



# Sézane

Disclosure Report  
Date Submitted: June, 2025



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## Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

**This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company**



# Disclosure Questionnaire

## Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Industries at Risk of Human Rights Violations</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



## Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Other</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

## Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



# Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other - Allegation

Issue Date	April 2025
Topic	Reports of Exploitation of Indigenous Communities
Summary of Issue	<p>In January 2022, a video of a photo shoot organized by Sézane in Oaxaca, Mexico was circulated on social media showing Sézane contracted photographers taking pictures of an indigenous woman wearing Sézane apparel, with photographers instructing the woman and the production team not following COVID-19 health and safety protocols. In addition to specific allegations shared with the posting of the video, the Instituto Nacional de los Pueblos Indígenas (INPI), a government body for the defense of indigenous peoples of Mexico, issued a statement condemning the use and exploitation of the image of indigenous people by the Sézane brand, indicating that they would initiate a dialogue with the authorities of Teotitlán and the aggrieved people to initiate a legal remedy, in accordance with the law.</p> <p>The original poster of the video subsequently received a message from the founder of Sézane, claiming that the photo shoot captured in the video was for her personal journal and not for commercial purposes (stating that the commercial photo shoot had already concluded), and stating that she relied on the local production team for guidance on local norms and regulations, that there was no intent to harm or exploit, and asking that the poster not “use the weapon of social media to kill the work of so many wonderful people,” while making reference to their charity program to support local communities where they work. This response was itself met with criticism for a failure to accept accountability and acknowledge the underlying disparities caused by racism and classism for indigenous populations.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	One individual was involved in the specific incident identified as problematic, but the incident raised broader questions about the company's product lines and engagement with local communities around the world.
Impact on Stakeholder(s)	In addition to potential failure to follow local regulations and guidelines, the incident raises questions about the exploitation, not just of direct individuals involved in the video, but more broadly of indigenous and Afro-Mexican peoples and their

	cultural capital.
<b>Implemented Management Practices</b>	<p>Sézane issued a public apology to the community of Teotitlán del Valle and has engaged with INPI to determine any appropriate remediation actions for the directly affected individuals and local community. The company issued an apology letter to the individual involved in the controversy and submitted it to INPI, which then forwarded it to the woman. The company has also engaged external consultants to develop policies and training plans for their team to address the concerns related to the incident moving forward, around community rights, cultural diversity, and appropriation. This included the implementation of specific training on the topic of cultural appropriation.</p> <p>The company implemented a cultural appropriation and awareness training program to enable our teams to act with cultural sensitivity and responsibility. Below are the key details of the training:</p> <ol style="list-style-type: none"> <li>1. Targeted In-Person Training: Specific in-person training sessions were held for key teams, including design, product, communication, marketing, creative, e-commerce, human resources, and all directors, both in France and the US. These sessions were facilitated by Fatou Ndiaye (<a href="https://www.linkedin.com/in/fatoundiaye">https://www.linkedin.com/in/fatoundiaye</a>), an international Diversity, Equity, Inclusion, and Belonging expert.</li> <li>2. Training Content: The training focused on understanding the cultural and fashion implications and provided practical guidance on acting with impact and responsibility. Some of the topics covered included: The history and impacts of cultural appropriation in fashion, Case studies of cultural appropriation and appreciation in the industry and Best practices for respectful cross-cultural collaborations</li> <li>3. To supplement the training, Sézane created and shared checklists and toolkits with strict guidelines regarding cultural topics, such as: “How do you know if a collaboration is culturally appropriate?” guide and a checklist of points to verify before launching a cross-cultural collaboration,</li> <li>4. As part of its commitment to inclusivity, the company created a pattern library that highlights culturally sensitive designs and motifs. Rather than just being a checklist, this resource has been developed into a comprehensive working document at the core of Sézane's stylistic and communication</li> </ol>

	<p>strategies. It serves as an invaluable reference for its teams, ensuring culturally respectful practices are incorporated into every stage of the design and communication processes,</p> <p>5. To ensure all employees benefit from this training, Sézane developed short educational videos featuring Fatou Ndiaye. These videos cover essential topics related to cultural appropriation and diversity.</p> <p>6. The company launched a second training cycle with Fatou Ndiaye, focusing on fashion and diversity, which includes, but is not limited to, cultural diversity. This training aims to keep the teams up-to-date and informed about best practices and industry developments.</p> <p>To support continuous improvement, the company established an Expert Consultation process. In situations involving uncertainty or doubt, teams can consult with cultural experts, such as Fatou Ndiaye.</p> <p>Sézane also set up a quarterly committee focused on Diversity, Equity, Inclusion, and Belonging (DEIB) to address comprehensive issues across all departments and topics. There is now a job position to oversee its commitment to cultural, and diversity areas.</p> <p>The company published a guide called "<a href="#">CULTURE ET ÉQUITÉ DANS LA MODE Le guide pratique</a>" to help recognize and avoid cultural appropriation.</p>
<p><b>Resolution</b></p>	<p>INPI has, to date, not taken any formal legal action against the company, and the two parties have instead been engaging collaboratively on appropriate remediations for the incident.</p> <p>Based on the review of publicly available information and information provided by Sézane at the time of the incident, it was determined that the incident and subsequent response above are against the spirit of the B Corp Declaration of Interdependence, and remediation was required in order for Sézane to maintain eligibility for B Corp Certification. Sézane has acknowledged the need and opportunity for improvement and has already taken steps in response to these allegations to remediate, as outlined above.</p> <p>As part of these remediations, Sézane was required to prepare</p>

	and submit an improvement plan, with specific time-bound objectives, outlining the steps it will take to implement the above actions, and will be required to provide regular annual updates to B Lab on its progress in implementing these actions and any resulting policies. The company's progress was formally assessed, and it was determined that no additional remedial or other actions are warranted.
<b>Report</b>	<a href="#">Video of a photo shoot organized by Sézane in Oaxaca, Mexico</a> <a href="#">Sézane's public apology on social media</a> <a href="#">French brand Sézane apologizes after controversial photoshoot in Mexico</a>
<b>Related Incidents (Yes/No)</b>	No.





# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Industries at Risk of Human Rights Violations

<b>Topic</b>	Company sourcing semi-jewelry items plated in gold
<b>Summary of Issue</b>	Sézane, a brand owned by BENDA BILI, is a clothing and accessory company that retails some jewelry items plated in gold but is not involved in the manufacturing or design of such items. The company's tier 1 suppliers are jewelry manufacturers. The only precious metal we currently use in their collections is gold, which is mainly used in a thin layer in addition to a metal for gilding. Given this context, the company is involved in a supply chain that relies on materials that may pose a risk of human rights infringements and conflict financing.
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	In its last fiscal year (2024) 2,4% of Sézane's annual revenue came from the sale of jewelry items. In this same period, 1,9% of the company's supplier expenses were from the jewelry manufacturer.
<b>Impact on Stakeholder(s)</b>	<p>Companies that use precious metals and/or conflict minerals in their products risk contributing to conflict financing or human rights abuses via their mineral supply chains, particularly in the absence of supply chain traceability and management practices.</p> <p>B Lab has flagged the jewelry industry as a material issue after Sézane was already a Certified B Corp. Should specific performance requirements be created for companies in this industry, Sézane would be required to meet these standards by a future recertification date.</p>
<b>Implemented Management Practices</b>	<p>The company shared the following practices and policies to reduce the jewelry supply chain risks:</p> <ul style="list-style-type: none"><li>- Sézane, under the name of its entity "Benda Bili", became a <a href="#">member of the Responsible Jewelry Council (RJC)</a> in July 2024 and has until July 2026 to obtain the RJC Code of Practices (COP) certification,</li><li>- All of Sézane's suppliers are required to sign their Code of Ethics, which explicitly prohibits the use of precious metals that support armed groups, contribute to human rights abuses, violate health and safety standards, or cause environmental harm. This is also mentioned on the company's Gold Procurement Policy. Their Code of Ethics applies to all suppliers and all their subcontractors, including suppliers of materials</li></ul>

	<p>(manufacturing and packaging materials) and services used in the manufacturing or in the performance of tasks in the name and on behalf of BENDA BILI, as well as to any personnel acting for and/or on behalf of the supplier and its subcontractors. The supplier must transfer this Code of Ethics to its subcontractors and is responsible for monitoring its proper implementation. Additionally, all suppliers are audited by third-party organizations each year to ensure social compliance with recognized social standards (BSCI, SMETA, ICS, ERSA, WCA and SA8000),</p> <ul style="list-style-type: none"> <li>- The company collects information from all of its suppliers, who must give Sézane the name of their gold suppliers,</li> <li>- In the 2023 Fall and Winter seasons and in the 2024 Spring and Summer seasons, 93% of the gold used in their jewelry (both for plating and as primary material) was RJC-certified. Of this, 86% is recycled gold that is also RJC-certified.</li> <li>-- For both recycled and non-recycled gold, the company requires the same information: data about their suppliers' gold suppliers (name of the company, location) and the certificate proving that the gold is recycled (preferably GRS) and/or RJC certified. Today, only 2 out of its 10 gold suppliers do not use RJC-certified gold and the company is in contact with them to source RJC-certified gold in the following seasons, to further improve the visibility of our gold supply chain.</li> </ul>
<b>Other Management Practices</b>	<p><i>"We believe that to date RJC is the most reliable standard available and we are aiming to make it more widespread and have even taken the decision to become members ourselves. We have explored the possibilities and best practices for costume jewelry/gold plating, but there are few (if any) standards that we are aware of that allow this traceability."</i></p>