

AXELLE

Un Savoir-Faire d'Exception

A close-up photograph of a black leather strap with gold hardware, including a buckle and a ring, attached to a woven basket handle. The basket handle is made of a dark, textured material, possibly straw or wicker, and is visible in the lower-left corner of the image. The background is a plain, light-colored surface.

CORPORATE
SUSTAINABILITY
REPORT
2023

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- WORK TOGETHER WITH LOCAL AUTHORITIES
- CO-BUILD A SUSTAINABLE TEXTILE SECTOR IN MADAGASCAR

MESSAGE OF AXELLE'S CHAIRMAN



ARNAUD MAISONOBE

Dear partners,

It is with a special enthusiasm that I invite you to explore the pages of our CSR (Corporate Social Responsibility) report, a document imbued with our unwavering commitment to sustainable development. In 2023, AXELLE achieved the confirmed level of the CSR commitment label according to ISO 26000 standards, a recognition that testifies to our strong determination to make progress on every aspect of sustainable development.

In an era where ethics and transparency are essential requirements, our fundamental aspiration is to establish AXELLE as a renowned company in the textile sector. We are known for the finesse of our achievements, meeting our deadlines, and most importantly, for the sincerity that underlies our commitments to social and environmental responsibility.

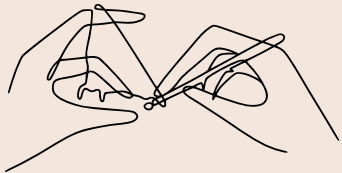
Beyond mere compliance, we anticipate regulatory developments regarding the duty of vigilance in the countries of our clients, demonstrating our proactive commitment to meeting their growing expectations.

At the heart of our company are the fundamental values that define AXELLE:

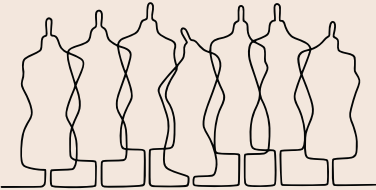
- Team Spirit is the foundation upon which our culture rests. We understand that trust and mutual respect are the cornerstones of a nurturing work environment where each collaborator is valued at their true worth.
- Creativity is our driving force, turning AXELLE into a hotbed of daring and talent. We are a place of innovation and constant reinvention of expertise, an agile company ready to take on the most ambitious challenges.
- Excellence is etched into our DNA, embodying the beauty of craftsmanship and the spirit of hard work.
- We carry a Passion for our craft, allowing us to transmit and elevate our expertise.

Each of these values comes to life on a daily basis, and every piece we craft is imbued with the essence of our vision: that of a dynamic and demanding company, deeply committed to a better future. I have complete confidence in our ability to turn these values into tangible realities. As you explore this report, you will discover our journey, our achievements, and our vision for a sustainable future.

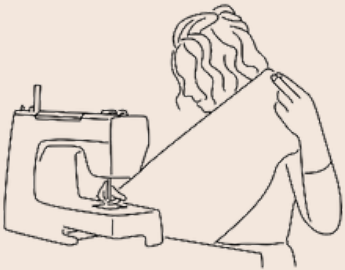
WHO WE ARE



29 years
high-end
craftsmanship



500K
pieces produced
each year



500
highly qualified
employees

OUR HISTORY

Founded in 1995, AXELLE is a textile manufacturer specialized in high added-value products for ready-to-wear and accessories for women and children.

We collaborate with the most prestigious french luxury houses, meticulously respecting every detail of their creative visions.

OUR VISION



Our vision is to be a renowned company in the textile industry reputed for the quality of its achievements, meeting deadlines, and its commitment to CSR (Corporate Social Responsibility).

OUR VALUES

At AXELLE, we live our values every day. At every moment, with each of our collaborators, in every one of our actions.

Team spirit	Work with passion
Excellence in our craftsmanship	Creativity

OUR EXPERTISES

We take pride in the expertise we offer to our clients, enhancing their creations. With passion and skill, our artisans have achieved a level of excellence over their years of experience.

MAKING



Our highly skilled collaborators combine their expertise with precise technical mastery

HAND EMBROIDERY



Our embroiderers translate the most beautiful patterns into embroidery stitches with passion, precision, and delicacy.

MACHINE EMBROIDERY



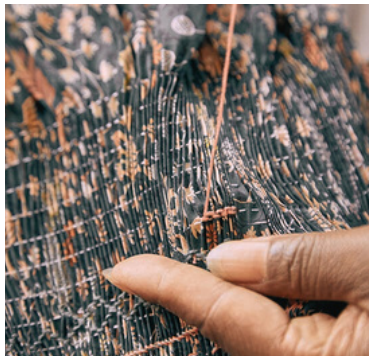
From simple embroidery to more complex techniques like English embroidery, sequin application, cording, and laser cutting.

CROCHET



Our artisans create pieces using raffia, cotton, or other fibers, combining them with other materials

SMOCKING



Precision and dexterity work, smocking is a craft of patience that illustrates the splendor of Malagasy handmade craftsmanship.

BOBBIN LACE



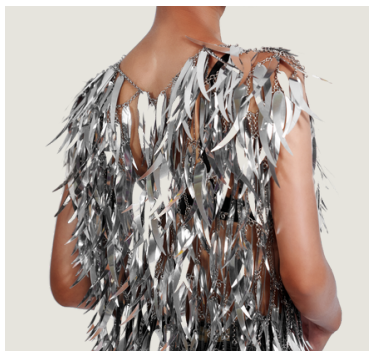
Our lace makers weave true works of delicacy that elevate accessories and clothing to make them unique and refined.

MACRAMÉ



From one knot to the next, pieces rich in texture emerge under the skilled hands of our macramé weavers.

ASSEMBLING



Our artisans hand-assemble elements of unconventional materials such as mesh, rhodoïd, feathers, beads, stones, and more

BRAIDING



A craft steeped in tradition, braiding combines skill with the transformation of local materials into unique woven objects.

A YEAR OF RECOGNITION FOR OUR CSR EFFORTS

For AXELLE, 2023 is a year of accomplishment. Thanks to the efforts and dedication of each of our collaborators, our commitment to CSR has been recognized at both the local, national, and international levels.



ACHIEVEMENT OF THE 'CONFIRMED' LEVEL OF THE ISO 26000 COMMITTED CSR LABEL

Obtaining the 'Confirmed' level of the CSR Commitment Label according to ISO 26000 is a major source of pride for our teams. This accomplishment attests to our determination to contribute to a better future, anchoring our commitment to high ethical standards and consolidating our legacy of excellence.

WINNER OF THE 2023 CSR AWARD IN THE ECONOMY AND LOCAL EMPLOYMENT CATEGORY

AXELLE is the winner of the CSR Award organized by Innoveo in the Economy and Local Employment category. This is a local recognition of our contribution to local employment through the creation of the Ecole des Savoir-Faire.

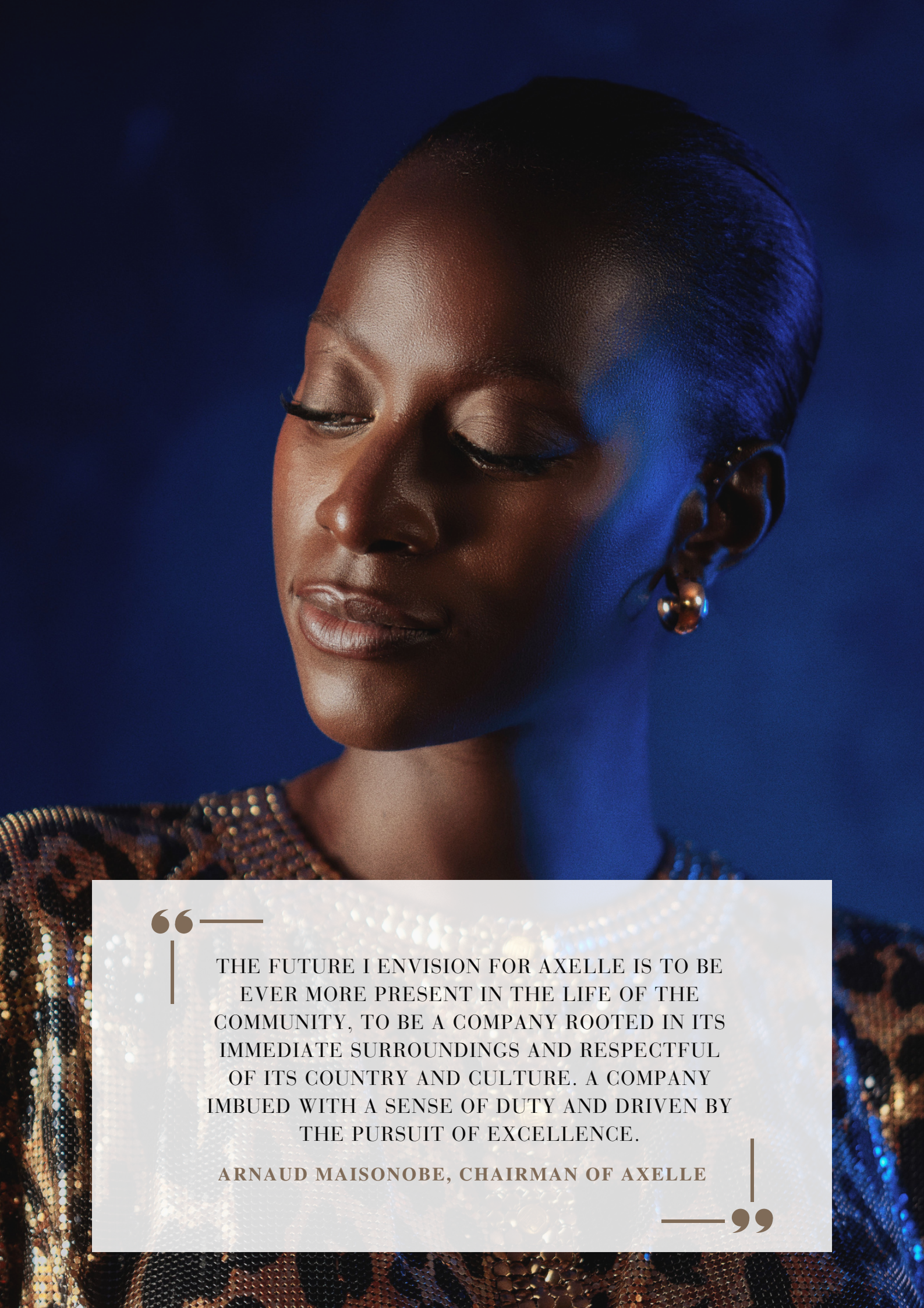
FEATURED IN ISSUE NO. 37 OF EXPANSION MADAGASCAR MAGAZINE

Highlighting the positive impacts generated by our CSR approach helps mobilize and inspire other companies to adopt similar practices.



Presentation of the trophy during the second edition of the CSR Award organized by Innoveo.





“ —

THE FUTURE I ENVISION FOR AXELLE IS TO BE
EVER MORE PRESENT IN THE LIFE OF THE
COMMUNITY, TO BE A COMPANY ROOTED IN ITS
IMMEDIATE SURROUNDINGS AND RESPECTFUL
OF ITS COUNTRY AND CULTURE. A COMPANY
IMBUED WITH A SENSE OF DUTY AND DRIVEN BY
THE PURSUIT OF EXCELLENCE.

ARNAUD MAISONOBE, CHAIRMAN OF AXELLE

— ”



OUR CSR APPROACH

We have wholeheartedly committed ourselves to a Corporate Social Responsibility (CSR) approach following the ISO 26000 standard. This comprehensive approach places social and environmental dimensions at the core of our development. Beyond mere compliance with standards, we fully embrace the Sustainable Development Goals (SDGs) outlined in the United Nations' Agenda 2030.

By rigorously aligning our CSR policy with these objectives, we actively work towards achieving a positive, sustainable, and meaningful impact within our company and in the world around us.

CSR AT THE HEART OF OUR COMPANY'S GOVERNANCE

Governance is a fundamental pillar of our corporate strategy. Our governance structure is designed to promote transparency, ethics, and stakeholder participation. To implement our approach, an action plan proposed by the CSR department is validated by the strategic committee. The steering committee is deeply involved in the implementation of the approach. Employees are also engaged in carrying out actions within their areas of expertise.

OUR CSR STEERING COMMITTEE



**JEAN-NOEL
JOLY**

Managing Director



**VERO
RAZANAMPARANY**

CSR Director



**RICARDO
COLLARD**

Production Director



**FANIRY
RAHARIVOLA**

Sales Director



**JAONA
RABEMANANTSOA**

Financial Director



**HAINGO
RANDRIAMIARISOA**

HR Director

Our economic commitments

Promoting Employment and Education

In a country faced with numerous challenges, AXELLE is a committed player in the economic development of Madagascar. It is one of the primary employers in the rural commune of Anosy Avaratra where it is located, giving priority to hiring men and women from its own village.

We support the economic and social development of communities through partnerships with local stakeholders in the areas of health, environment, education, and employment.

We are dedicated to conducting our activities responsibly and contributing to the economic and social vitality at the local and national levels by creating stable, productive, and fulfilling jobs.

Promoting Ethical and Integrity Best Practices in Business Conduct

The teams at AXELLE are committed to conducting their activities with various stakeholders (employees, clients, partners, suppliers) in accordance with the values of integrity, fairness, and confidentiality.

A code of conduct shared with all our stakeholders describes the ethical behavior expected from our governance structure, our staff, and our partners.



Our social commitments

Supporting Our Employees by Ensuring Their Well-being and Safety

Access to healthcare and quality medical services is a significant challenge in Madagascar. That's why AXELLE has made it a priority for its employees and their families. AXELLE is committed to providing a healthy and safe environment for its employees and enhancing their well-being.

Defending Human Rights while Respecting the Dignity and Uniqueness of Each Individual

AXELLE conducts its activities while upholding human rights and recognizing the importance of freedom of association and the right to collective bargaining. We strongly condemn forced labor, child exploitation and all forms of discrimination.

COMMITMENTS



Our environmental commitments



Contributing to Climate Efforts and Protecting Biodiversity

We work to minimize the environmental consequences of our activities by reducing our carbon footprint and limiting our environmental impact. We engage all our employees in critical issues for Madagascar and the planet, such as reforestation and the fight against deforestation.

Promoting Circular Economy through Collaboration with Stakeholders

We raise awareness among our partners and suppliers about adopting environmentally friendly business practices to give products and materials a second life through new services and engage in eco-design.

Investing in Human Capital

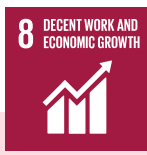
We focus on developing the skills of our employees to ensure the sustainability of our organization and promote workplace fulfillment.

Passing On Textile Craftsmanship

We are committed to passing on and preserving the value-added textile craftsmanship, as well as enhancing the training and abilities of our artisans.



OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS



- Local recruitment
- 40% of the employees come from the Anosy Avaratra commune.
- The average salary is 2.69 times the legal minimum wage in Madagascar.
- Inclusion of people with disabilities: collaboration with Humanity and Inclusion, adaptation of workstations, learning sign language, improvement of site accessibility (disabled toilets, access ramps, etc.)
- Raising awareness among young middle school students about careers at AXELLE (workshop visits and career presentations).
- School and professional orientation sessions with middle school students from nearby public and private schools around AXELLE.



- A medical facility: an on-site medical clinic with a doctor, midwife, pharmacy, and a daycare center.
- Strengthening the capabilities of the Health and Safety Committee (HSC), updating the Single Document for Risk Assessment (DUER) and monitoring by the HSC.
- Awareness sessions on health topics (HIV, Ergonomics, Hypertension).
- Annual screening campaigns: breast and cervical cancer, family planning.



- Support for the school canteens of nearby schools
- Canteen for the staff : 218 000 meals in 2023
- Meals for the children at the company daycare



- Support for the school canteens of nearby schools
- Educational assistance for the children of employees
- Assistance with the purchase of school supplies at the beginning of the school year
- Support courses for the children of employees who are in exam classes
- Coverage of meals during the grade 5 exam (official exam)
- Implementation of an internal literacy program

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

5 GENDER EQUALITY



- The salary ratio for female/male managers is 1/1.
- The salary ratio for female/male non-managers is 1.04/1.
- We have developed and signed an agreement on professional gender equality with the employee committee to demonstrate AXELLE's commitment to treating men and women fairly in terms of salary and professional development.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- Monitoring and optimization of water and electricity consumption
- Replacement of workshop lighting to LED, completed 100% in 2022
- Recycling of combustible waste (fabric scraps and papers) with our supplier who uses them for their boiler
- No use of chemicals in our processes
- Raising employee awareness of eco-friendly practices and waste sorting
- Presenting our clients upcycling projects (with fabric scraps or end-of-roll materials)
- Supplier CSR Seminar

13 CLIMATE ACTION



- Climate Fresk and facilitation of internal workshops
- Reforestation on Employees' plots of land

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



- Training on anti-corruption measures
- Workshop on the ethical practices
- Management of corruption risks
- Dissemination and awareness of ethical charters and codes of conduct

**SUSTAINABLE
DEVELOPMENT
GOALS**

OVERVIEW OF OUR OBJECTIVES

Key figures on our social responsibility

STRATEGIC PILLARS



HEALTH, SAFETY & WELL-BEING

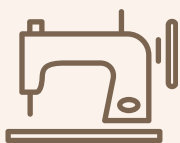
OBJECTIVES 2025

To meet the commitments of the Health and Safety charter:

- Identify health and safety issues
- Develop a dedicated health and safety action plan
- Manage the health and safety process
- Engage every employee in the health and safety process
- Maintain a virtuous culture to ensure a secure environment

RESULTS 2023

- An on-site medical clinic with a doctor, a midwife, and a pharmacy
- Annual training for members of the Health and Safety Committee (HSC)
- A Single Document for Risk Assessment updated and monitored by the HSC monthly
- A day dedicated to Health and Safety at work organized
- Improvement of the company daycare center



PASSING ON CRAFTSMANSHIP

Ensure the training of 300 individuals in value-added crafts at the Ecole des Savoir-Faire by 2025.

- Presentation of AXELLE's crafts to more than 70 students from the neighboring middle school during the career day
- More than 70 students have undergone training in value-added crafts
- 44 students have obtained certifications

Keys figures on our social and economic responsibility

STRATEGIC PILLARS

OBJECTIVES 2025

RESULTS 2023



EDUCATION & EMPLOYMENT

- 9500 hours of training per year, which is 25 hours of training per employee
- 90% of individuals trained by the Ecole des Savoir-Faire have work experience with AXELLE
- 100% of individuals identified as illiterate at the Ecole des Savoir-Faire and at AXELLE to be literate by 2027

- More than 50 individuals have obtained recognition of their skills through the VAE system (Validation of Acquired Experience)
- 8455 hours of training in 2023, amounting to 19 hours of training per employee
- 90% of individuals trained by the Ecole des Savoir-Faire are recruited at AXELLE
- 60% of individuals identified as illiterate at the Ecole des Savoir-Faire and at AXELLE have started a literacy program
- 80% of employees have been made aware of sustainable development and CSR (Corporate Social Responsibility) themes






DIVERSITY & INCLUSION

- Integration of people with disabilities to constitute 5% of permanent staff by 2025.
- 100% of recruiters and team leaders sensitized to best practices in recruitment and workplace relationships.

- 3% of permanent staff are individuals with disabilities.
- 100% of recruiters and team leaders sensitized to best practices in recruitment and the fight against workplace violence and harassment.

Keys figures on our environmental responsibility

STRATEGIC PILLARS	OBJECTIVES 2025	RESULTS 2023
 <p>CIRCULAR ECONOMY</p>	<ul style="list-style-type: none"> • 50% recycling of waste generated (2025) • New circular services offered to customers (2025) • 100% of buyers trained in responsible purchasing (2023) • 100% of main suppliers assessed on their social and environmental practices (2023) 	<ul style="list-style-type: none"> • Over 19 tons of combustible waste recycled in collaboration with a supplier (equivalent to 84% of our total waste volume). • Upcycling proposals presented to customers • 100% of buyers trained in responsible purchasing • 100% of main suppliers assessed on their social and environmental practices
 <p>BIODIVERSITY</p>	<ul style="list-style-type: none"> • Maintain our GOTS certification, which guarantees environmentally-friendly production and transformation processes, respect for and improvement of working conditions, and promotion of the use of organic fibers • Regeneration and/or rehabilitation of 10 hectares of wildlife habitat (2027) 	<ul style="list-style-type: none"> • GOTS certification maintained • 500 seedlings planted by over 200 employees on their own plots of land, equivalent to 0.5 hectares reforested.
 <p>CLIMATE</p>	<p>5% reduction in energy consumption per hour produced</p>	<ul style="list-style-type: none"> • 100% of our workshops lit by LED lamps • 44% reduction in energy consumption per hour produced • Team training to draw up our Bilan Carbone® report



OUR SOCIAL RESPONSIBILITY

We give crucial importance on the well-being and health of our employees, convinced that these elements are the necessary foundation for individual success and the collective prosperity of the company. We are committed to the professional and personal development of each individual and strive to create an inclusive and respectful work environment, where each person is valued and treated fairly. This integrated approach guides our vision of social responsibility.

MEN AND WOMEN AT AXELLE



Our greatest asset is the women and men who work with us. We are committed to making AXELLE an inclusive company that values its human capital and retains its employees.

WORKING FOR THE SAFETY & WELL-BEING OF OUR EMPLOYEES

AXELLE focuses on its people. Health and safety at work are a priority, and we consider well-being at work to be essential. We implement measures and actions that guarantee a healthy and safe working environment.

HEALTH

MEDICAL SERVICES

Every year, AXELLE organizes awareness days for AIDS prevention. Free consultations on family planning and screening for women's cancers are also organized during Pink October.



HEALTH AWARENESS SESSIONS

An on-site medical clinic allows all of our employees and their families to consult a doctor, midwife, or pharmacist whenever they need to. Each day, 20 to 30 people benefit from this service.



UPDATE OF THE SINGLE RISK ASSESSMENT DOCUMENT AND MONITORING OF ACTIONS



RAISING AWARENESS AMONG EMPLOYEES ABOUT WEARING PERSONAL PROTECTIVE EQUIPMENT



TRAINING OF THE HS COMMITTEE

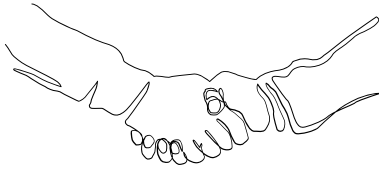


TRAINING ON WORK ERGONOMICS

SAFETY

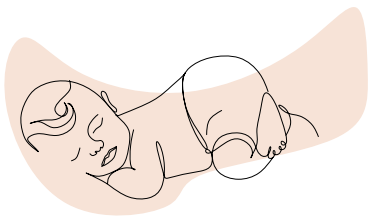
SUPPORT TO PARENTING AND MATERNITY

AXELLE is convinced of the importance of personal fulfillment for its employees, who are also, and foremost, parents and family mothers. We are committed to supporting them in parenting through numerous initiatives.



A COMPANY AGREEMENT ON PARENTING

A company agreement implemented in 2022 facilitates a better balance between professional responsibilities and private life, through time adjustments and financial arrangements in collaboration with the Welfare Fund during maternity leave.



IMPROVEMENT OF COMPANY DAYCARE CENTER

Since 2022, AXELLE has worked on improving the company daycare center by expanding its premises, thereby increasing its capacity.

Increase of

67 %

accommodation capacity of the
nursery from 2022 to 2023

We provide meals for the children, train the staff in childcare, and implement programs for stimulation and nutritional monitoring. The caregivers conduct workshops with the mothers for the continuous improvement of the daycare services, thereby enhancing the quality of the services.



SUPPORT FOR MATERNITY AND MOTHER-CHILD HEALTH

In support of pregnant and breastfeeding women, we organize information sessions with the midwife and the doctor from the medical clinic to explain the necessary precautions during pregnancy and offer continuous support. This ensures the optimal well-being of the mother and child at every precious stage of this unique period.



“Since the time I dropped off my first child, the daycare services have significantly developed, especially in terms of monitoring health, hygiene, and nutrition of the children.

Today, what I appreciate the most is that I can entrust my son to the caregivers with complete peace of mind. If, for example, I'm delayed by my work during meal times or if he needs to be changed, I know they will do what's necessary to take care of him.”

FARA ELIZABETH, FINISHER

INVEST IN HUMAN CAPITAL

With an average age of under twenty years, the Malagasy population stands out for its youthfulness. AXELLE has chosen to turn this into an advantage and to focus on initial and ongoing training to provide a better future for this often overlooked youth.



This vision of gradual improvement and constant acquisition of new skills is only possible with a long-term approach. An annual evaluation of employees allows for the identification of their needs for support and also their wishes for professional development.

2023 it is...

19 hours
TRAINING FOR EACH
EMPLOYEE



SKILL DEVELOPMENT THROUGH
TRAINING

Training sessions are essential to maintain skilled and professionally fulfilled employees.

Numerous initiatives have been undertaken this year for the skill development of our employees:

- Technical training
- Management training
- Personal development training
- English classes



TRAININGS ON SUSTAINABLE
DEVELOPMENT

AXELLE ensures the training and awareness of its employees regarding the general principles of corporate social responsibility and the societal impacts of the company.

The goal is to lead employees to understand the specific challenges of social responsibility according to their profession and to act at their own level within the organization.

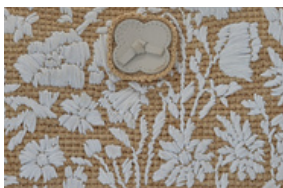
Thus, the themes of sustainable development, CSR of responsible purchasing, and eco-design were addressed during the trainings.

ÉCOLE DES SAVOIR-FAIRE PERPETUATE THE CRAFTSMANSHIPS OF MADAGASCAR

Created in 2022, the core mission of the Ecole des Savoir-Faire is the preservation and promotion of Malagasy craftsmanship. Through educational initiatives and partnerships, we work to ensure the transmission of these skills, thereby ensuring the perpetuation of Madagascar's rich cultural heritage.



Through training in these skills, we offer our learners the opportunity to explore this form of artistic expression while preserving know-how that transcends time.



CROCHET

Crochet is the quintessential craft in Madagascar. Our artisans, experts in this technique, create accessories made from raffia fiber. Combined with other materials like leather, metal, and fabric, we master various basic stitches, offering a multitude of creative possibilities.



SMOCKING

Our smockers are proficient in a variety of smocking techniques that can be applied to different types of materials. We continuously reinvent this classic style to enhance creations.



HAND EMBROIDERY

Our embroiderers, guardians of this heritage, master the traditional art of embroidery. With a keen artistic sense, they interpret and faithfully reproduce patterns, so that each thread perfectly conveys the emotion and vision of the creations.



BOBBIN LACE

In Madagascar, the savoir-faire of lace-making is passed down from mother to daughter. Our lace makers weave true works of art characterized by their finesse and delicacy. The handcrafted bobbins we use are a guarantee of quality and authenticity reflected in every piece we produce.



MACRAMÉ

This centuries-old craft is distinguished by its meticulous use of complex knots to create patterns and textures. Artisans use carefully selected threads, often in cotton or linen, to weave unique works, ranging from wall decorations to fashion accessories.

**“WE
ENCOURAGE
CREATIVITY
TO MAKE
AXELLE A
BREEDING
GROUND FOR
BOLDNESS
AND
TALENT...”**



**“...A PLACE OF
INNOVATION
AND
CONSTANT
REINVENTION
OF SAVOIR-
FAIRE.”**

THE GRADUATES FROM THE ÉCOLE DES SAVOIR-FAIRE TALK ABOUT THEIR JOURNEY



“Since my childhood, I saw my mother working by hand, and I’ve always wanted to learn crochet. That’s why I joined the Ecole des Savoir-faire.

I dream of going even further, to train people and give them the opportunity to evolve.”

HOLY, 27, CROCHET

“I joined the crochet training at the Ecole des Savoir-Faire because I wanted to get by and be independent. With this training and being hired at AXELLE, it became possible.

Additionally, I received a certificate recognized by the State at the end of my training. Thanks you AXELLE!

I dream of creating my own workshop one day.”

FENOZO, 22, CROCHET



“I joined the crochet training because I knew I could support my small family with this job.

Additionally, I received a d reccertificategnized by the state at the end of my training. I aspire to become a quality controller later.”

CLAUDINE, 25, CROCHET





**“WE EMBODY A CULTURE
OF EXCELLENCE, THE
BEAUTY OF THE GESTURE
AND THE SENSE OF
EFFORT, AND A PASSION
FOR OUR CRAFT.”**

RESPECT DIGNITY AND UNIQUENESS OF EACH INDIVIDUAL

At AXELLE, we are actively committed to promoting inclusion within our company by implementing concrete initiatives to support the community of people with disabilities. We have established significant partnerships in order to enhance our understanding of the issues and to continuously improve our practices.



AXELLE goes beyond the usual standards for inclusion by actively recruiting people with disabilities at the local level, thereby contributing to the economic and social development of our community and to inclusion and diversity in the company.



“Our commitment to inclusion is part of a strategic vision where the diversity of talents contributes to innovation and the exceptional quality of our products.”

We firmly believe that this commitment strengthens our position as a responsible player in the textile industry, offering our customers products characterized by excellence, sustainability, and exemplary social ethics.”

Haingo RANDRIAMIARISOA, HR Director

SUCCEED IN THE CHALLENGE OF INCLUSION



ENSURE ON-SITE ACCESSIBILITY

AXELLE's goal is to ensure inclusion for everyone at work. To this end, workshops have been adapted to ensure optimal accessibility for people with disabilities, with specific adjustments to workstations, accessible restrooms, and a regular review of workstations conducted in collaboration with inter-company health organizations.



Mamy's workstation has been adapted to his motor disability, allowing him to operate his machine manually.

COMMUNICATION LEARNING SIGN LANGUAGE



We are proud to have integrated exceptional employees with disabilities into our team, highlighting their talent and valuable contribution to our collective success. Furthermore, we have facilitated the learning of sign language within our company, creating an inclusive environment where everyone can fully express themselves.

LIVE BETTER TOGETHER

Listening to its employees through various representative bodies, AXELLE prioritizes continuous social dialogue aimed at improving working conditions and inclusion within the company. Our goals are ambitious, and we understand that we cannot achieve them without the deep involvement of our employees.

EACH MONTH

1

MEETING OF STAFF REPRESENTATIVES AND MANAGEMENT

1

MEETING OF EMPLOYEE COMMITTEE AND MANAGEMENT

1

MEETING OF HEALTH AND SAFETY COMMITTEE AND MANAGEMENT



CSR Ambassadors

Designated CSR Ambassadors inform employees about CSR issues, explain its benefits, and enhance overall understanding of its importance for the company and society. They coordinate efforts and activities related to CSR across various departments of the company and also with the Employee Representative Bodies.

An active employee committee

Following the collective agreement signed in 2022, the Employee Committee (EC), with the support of the management, has undertaken various activities in accordance with the said agreement. This year, the committee has been very active, engaging in various activities:

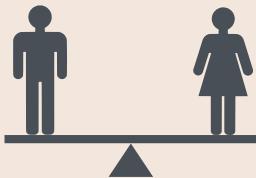
- Preparation and distribution of gift baskets.
- Offering affordable school supplies.
- Organizing company events and celebrations.

Score on the overall perception of the company by employees in 2023

3 / 5

DIVERSITY AND PARITY

AXELLE pursues a policy of reducing gender pay gaps: the male-to-female wage ratios are equal to 1, both in the executive and non-executive categories.



Ratio female-to-male wage executive

1 / 1

A female executive earns 1 times the salary of a male executive

Ratio female-to-male wage non-executive

1.04 / 1

A female non-executive earns 1.04 times the salary of a male non-executive

To preserve social cohesion and harmony, AXELLE is committed to combating all forms of gender-related discrimination. Through the establishment of focal points, we ensure that our employees have a workplace free from violence and harassment.

1

A COMPANY AGREEMENT ON GENDER EQUALITY

1

WHISTLEBLOWING MECHANISM GUARANTEEING ANONYMITY FOR REPORTS

2

REPRESENTATIVES TRAINED ON VIOLENCE AND HARASSMENT IN THE WORKPLACE

With a total workforce of 500 employees as of December 31, 2023, of which 74% are women, AXELLE places utmost importance on gender equality in the workplace, considering it a cornerstone of social justice and economic performance.

Two representatives, one male and one female, have been trained as part of the Better Work program organized by the ILO and the IFC (International Finance Corporation) to prevent and address workplace violence. Their mission is to ensure our daily adherence to our code of conduct. These representatives have also trained team leaders in this regard.

A smiling woman wearing a purple headwrap and a white shirt is holding a small green sapling in a black plastic pot. She is standing outdoors in a rural setting with blurred buildings and trees in the background. The image is overlaid with a semi-transparent white box containing text.

OUR ENVIRONMENTAL RESPONSIBILITY

The preservation of biodiversity has been at the core of AXELLE's identity since its foundation. In recent years, expectations on environmental protection have strengthened, and we are committed to making our company as "green" as possible. We are convinced that our future can only exist through a symbiosis with nature.

MAKE REFORESTATION & FIGHT AGAINST DEFORESTATION OUR PRIORITIES

Madagascar has lost more than 40% of its forest cover over the last 60 years, and deforestation is accelerating. To combat this phenomenon, we are taking a two-step approach : raising awareness of the risks of deforestation, and reforestation efforts.



MAKE MADAGASCAR GREEN AGAIN

Fighting against the scourge of deforestation is a project supported by the entire company, which is why working groups consisting of volunteer employees come together to collectively think about initiatives to be implemented within AXELLE. We also organize awareness sessions on environmental issues, which allow us to share our approach with all employees.



RAISE AWARENESS ON THE RISKS OF DEFORESTATION

AXELLE is taking action in favor of reforestation. The virtuous partnership we have established with a tree nursery located in the neighboring village of Anosiarivo for reforestation projects continues.

The first phase was initiated in June 2022. 498 tree seedlings purchased from the tree nursery were distributed to employees who committed to planting the trees and ensuring their growth. In 2023, the survival rate is 58%. In 2023, 200 additional seedlings were distributed.

This project is both environmental and social as it contributes to reducing our carbon footprint and at the same time, it will generate additional income for employees through the resale of fruits.

Through this environmental project, we also support development and employment at the local level by providing a family-run tree nursery with a more stable and sustainable income.



REDUCE OUR ENVIRONMENTAL FOOTPRINT

AXELLE recognizes the critical importance of environmental responsibility, especially climate change has become a global concern. We have conducted an environmental analysis that allows us to identify and prioritize areas of work to reduce our environmental impact.



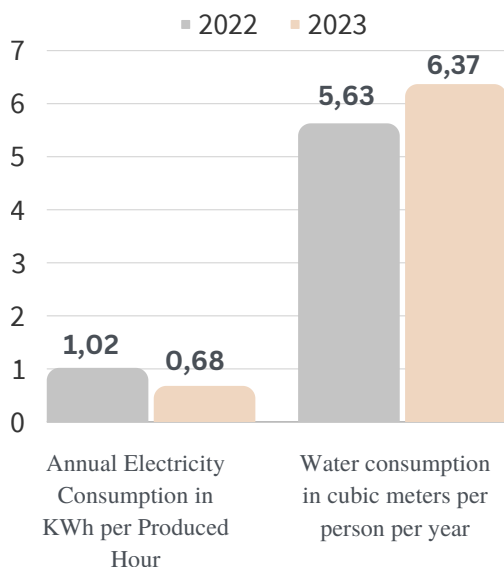
ELECTRICITY CONSUMPTION

To reduce electricity consumption, lighting in the workshops has been gradually replaced with LED lamps. The replacement has been completed in 2022. The fleet of machines used is being replaced with low-energy consumption engines.



WATER CONSUMPTION

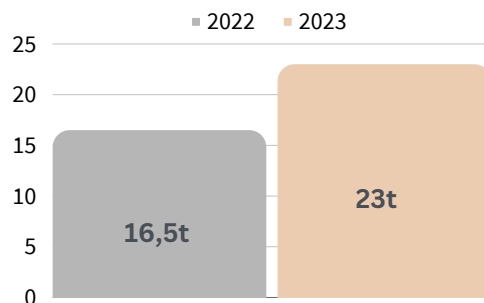
Since 2021, the water used on-site comes 100% from our own drilling. The water from the canteen is collected, settled in a pond, and then reused for watering our garden.



WASTE MANAGEMENT

Our waste primarily consists of fabric scraps, paper, and plastic. In its environmental policy, AXELLE commits to reducing its waste and recycling the waste generated by our activities.

A waste sorting system has been implemented. Thanks to strict control at the cutting and production stages, non-conforming products are minimized.



Annual quantity of waste recycled and incinerated for energy production



RAISING AWARENESS ON ECO-FRIENDLY PRACTICES

Awareness workshops on eco-friendly practices have enabled employees to become aware of their ability to act daily to preserve the planet.

CLIMATE FRESK WORKSHOP

Environmental education is crucial to raise awareness about the consequences of climate change. AXELLE is committed to promoting this collective awareness by organizing Climate Fresk workshops. These interactive sessions provide a visual and participatory perspective, encouraging understanding of climate issues and inspiring sustainable actions to preserve our planet.



60

PARTICIPANTS MADE AWARE OF CLIMATE CHANGE IN 2023

6

Board members
of AXELLE

16

Teachers of local
public school

38

Grade 9 students



AXELLE aims to spread environmental awareness to local communities so that together, we can engage in discussions about environmental issues and find sustainable solutions. We are convinced of the importance of raising awareness about climate urgency among young people and their educators and we have conducted outreach activities with teachers and students from local schools.



STOCKMAN

OUR ECONOMIC RESPONSIBILITY

We are aware that the development of Madagascar largely depends on the vitality of its businesses, their ability to create stable and fairly remunerated jobs, which can in turn stimulate the local economy. AXELLE is now one of the main employers in its area and aims to contribute to its development through fair wages for its employees.

SUPPORT EMPLOYMENT AND LOCAL DEVELOPMENT

Since its establishment in 1995, AXELLE has been particularly committed to its local village. We prioritize economic vitality and the improvement of the quality of life in local communities.



40%

OF EMPLOYEES LIVE IN
THE IMMEDIATE
SURROUNDINGS

With around ten key professions in existence, AXELLE promotes local talents and skills. Through the creation of these direct jobs, we provide hundreds of families with a stable income.

AVERAGE SALARY

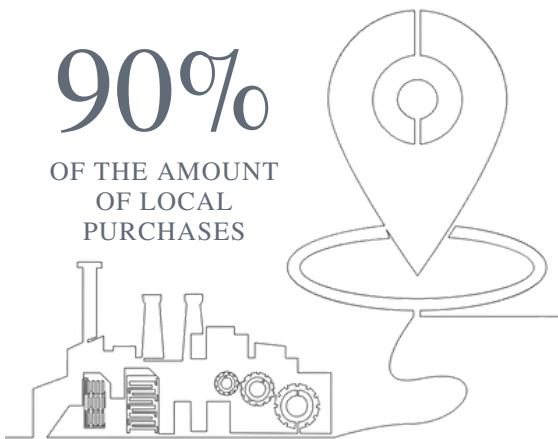
2,69

TIMES LEGAL MINIMUM WAGE

With a policy of fair wage, we enable our employees to meet their basic needs and actively participate in the local economy.

90%

OF THE AMOUNT
OF LOCAL
PURCHASES



AXELLE is actively committed to boosting the local economy by sourcing 90% of its purchases from local suppliers.

By promoting local purchases, we strengthen national supply chains, create employment opportunities, and stimulate the growth of local businesses.

Through the procurement for canteen services, transportation for our employees, healthcare services, sourcing of raw materials and carriers, as well as the acquisition of construction materials needed for our facilities, we also support thousands of indirect jobs through our collaborations with various local companies.

PROVIDE SKILL RECOGNITION THROUGH THE VALORIZATION OF ACQUIRED EXPERIENCE (VAE)

Within our company, we recognize the wealth of skills acquired by our employees over their years of professional experience, even in the absence of formal degrees. As part of our commitment to supporting employability, we actively encourage our employees to consider the Validation of Acquired Experience (VAE) as a pathway for the recognition and valorization of their skills through the attainment of a diploma.



AXELLE has actively participated in the writing workshops for occupational standards with the Ministry of Technical Education and Vocational Training. This is a contribution at the national level as the standard can be used to measure skills in this profession.

The process requires advisors and evaluators for the Validation of Acquired Experience (VAE). The technical teams from the Ministry of Technical Education and Vocational Training have trained our expert collaborators for this support and evaluation exercise.

Also, AXELLE has made its experts in the field and its technical platform available for conducting exams that have allowed for the certification of the smockers' skills.

This approach reflects our commitment to actively contribute to the development of professional skills while promoting national recognition of the specific know-how related to our sector.



SUPPORT EDUCATION

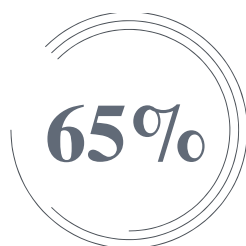
In a country where access to primary and secondary education is still limited , several internal initiatives are being carried out to support our employees and their children. We also provide support to local educational institutions, including the nearby college and public school near our company.



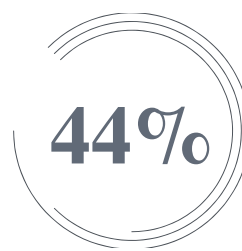
SCHOOL SUPPORT FOR THE CHILDREN OF OUR EMPLOYEES



children participated
in the tutoring
sessions



Average success rate
of the children on
exams



Employees benefited
from low-cost school
supplies

The education assistance is an initiative that has been in place for several years at AXELLE. In order to promote academic success, we offer tutoring sessions for the children of employees who are in exam classes. Parents could also benefit from a program allowing them to purchase school supplies at affordable prices. A parents' school was also organized with the Capacity for Building Community association on the theme of communication between parents and children and within the couple.

IMPLEMENTATION OF AN INTERNAL LITERACY PROGRAM

At AXELLE, we are aware that equipping employees with essential skills such as reading, writing, and arithmetic is indispensable for individual development and active participation in society.



Therefore, we have mobilized AXELLE's retirees and those in the neighborhood for the literacy project. A test was conducted in October 2023 to identify the illiterate individuals among our workforce. Today, they are integrated into the program and regularly attend classes taught by our volunteer literacy teachers.

96,4%

INTERNAL LITERACY RATE
IN OCTOBER 2023

4

RETIRED VOLUNTEERS
TRAINED FOR LITERACY

38

ILLITERATE EMPLOYEES
IDENTIFIED

OUR INITIATIVES WITH LOCAL SCHOOLS



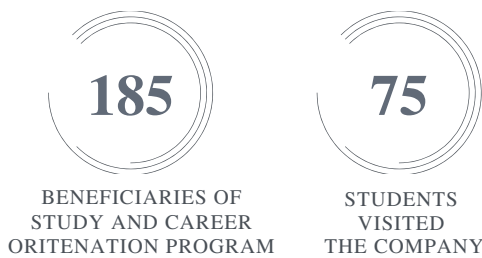
Support for the canteen of local schools

We provided financial support to the school canteen. The purpose of a meal at the canteen is to enable students to return for afternoon support classes. These classes have a significant impact on their academic results.

Donation of computer equipments

AXELLE recognizes the importance of access to digital tools in contemporary education. Therefore, we have made donations of computer equipment to enhance the technological capabilities of the local public school.

Company visit and study and career orientation program



We welcomed students from the nearby middle school for guided tours of our workshop, providing a unique opportunity to discover how our company operates and explore the various professions it comprises.

In partnership with the SESAME program, AXELLE organizes school and career orientation sessions. We believe in the importance of guiding the younger generations in their educational and career choices to reduce the failure rate at the university and help them reach their full potential.



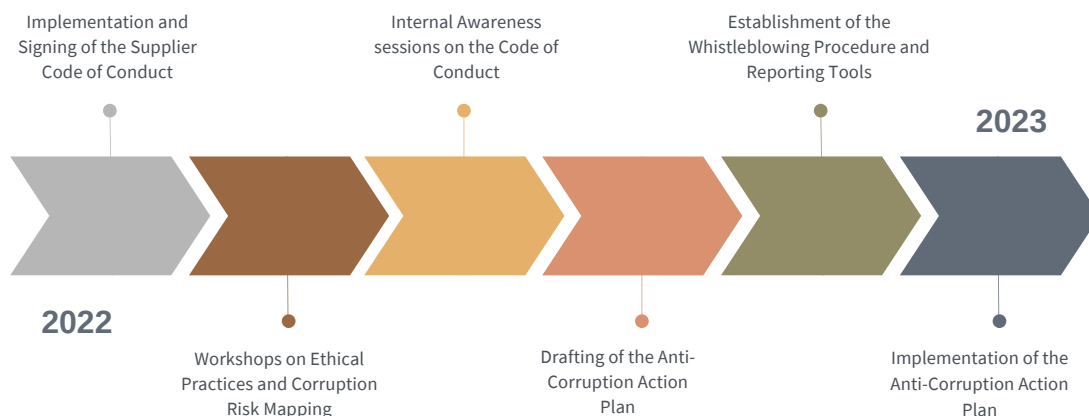
Distribution of school supplies and meals during official exams

AXELLE understands the challenges that students in rural areas may face, especially during exam periods.

We have provided support by covering meals and snacks on exam days and providing school supply kits, essential items for students taking exams. This initiative aims to alleviate the financial burden on families and create an environment conducive to educational success.

PROMOTE ETHICAL PRACTICES

Adopting and promoting honest and ethical behavior in all our actions and interactions with all our partners has always been a strong commitment of AXELLE. Our codes and charters, as well as the open communication we encourage both internally and externally, are examples of how we uphold this commitment.



The success of AXELLE is built upon social harmony and mutual respect. The code of conduct has been introduced to employees, and awareness sessions have facilitated discussions about everyone's rights and responsibilities.

Workshops on ethical practices have been organized. These efforts have allowed us to:

- Identify areas within the company with a high risk of unethical practices.
- Analyze processes, transactions, and interactions with stakeholders to uncover ethical vulnerabilities.

The Supplier Code of Conduct has been signed by our suppliers. This code commits them to upholding human rights, labor rights, and environmental standards.

As part of our commitment to business ethics, AXELLE has established a robust and transparent whistleblowing procedure. This initiative aims to encourage all employees to report any activity contrary to our ethical values or that could compromise the integrity of the company.

AXELLE reaffirms its commitment to a transparent and inclusive corporate culture by establishing confidential reporting channels to allow employees, the local community, and partners to report unethical practices without fear of retaliation.



Anti-Corruption Training Workshop with ABC Association in December 2023

- INTEGRATION INTO GOUVERNANCE**
- ACTION PLAN IMPLEMENTATION**
- AWARENESS SESSIONS & WORKSHOPS**

WORK TOGETHER WITH LOCAL AUTHORITIES

Local communities form the social fabric in which our company has been rooted since 1995. We strive to maintain close relationships with them, not only to strengthen our presence but also to make a meaningful contribution to improving the quality of life for those around us.



By working together with local authorities on sustainable projects, we contribute to the creation of a more balanced and resilient community. Beyond mere philanthropic initiatives, it is a profound commitment to the long-term well-being of the community that, in turn, fosters a favorable environment for our company.

Our regular meetings create synergy to stimulate local economic development. They aim to identify the specific needs of the community, allowing our company to tailor its actions accordingly.



By understanding local challenges, we can design more relevant projects aligned with the community's expectations. These projects include training and professional development programs, investments in education, or initiatives aimed at improving local infrastructures.



Recruitment in collaboration with local communities

Located in a rural setting, AXELLE is committed to providing employment opportunities for the residents of the village of Lazaina and its surrounding areas on a daily basis. The creation of decent jobs is indeed a top priority for local authorities.



By focusing our efforts on local recruitment, we contribute to boosting the economy while addressing the need for a stable source of income for the residents of the commune.

CO-BUILD A SUSTAINABLE TEXTILE SECTOR IN MADAGASCAR

AXELLE aspires to play a leading role in the textile industry by demonstrating that it is possible to combine excellence, innovation, and environmental responsibility. By working in harmony with our partners, we hope to actively contribute to the creation of a more sustainable supply chain and the preservation of our planet for future generations.



Supplier Code of Conduct

AXELLE aims to set an example throughout its value chain, and to achieve this, we also encourage our external partners to commit to responsible practices. To this end, a factory questionnaire has been distributed to our suppliers to ensure that they also adopt ethical and responsible best practices.



Traceability Requirements

In a context where regulatory requirements for social and environmental responsibility are becoming increasingly stringent, AXELLE remains strict in terms of transparency towards its clients.

We already collaborate with several of them by providing traceability information such as the origin and composition of materials, as well as the complete technical specifications of the products we produce.

Raising awareness among our clients

During the annual business visits, AXELLE's leaders have presented the company's CSR commitments to each client. Clients have been made aware of the importance of making products and services more sustainable in collaboration with AXELLE.

Supplier CSR Seminar



AXELLE invited its key local suppliers for a presentation of its CSR approach and its commitment to responsible procurement.

Suppliers exchanged insights, particularly focusing on best practices related to various stages of the product life cycle.




With a focus on sharing and learning, we also provided a presentation on European regulatory developments and their impacts on our supply chains.

The discussions primarily centered around the AGEC law (Anti-Gaspillage et Économie Circulaire - Anti-Waste and Circular Economy) and the duty of vigilance, in order to collectively brainstorm on how we could collaborate to anticipate the implications of these regulatory changes.

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