



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 and B Lab deems them to be material, the company must:

- 1) Be transparent about 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 systems are in place to avoid similar issues from arising in the future.

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

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to background checks 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

Company Name: Sézane
Date Submitted: 07/14/2022

Industries & Products	Yes	No
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.		
Animal Products or Services		✓
Biodiversity Impacts		✓
Chemicals		✓
Company Explanation Of Disclosure Item Flags		✓
Disclosure Alcohol		✓
Disclosure Firearms Weapons		✓
Disclosure Mining		✓
Disclosure Pornography		✓
Disclosure Tobacco		✓
Energy and Emissions Intensive Industries		✓
Fossil fuels		✓
Gambling		✓
Genetically Modified Organisms		✓
Illegal Products or Subject to Phase Out		✓
Industries at Risk of Human Rights Violations		✓
Monoculture Agriculture		✓
Nuclear Power or Hazardous Materials		✓
Payday, Short Term, or High Interest Lending		✓
Water Intensive Industries		✓
Tax Advisory Services		✓

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		✓
Child or Forced Labor		✓
Negative Environmental Impact		✓
Negative Social Impact		✓
Other		✓

Outcomes & Penalties	True	False
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		✓
Breaches of Confidential Information		✓
Bribery, Fraud, or Corruption		✓
Company Explanation Of Disclosure Item Flags		✓
Company has filed for bankruptcy		✓
Consumer Protection		✓
Financial Reporting, Taxes, Investments, or Loans		✓
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		✓
Labor Issues		✓
Large Scale Land Conversion, Acquisition, or Relocation		✓
Litigation or Arbitration		✓
On-Site Fatality		✓
Penalties Assessed For Environmental Issues		✓
Political Contributions or International Affairs		✓
Recalls		✓
Significant Layoffs		✓
Violation of Indigenous Peoples Rights		✓
Other		✓

Practices	True	False
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		✓
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		✓
Company Explanation Of Disclosure Item Flags		✓
Company prohibits freedom of association/collective bargaining		✓
Company workers are prisoners		✓
Conduct Business in Conflict Zones		✓
Confirmation of Right to Work		✓
Does not transparently report corporate financials to government		✓
Employs Individuals on Zero-Hour Contracts		✓
Facilities located in sensitive ecosystems		✓
ID Cards Withheld or Penalties for Resignation		✓
No formal Registration Under Domestic Regulations		✓
No signed employment contracts for all workers		✓
Overtime For Hourly Workers Is Compulsory		✓
Payslips not provided to show wage calculation and deductions		✓
Sale of Data		✓
Tax Reduction Through Corporate Shells		✓
Workers cannot leave site during non-working hours		✓
Workers not Provided Clean Drinking Water or Toilets		✓
Workers paid below minimum wage		✓
Workers Under Bond		✓
Other	✓	



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Sézane

UPDATED AS OF:

07/14/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Other
ISSUE DATE	January 2022
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 no “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 STAKEHOLDERS	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.
IMPLEMENTED MGT PRACTICES	Sézane issued a public apology and have engaged with INPI and the town's indigenous authorities to determine any appropriate remediation actions for the directly affected individuals and local community. 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 includes plans to implement specific trainings for design and production teams on the topic of cultural appropriation.

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DISCLOSURE QUESTIONNAIRE CATEGORY	Other Cont.
ISSUE DATE	January 2022
TOPIC	Reports of Exploitation of Indigenous Communities Cont.
RESOLUTION	<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. In a letter dated February 25, the Institute (INPI) recognized and encouraged the company's willingness to proactively approach and carry out an intercultural dialogue with the people related to the incident.</p> <p>Based on the review of publicly available information and information provided by Sézane, remediation is 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 is required to prepare 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 will be formally assessed at its next recertification (scheduled for 2024) to determine if additional remedial or other actions are warranted.</p> <p>B Lab will also consider and monitor any new developments, including the outcomes of the company's engagement with INPI or new allegations, to determine whether additional action is warranted.</p>
REPORT	<p>https://www.instagram.com/p/CYeiwblGnr/?utm_source=ig_web_copy_link</p> <p>https://www.huffingtonpost.fr/entry/marque-Sézane-sexcuse-apres-un-shooting-polemique-au-mexique_fr_61de9145e4b0ee023e678d02</p> <p>https://www.gob.mx/inpi/articulos/inpi-condena-energicamente-el-uso-y-explotacion-de-la-imagen-de-personas-indigenas-por-parte-de-la-marca-Sézane?idiom=es</p> <p>https://www.instagram.com/p/CYnXsaUDeHp/?utm_source=ig_web_copy_link</p> <p>https://www.instagram.com/p/CYnqeWYOe5E/?utm_source=ig_web_copy_link</p> <p>https://www.instagram.com/p/CZPIduJMHBn/</p>

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DISCLOSURE QUESTIONNAIRE CATEGORY	Other Cont.
ISSUE DATE	January 2022
TOPIC	Reports of Exploitation of Indigenous Communities Cont.
OTHER MANAGEMENT COMMENTS	<p>Sézane has implemented a number of measures in response:</p> <ol style="list-style-type: none"> 1. Making public apologies to the community of Teotitlán del Valle and those affected by the Sézane team. Sézane's priority has been to listen, and acknowledge their mistakes and blind spots in order to ensure that they are part of the solution. 2. Contacting local authorities and the INPI to collaborate and to find the most appropriate way to apologize to the woman that appeared on the video. At this stage, Sézane has received confirmation that their letter of apology has been shared with her and that she is living her life with normality, with the town prioritizing to protect her anonymity. 3. Actively engaging in communications with the town -respecting the customary processes of communication and engagement (usos y costumbres)- to also remedy any moral damage caused while waiting for the next steps from local authorities. 4. Conducting internal training from a third party to both sensitize their employees to cultural and diversity matters, as well as ensure that the whole company commits to not spreading cultural stereotypes or generalizations of any kind. All key teams have already completed the training (Management, Product Design, Product Development, Marketing, Creative, Merchandising, Photo Studio, Retail, Human Resources, Training, Customer Service and E-commerce teams). Sézane is organising additional sessions for all remaining employees. 5. Re-evaluating our creative processes and creating stricter guidelines for all our future photos shoots and communications, ensuring that they respect the highest standards in human rights and sustainability - and that they do not exacerbate stereotypes. 6. Co-writing with the help of experts a guide about how to manage issues surrounding cultures and brands. <p>This guide is due to be shared with Sezane's employees and stakeholders, but it will also be published to all the fashion industry in order to share best practices and learnings - and improve together.</p>