibility, how accurately they address the competition brief, their environmental credentials and their functionality. Rooted in our commitment to providing a space for expression and collaboration among creators, this Craft Prize marks a new step in our drive to support and showcase the next generation of talent.

For this first edition, participants were invited to imagine a cocoon-like space designed to accommodate one or two people seeking seclusion for rest or work. Intimate, protective and comfortable, the space was intended to offer a haven on the top floor of our headquarters in Marseille, which is otherwise a completely open environment.



This inaugural edition saw architect and designer Capucine Guhur win first prize with her project La Récolte (The Harvest), a piece of micro-architecture inspired by vernacular constructions and featuring skirt-like layers created using natural plant materials. A handcrafted organic hideaway, fashioned from Camargue straw, now offers our employees a warm space where they can retreat.

Capucine Guhur, who graduated from the Camondo School of interior design in 2019, excels at combining techniques and materials, reinterpreting ancient forms with a contemporary approach.



IV. unite and grow

Sessùn is a vibrant enterprise, resolutely centred on people. We are part of a connected ecosystem where everyone has a role and feels valued. Every decision must be made consciously, with respect, humility and enthusiasm. We are moving forward by bringing our mission and values to life, showcasing them, and advancing collectively along the path towards greater societal responsibility.

Our suppliers, teams, customers and all our partners are essential stakeholders who support our growth, inspire us, and nurture our unwavering desire to do the very best we can.



celebrate and nurture

At its own pace, Sessùn is expanding internationally and growing organically.

In 2023, the company had over 300 creative and passionate employees, representing a 38% increase on the previous year, while still maintaining a close-knit structure. Three quarters of the staff are employed in the stores, and the international sector accounts for 25% of the workforce.

We embody and share our values every day: authenticity, the power of connections, a passion for quality work, and collective commitment. We operate within the framework we have established for ourselves of «living well and working together». Our goal is to provide each employee with a path that allows them to grow and thrive in an environment of respect, tolerance, and kindness.

Sessùn remains a company predominantly for women. Founded and led by Emma François-Grasset, it boasts a **professional gender equality index of 96/100**. However, a quarter of employees with over 10 years of tenure are men.

In 2023, 87% of our employees were on permanent contracts

As part of our value-sharing policy, we have chosen to distribute profit participation equally among all employees since 2019. In 2023, €303,328 was distributed for the 2022 financial year.

We foster our growth by developing structured onboarding, internal mobility and training programmes. We organise a quarterly onboarding day and have established onboarding processes tailored to each type of employee (stores and headquarters) to facilitate the integration of new talent. A 'buddy' system at headquarters and a 'Pilot Store Manager' programme in retail have been established to enhance the onboarding process and strengthen connections between different teams, as well as between new hires and existing staff.

As a growing company, we offer our employees opportunities for internal advancement and skill development. We systematically post job openings internally, offering opportunities for mobility and promotion at headquarters, in our stores, and even between the two!

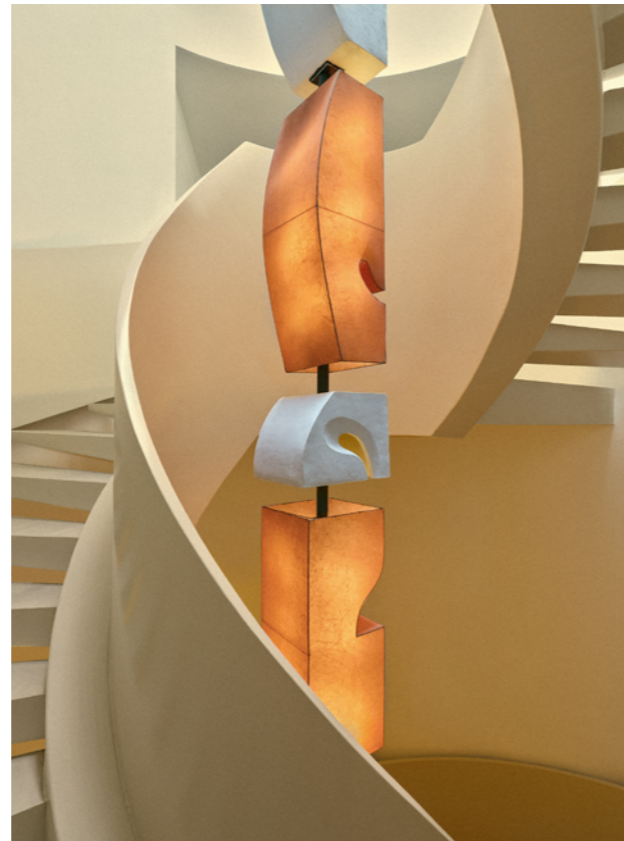
Each year, we create training programmes and development plans for all our teams. The training courses offered are diverse, with 2023 marking the launch of a management programme for retail staff and a mandatory health and safety programme for all employees.



spaces that embody us

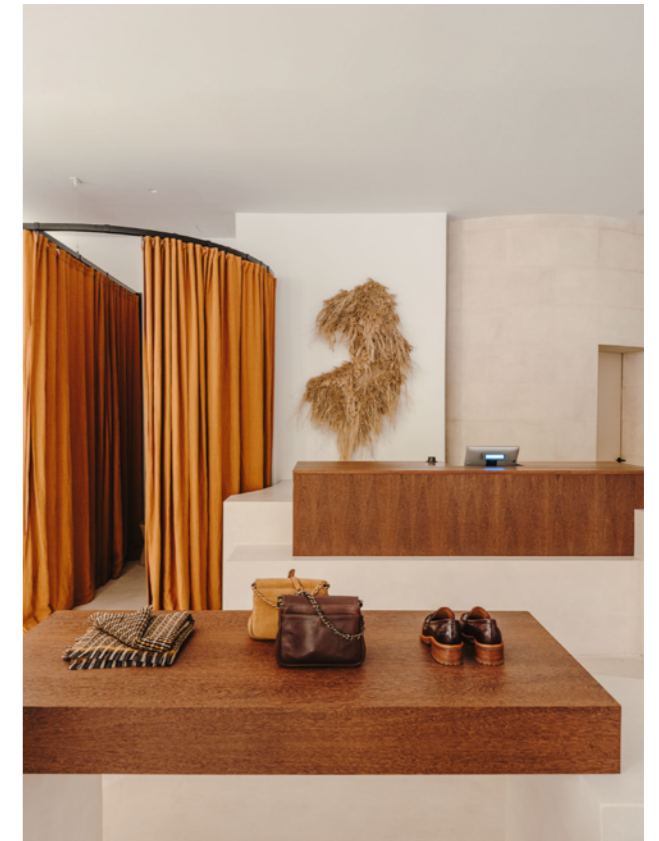
It has been over a year since Sessùn's employees settled into the new headquarters in Marseille, thoughtfully designed to provide a stimulating and rewarding work environment. The space reflects our world and the connection we foster with craftsmanship and art: the décor has been enriched by a selection of new works, including the cocoon crafted by Capucine Guhur, winner of the annual Craft Prize.

Each week, employees have access to yoga and Pilates classes and can have baskets of organic and local fruit and vegetables delivered from the Terre de Mars urban farm. Wellbeing also revolves around the events that the venue can host, such as lunches, craft workshops, cooking classes, and more.



For our retail teams, each store is unique, providing a distinctive working environment that creates a singular employee experience. Reflecting our way of life and passion for craftsmanship, the stores are conceived and decorated by skilled artists and artisans, complemented by handmade pieces created by the teams at Sessùn.

They are designed by our construction and architecture teams to ensure that working conditions are as optimal and ergonomic as possible, while preserving the character of the spaces.



living together

In September 2023, we launched an employee survey to gauge satisfaction levels and identify strengths and areas for improvement based on different employee profiles (such as seniority, age, location, or department).

In 2023, the company survey revealed that 92% of our employees are happy to come to work each morning.

With a 70% participation rate, the results of this anonymous questionnaire provided confirmation of the relevance of our ongoing projects (benefits policy, professional risk assessment) and allowed us to identify new actions to further improve the employee experience at Sessùn.

The survey revealed, for example, a lack of internal communication among the teams at our headquarters. To address this, we expanded the use of our communication tool Yoobic, already used by our stores, to include our teams at headquarters. This tool acts as a genuine connector, facilitating communication and collaboration between departments, linking headquarters with the stores, and connecting France with its subsidiaries.

Following the company survey, managers held discussions with their teams to explore the topics in greater depth and find collaborative solutions.



These findings reaffirm the value of the various practices and events we have established over time.

On the ground, regional leaders organise annual seminars within their areas, and the Retail Meeting is an essential annual event that brings all our network employees together for reunions, training sessions, and project launches.

At headquarters, a monthly meeting known as Vivre Ensemble ('living together') is held to encourage listening, sharing and discussion on current events, as well as on everyday topics submitted through an anonymous suggestions box. This meeting also serves as a time for raising awareness and sharing information about CSR at Sessùn.

In March 2023, a corporate seminar was held in Marseille, where management shared the company's vision, key figures, and development plans with all employees. The seminar also provided an opportunity for team bonding and socialising. Store managers took part in skill-building and industry workshops, exchanging insights with their French and international counterparts.

By creating spaces dedicated to communication and engagement, we strengthen team cohesion, support the harmonious development of each individual and cultivate a lasting corporate culture shared by all..

EVOLVING GOVERNANCE

2023 marked the integration of the CSR role into the company's Management Committee, a representation that aligns with the ambition and strategic importance Sessùn places on its CSR commitment and Mission.

PROUD TO SUPPORT

Caught off guard, we did not take part in Black Friday once again this year. Instead, we were delighted to support causes that are dear to our hearts, donating 100% of the profits from that particular day to the Maison des Femmes Marseille-Provence, a women's shelter we have supported since its opening. It was important for us to continue our support for the organisation that provides assistance, accommodation, and care for vulnerable women and victims of violence. In 2023, the charity received nearly €27,000 from us to help with its operating costs.



V. embody our commitments

2023 marked the beginning of a new approach at Sessùn, featuring a structured CSR commitment, alongside a more recent Mission that is set to be fully embodied. Two distinct, yet often converging paths, two roadmaps that coexist and nourish each other.

Although managed separately, together they enable us to embody our vision and social responsibility coherently and comprehensively.



The brand's commitment is rooted in conscious decision-making, driven by the desire to always do our best, but more importantly to do better. This philosophy underpins our desire to spread and instil a genuine culture of responsibility across all our activities. That translates into applying these principles at the very heart of our operations, while also assuming the role of a model and educator for our teams.

measure

We believe that understanding our impacts is a crucial prerequisite for implementing solutions aimed at reducing them. That is why, for the last three years, we have been measuring our annual carbon footprint. This initiative enables us to identify the most emission-intensive areas of our business. We can then take action to effectively reduce our emissions, for each of our scopes.

In 2023, our greenhouse gas emissions will amount to 26,000 Tof CO2 equivalent, or 465 TCO2e/M€ of sales. This represents an 11 increase in carbon intensity compared with 2022.

control

One of our key initiatives is managing our water and energy consumption and reducing volumes of waste, while taking into consideration the specific characteristics and constraints of each site, whether at our headquarters or stores across France and Europe. We have already chosen to power our network of French stores through Enercoop and are continuing the transition to renewable energy sources in other countries.

At our head office, we have partnered with a specialist organisation focused on social inclusion to manage our waste, ensuring it is sorted and recycled.

The main challenge is to harmonise practices across diverse environments and infrastructures, especially in our stores and international subsidiaries.

raise awareness

We believe that Sessùn's true impact is the sum of all collective and individual actions combined. It is therefore essential to engage our employees in this journey by providing them with effective means to develop their own awareness, receive training and take action.

To achieve this, we integrate awareness-raising moments throughout the employee journey, whether during onboarding, at seminars, or continuously through internal communication. To take this even further, we have provided all our employees access to the **Vendredi** engagement platform, to share awareness programmes covering a wide range of social and environmental themes (energy conservation, disability, gender equality, etc.). The platform also facilitates taking action by connecting our employees with organisations that offer volunteering opportunities during their free time. Starting in 2024, we are introducing **crédit engagement** to give employees the opportunity to engage in these activities during working hours.

The **Comité Colline** is a team of ambassadors who carry out projects to support Sessùn's CSR commitment and keep employees informed. Composed of volunteer employees from head office and the stores, with assistance from HR and CSR managers who are permanent members, it is Sessùn's first-ever collaborative committee. Through workshops, its members design and organise the implementation of actions tailored to everyone, enabling every employee to fully engage in Sessùn's CSR strategy.



sessùn becomes a mission-driven company

In March 2023, we obtained the legal status of a Mission-Driven Company, allowing us to incorporate in our Articles of Association what we deeply believe in, Sessùn's *raison d'être*:

'To follow our own path to embody sensitive, sustainable fashion that showcases textile know-how, supports craftsmanship, fosters the art of encounters and promotes lasting partnerships within a conscious effort rooted in respect for people and resources.'

Our status as a mission-driven company focuses on four specific, precise and measurable statutory objectives, which are distinct from our broader CSR strategy. The latter encompasses the broader social and environmental issues of our brand, while our mission focuses on our core activities and business model.

1. PRODUCE CLOTHING THAT LASTS, WITH A CONTROLLED IMPACT AND THE GREATEST POSSIBLE TRACEABILITY.
2. PROMOTE CRAFTS, ARTS AND CRAFTSMANSHIP AND TEXTILE KNOW-HOW.
3. CONTROL OUR CONSUMPTION AND INVOLVE OUR EMPLOYEES IN ENVIRONMENTAL ISSUES.
4. SHARE OUR VALUES AND BEST PRACTICES WITH OUR SUPPLIERS.

During this first year as a Mission-Driven Company, we have taken the time to establish a structure, and set a framework: we translated our objectives into an operational roadmap, developed a mission model, and formed our mission committee.

The mission committee is the body responsible for overseeing the implementation of the mission and serves as the reference point for assessing its relevance and coherence. We saw this as the ideal opportunity to create a space for dialogue and reflection, a way of supporting our approach, prompting reassessment and helping us continuously advance along the path we are charting. Thanks to its representativeness and diversity, it provides us with a comprehensive and expert perspective external to Sessùn, of the various aspects of our mission.

External members (in alphabetical order) :



Isabelle BOUDET
Sustainable development project manager
and head of audits GALERIES LAFAYETTE
Long-standing B2B customer



Sarah CORNE
Impact partner FOUNDERS FUTURE
& Co-Founder SO GOOD
ESG and Innovation expert



Léa DHELIN
CSR Manager SESSÙN
In-house project manager



Wennassa GHERBOUDJ
PELINTEX CSR Manager
Historical supplier



Daphné JANSSAUD
CSR expert
Former SESSÙN employee



Françoise MOULIN
School teacher
Long-standing customer
photo ©Marie Pacifique Zeltner



Caroline PERDRIX
Co-Founder ITINERANCE and TABLE,
Artistic Director BARTA STUDIO
Expert in craftsmanship



Guillaume VIGOUROUX
Co-Founder MARSATWORK
*Raison d'être, Territories
& Communication Expert*

Invités permanents (par ordre alphabétique) :



Virginie BIRADE
Director EXPERIENCED CAPITAL
Partner Shareholder



Emma FRANCOIS-GRASSET
CEO Founder and Artistic
Director SESSÙN

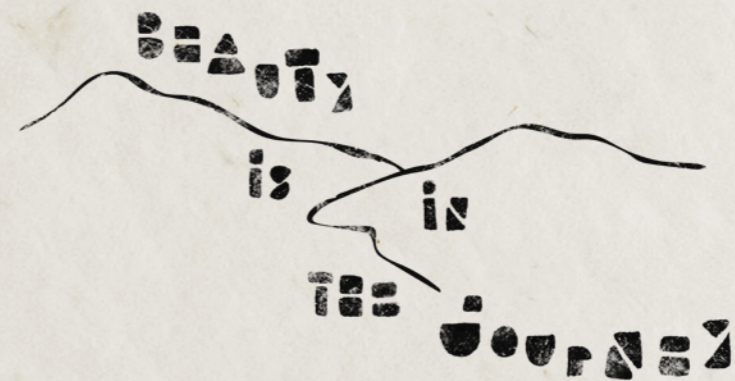
With the support of its mission committee, Sessùn is committed to pursuing its action plan and ensuring that every decision made and every project initiated aligns perfectly with its mission, thereby enabling progress towards the statutory objectives.

The annual report of the mission committee, providing a comprehensive overview of 2023, is now available on our website [HERE](#).

” *I am convinced that success comes from personal fulfilment.*

*What truly matters to me, beyond objectives and results,
is how we build a shared project together. ”*

Emma François-Grasset
Founder, CEO and Artistic
Director of Sessùn



BEAUTY
is
in
the JOURNALS

