



2025

IMPACT REPORT

FURSAC

MANIFESTO

Since 1973, Fursac has made it its mission to design a wardrobe built to be worn with passion, lived in, and passed on. A vision guided by a constant obsession: quality, placed at the service of a lifestyle. Every piece is imagined to stand the test of time, withstand everyday wear, and assert a style that never goes out of fashion.

From the very beginning, Fursac has championed a strong conviction: making quality both desirable and accessible. Our vision is one of demanding, conscious fashion — functional by nature and uncompromising. Because the durability of a garment is rooted in craftsmanship, the ability to select the right materials and assemble them with care, as well as in its timelessness, its capacity to age without losing its elegance.

Because menswear is our craft: thinking it through over time, from design to production and through to the care of its use, is our responsibility.

Desirability and sustainability converge in our vision of the fashion of tomorrow. We reduce our environmental impact by prioritising certified or recycled materials, while working with committed partners who respect both women and men. This commitment is equally reflected in our relationship with our employees, supporting their development and celebrating all forms of diversity.

KEY FIGURES — FURSAC IN 2025

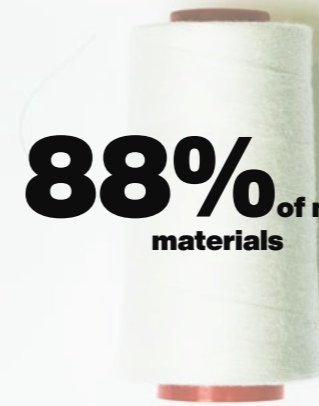
66% of our pieces
manufactured in Europe



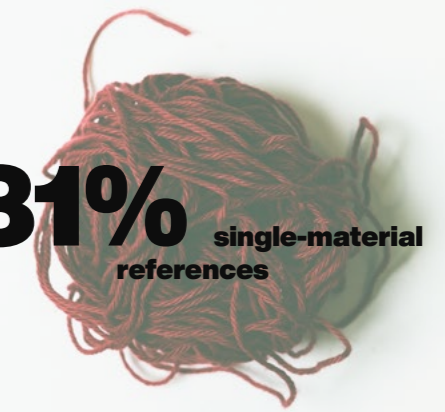
100% of our references
with available traceability information



88% of natural
materials



81% single-material
references



100% of our
Tier-1 suppliers (garment-making, final
assembly) socially audited



55% of
certified materials*



* RWS wool, organic cotton (GOTS/OCS), FSC viscose, recycled materials, leathers from LWG-certified tanneries

FURSAC'S CSR STRATEGY PILLARS

MATERIALS

At Fursac, the design of each piece is intimately linked to the choice of materials and the creative horizons they open up. We prioritise certified and recycled materials without any compromise on quality. These choices are guided by a commitment to sustainability and are backed by recognised labels.

PARTNERS

At Fursac, the quality of our products rests above all on trust and rigour in the selection of our suppliers. Each partner is chosen according to demanding criteria: expertise, quality of materials, compliance with social and environmental standards, and long-term commitment.

IMPACTS

At Fursac, we are aware that our choice of materials and partners has a direct impact on the climate, water and biodiversity. We therefore integrate these challenges into our decisions, with the aim of making more responsible choices and continuously improving our practices. A concrete approach, based on measurable indicators and quantified targets.

EMPLOYEES & SOCIAL ENGAGEMENT

At Fursac, people are at the heart of the Maison's development. We ensure that every professional journey is supported through continuous training programmes. We pursue a policy in favour of diversity and inclusion, reflected both in our relationship with our employees and with our partner associations. We strive to offer everyone the same opportunities.





MATERIALS: RESULTS AND PROGRESS TRACKING

At Fursac, we choose preferred materials and suppliers that use lower-impact production processes, in order to design products that stand the test of time while minimising their environmental footprint. Each year, we strive to make progress:

	2024	2025	OBJECTIVES 2030
Share of certified materials used in product manufacturing	35%	55%	100%
Share of certified wool (RWS, GRS)	32%	59%	100%
Share of leather from LWG Gold & Silver certified tanneries	89%	98%	100%
Share of strategic natural materials (cotton, sheep's wool, leather) whose country of origin is known	-	84%	100%

MATERIALS

Predominance of Natural Materials

88% of the materials used by Fursac are of natural origin. Wool is the brand's flagship material, representing more than 50% of the quantities used in our collections.

Long-lasting pieces, recyclable at end of life

More than **80% of Fursac products are made from a maximum of two materials** (including lining), which also makes recycling easier at end of life. **96% of our products also contain no elastane**, which is a major disruptor to recycling.

Environmental certifications recognised by Fursac

Organic cotton certified under the Global Organic Textile Standard (GOTS) or Organic Content Standard (OCS); Sheep's wool certified under the Responsible Wool Standard (RWS); Recycled materials (polyester, nylon, wool, viscose, cotton, leather, etc.) certified under the Global Recycled Standard (GRS) or Recycled Claim Standard (RCS); FSC-certified viscose as well as certain lower-impact viscose brands (e.g. LENZING™ ECOVERO™, Livaeco); Organic linen and European linen certified under the European Flax or Master of Linen labels; Leather from tanneries certified under the Leather Working Group (LWG) at Gold and Silver level.

Material	Share
Wool & other animal fibres	53%
Cotton & other plant fibres	30%
Synthetic fibres (polyester, polyamide)	8%
Leather	5%
Viscose & other man-made fibres	~4%





PARTNERS

At Fursac, the quality of our products rests above all on the rigorous selection of our suppliers. Each partner is chosen according to demanding criteria: technical expertise, material quality, and compliance with social and environmental standards. Two principles guide our approach:

TRUST

The longevity of our collaborations illustrates our commitment to building lasting relationships based on transparency, loyalty and long-term cooperation. For example, 60% of our suits are produced with suppliers who have been working with us for more than 25 years.

TRANSPARENCY

100% of our garment manufacturers are subject to external social audits to ensure compliance with social standards (ICS, BSCI, SMETA, WRAP, WCA or SA 8000). Suppliers identified as non-compliant must implement corrective action plans. Critical non-conformities that remain unresolved may lead to the termination of commercial relations. In 2025, Fursac joined the Initiative for Compliance and Sustainability (ICS) to exchange with other members and strengthen the management of social risks in its value chain.

All our products also include information on the traceability of manufacturing steps, communicated via QR codes on labels and online. For 88% of natural materials, we are able to trace back to the country of origin of the raw material (cotton fields, sheep farming).

IMPACTS

Every decision, every style choice and every material used can have an impact on the environment, which is why we commit to measuring our progress. In our desire to remain transparent, the annual calculation of our carbon footprint is one of the most effective tools for evaluating our progress and identifying levers for improvement.

CARBON — 2025 CARBON FOOTPRINT

- 49% in greenhouse gas emissions between 2022 and 2025.

This progress is explained by the increased share of certified materials in our references, the energy advances achieved by our suppliers, the reduced share of air freight in our transport (< 10%), as well as optimised stock management. Fursac's carbon strategy is aligned with SMCP Group's climate commitments, with 2030 targets and a net-zero 2050 trajectory validated by the SBTi. Since 2025, Fursac uses exclusively renewable-source electricity in its stores, warehouses and offices.

Scope	Share
Scope 3 – Materials & Production	94.33%
Scope 3 – Packaging	1.05%
Scope 3 – Transport	4.51%
Scope 1 & 2	0.10%

Le scope 3 représente 99,90 % des émissions du Groupe. Les émissions scope 1 et 2 ne représentent que 0,10 % de nos émissions.

We also pay particular attention to other major environmental dimensions, such as water and biodiversity, in order to gain a more complete understanding of our impact. This approach helps to inform a broader reflection on material traceability, reducing the impacts associated with their production, and better integrating nature-related issues into our practices.

WATER

-35% reduction in water consumption linked to product manufacturing between 2023 and 2025. This footprint is decreasing thanks to our preference for certified materials and the growing share of recycled materials.

On the production side, selecting suppliers committed to reducing water consumption is essential. For example, 98% of our leather now comes from LWG Gold or Silver certified tanneries, a certification that includes a dedicated component for water consumption reduction. For denim washing, laser or ozone technologies are favoured, halving water and chemical consumption at this stage.

BIODIVERSITY

At Fursac, protecting biodiversity is an integral part of our environmental approach. Because our activity relies on raw materials derived from agriculture (cotton, linen) and livestock farming (wool, leather), a biodiversity risk analysis has been conducted to identify the main challenges associated with our value chain. This approach helps us better understand the potential impacts of our activities on ecosystems, as well as the environmental, regulatory and reputational risks that may result.

Specific work has also been undertaken to analyse the location of certain sites and partners near key biodiversity areas, in order to better identify sensitive zones and heighten vigilance on activities that may be associated with them. None of our sites or those of our partners is located in any of these zones.



EMPLOYEES

At Fursac, our development rests on those who bring the Maison to life. We cultivate an inclusive and equitable environment where everyone can flourish and grow sustainably.

In 2025, 88% of our employees stated that they work in a professional environment that fosters a culture of respect, inclusion and equity — a result that reflects the attention paid to the quality of the employee experience.

More than 50% of our store managers have been promoted internally. Our teams also welcome apprentices each year who participate in SMCP's Retail Lab programme — a sales advisor training course aimed at people distanced from the labour market, carried out in collaboration with EMA SUP, the IFM and France Travail.

Our measures to promote diversity and inclusion:

GENDER EQUALITY

- More than 50% of women on the executive committee
- Annual salary review to ensure equitable treatment

PARENTAL POLICY

- Identical parental leave in all our countries of operation (same conditions as in France)
- Additional leave in the event of miscarriage, medically assisted reproduction, adoption proceedings, or sick children

DISABILITY POLICY

- Agreement signed with social partners, disability mission
- Support for remaining in employment, workplace adjustments
- 1 authorised absence day per month in cases of severe endometriosis

CARER EMPLOYEES POLICY

- Additional leave days, financial support
- Day-donation scheme with company top-up
- Access to a social worker



SOCIAL ENGAGEMENT

Fursac's commitment is also expressed through actions carried out with our partner associations, and in particular:

- The Force Femmes association supports the employment and entrepreneurship of women aged 45 and over.
- The Lycée de Blanquefort of the Apprentis d'Auteuil, to which we have donated unsold pieces for several years, enabling the creation of pop-up shops where students learn the art of retail while raising funds for the institution.

We encourage our employees to dedicate their time to causes that matter to them. That is why we recently introduced a solidarity day, enabling each person to volunteer part of their working time to a nonprofit organization through the Komeet platform.

FURSAC X FORCE FEMMES — FACILITATING REINTEGRATION THROUGH WORK

By supporting this association, which helps women aged 45 and over return to employment or develop their entrepreneurial projects, we contribute to removing certain barriers linked to age, gender and access to the labour market.

This partnership translates into concrete actions carried out throughout the year:

- For three years, we have organised in our offices a dedicated support day for Force Femmes candidates, featuring discussion sessions, experience-sharing and practical workshops led by our teams and senior leaders. This day allows participants to receive advice on recruitment, entrepreneurship, digital skills, commerce, professional image and interview techniques, while building their confidence and professional posture.
- In addition, we run an annual solidarity commercial campaign in our stores, during which a sum is donated to the association for each item purchased.



F U R S A C

TAILORING THE FUTURE.

SMCP
sandro · maje · claudie pierlot · fursac

F U R S A C