



GARNIER THIEBAUT

USA

**CORPORATE SOCIAL RESPONSIBILITY
REPORT 2024-2025**



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ABOUT THE REPORT

The Garnier Thiebaut Inc. Corporate Social Responsibility Report provides transparency into the company’s practices, progress, and long-term commitments to sustainability and ethical business conduct. This report is more than a compliance exercise, it reflects our values, our responsibility to stakeholders, and our contribution to global sustainability efforts.

This report is designed to give employees, customers, partners, and communities a clear understanding of how Garnier Thiebaut integrates responsible practices into every facet of its operations, from product design and manufacturing to supply chain management, environmental stewardship, employee well-being, and corporate governance.

The data in this report covers fiscal year 2024 and year-to-date 2025, as of June 30, 2025. Garnier Thiebaut’s CSR program and reporting are based on a principle of continuous improvement and are regularly reviewed to remain aligned with evolving standards and stakeholder expectations. The CSR Report undergoes a formal review once per year, during a dedicated internal meeting with the CSR Committee.

Composition of the CSR committee:

Division/Title	Current Representative	Review Meetings held during the year	Review Meetings attended during the year
CFO	Katalin Budi	1	1
HR	Verveine Palladin	1	1
CIO	Rossie Metodieva	1	1
Vice President of Sales	Kaoutar Mazeaud	1	1
Director of Supply Chain	Cindy Richter	1	1

OVERVIEW

ABOUT GARNIER THIEBAUT

Garnier Thiebaut Inc. is a world-renowned manufacturer of table, bed, bath linens and accessories for the finest hotels, restaurants, resorts, as well as high-quality linens for the home. Garnier Thiebaut, Inc. (GT USA) is part of HDM Industries: a 12th generation, family-owned business and a global leader in the field of textile, work wear, hospitality and homes, with its headquarters in France. The story of Garnier Thiebaut starts in 1833 with the marriage of Virginie Thiébaud and Jean-Baptiste Garnier in the heart of the Vosges region, in Gérardmer, France. In USA, Garnier Thiebaut’s headquarters in Arlington, VA with sewing facility and two warehouses in southern Virginia.

Garnier Thiebaut was born on the shores of Lake Gérardmer in the Vosges. The company carries the distinguished label of Vosges and France Terre Textile. ISO 9001 certified since 2001, Garnier Thiebaut puts two centuries of expertise at the service of its customers to provide them with top-of-the-line linen that is designed to last.

CEO MESSAGE

To foster close relationships with our customers, Garnier Thiebaut expanded to the United States in 1997, bringing our French *savoir-faire* abroad. With a human-scale team and the capabilities of an international company, our services are tailored to meet diverse needs. Garnier Thiebaut, Inc. is a fully vertical company, managing every stage of production—from dyeing threads, weaving and processing fabrics, to cutting, sewing, packaging, and delivering finished products. This integrated model ensures the highest attention to detail and strict quality control, allowing us to consistently deliver linens that exceed expectations.

We recognize that every business decision has an impact on the environment, our customers, our employees, and our partners. That is why we constantly seek ways to improve and innovate. Responsible management is fundamental to long-term success and value creation. We respect our people, our community, and the environment, and we place a high value on good governance, ethical practices, and accountability.

Our principles, policies, and procedures are designed to promote integrity, a thriving and progressive work environment, social responsibility, reduced environmental impact, and positive outcomes for all stakeholders.

Thank you,



Jean-Philippe Krukowicz
Chief Executive Officer

RESPONSIBILITY STRATEGY & COMMITMENT

At Garnier Thiebaut, Inc., we believe in collective success. We strive to be thoughtful in our actions and to invest in our employees, our community, our region, and our environment, while preserving resources for future generations.

We are committed to supporting economic, environmental, and social sustainability through practices such as reducing paper, energy, and water consumption; minimizing waste and air pollution; recycling and using recycled materials; promoting employee well-being; protecting customer health and safety; reducing inequality; and conserving natural and financial resources without harming the environment, society, or culture.

We take pride in assuming responsibility for the impact of our decisions and activities on society and the environment. Our commitment is reflected in transparent and ethical behavior that contributes to sustainable health, welfare, and development, while respecting the expectations and well-being of our customers and employees, and maintaining full compliance with applicable laws.

SDG ALIGNMENT

SUSTAINABLE DEVELOPMENT GOALS

Our sustainability strategy directly supports the United Nations Sustainable Development Goals (UN SDGs), advancing meaningful progress across people, planet, and product.

1 NO POVERTY



SDG 1: No Poverty

We provide fair wages, safe working conditions, and stable employment that support financial security.

2 ZERO HUNGER



SDG 2: Zero Hunger

We promote food security through sustainable farming partnerships and responsible sourcing.

3 GOOD HEALTH AND WELL-BEING



SDG 3: Good Health & Well-Being

We protect employee health with safe conditions, wellness programs, and compliance with global standards.

4 QUALITY EDUCATION



SDG 4: Quality Education

We invest in training, upskilling, and ethical procurement education for employees and suppliers.

5 GENDER EQUALITY



SDG 5: Gender Equality

We advance inclusion through equitable hiring, pay gap analysis, and equal opportunities for all roles.

6 CLEAN WATER AND SANITATION



SDG 6: Clean Water & Sanitation

We reduce water use in production, follow audits, and pursue sustainable water practices.

7 AFFORDABLE AND CLEAN ENERGY



SDG 7: Affordable & Clean Energy

We improve efficiency under ISO 50001 and invest in renewable, low-impact energy.

8 DECENT WORK AND ECONOMIC GROWTH



SDG 8: Decent Work & Economic Growth

We ensure safe workplaces, fair wages, and support local economic stability.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



SDG 9: Industry, Innovation & Infrastructure

We innovate with biodegradable textiles and modernize operations for sustainable growth.

10 REDUCED INEQUALITIES



SDG 10: Reduced Inequalities

We strengthen diversity, equity, and inclusion, ensuring fair treatment and advancement.

11 SUSTAINABLE CITIES AND COMMUNITIES



SDG 11: Sustainable Cities & Communities

We reduce our footprint, sustain local jobs, and source responsibly to support communities.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



SDG 12: Responsible Consumption & Production

We advance sustainable textiles through innovations like CICLO® biodegradable fibers and work with suppliers to embed responsible practices.

13 CLIMATE ACTION



SDG 13: Climate Action

We cut emissions through energy efficiency and reforestation efforts.

14 LIFE BELOW WATER



SDG 14: Life Below Water

We reduce microplastic pollution with biodegradable textiles that protect marine life.

15 LIFE ON LAND



SDG 15: Life on Land

We restore habitats and support biodiversity through reforestation and community initiatives.

SOURCING & MANUFACTURING WITH THE PLANET IN MIND

Garnier Thiebaut, Inc. is committed to manufacturing and sourcing quality products with both people and the planet in mind. We care deeply about our customers, the individuals involved in manufacturing, and the environment.

We expect our partners and manufacturing facilities to comply with all applicable local and international laws and regulations, while ensuring the protection of their employees and the environment.

Our responsibility is to reduce environmental impact by minimizing our overall footprint, reducing carbon emissions, conserving water, protecting and enhancing biodiversity, reducing waste, and safeguarding animal welfare.

We Commit To:

I. Compliance & Ethics

- Complying with all applicable laws, regulations, and international standards, including labor, human rights, health & safety, and anti-corruption.
- Upholding the principles of the UN Global Compact and the International Labour Organization (ILO) conventions.

II. Environmental Responsibility

- Prioritizing suppliers who demonstrate environmental responsibility, such as reducing carbon emissions, conserving resources, minimizing packaging, and ensuring responsible waste management.
- Favoring suppliers with recognized certifications where applicable (e.g., OEKO-TEX®, GOTS, FSC®, PEFC®).

III. Social & Labor Practices

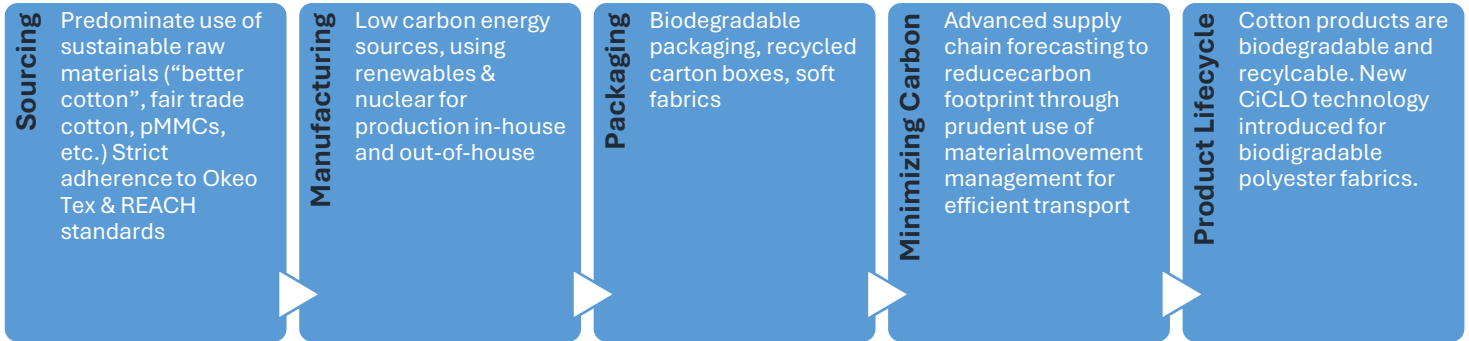
- Requiring suppliers to provide safe and healthy working conditions.
- Prohibiting child labor, forced labor, and discrimination in any form.
- Supporting fair wages and workers' rights to freedom of association and collective bargaining.

IV. Supply Chain Transparency

- Engaging with suppliers to ensure traceability and responsible sourcing of raw materials.
- Encouraging partnerships with local, diverse, and small business suppliers whenever possible.

Our products are designed in Gérardmer, France, and Arlington, VA, and are proudly manufactured by expert craftsmen. We carefully select the highest-quality raw materials, including ELS cotton, premium blends, and flax fibers, to create durable fabrics woven with care.

We also employ manufacturing techniques that reduce water consumption, electricity use, and chemical waste. By using natural detergents and protective treatments that extend the lifespan of our linens, Garnier Thiebaut ensures products are crafted for both quality and sustainability.



Ultimate Goal: 100% of Procurement employees are trained on sustainability and ethics risks in procurement by February 2026.

BCI COTTON – BETTER COTTON

BCI Cotton
Why We Use It



Garnier Thiebaut, Inc. is not an accredited member of the Better Cotton Initiative (BCI), however, we work closely with suppliers involved in the BCI project and prioritize the use of “better cotton” within our linens. The Better Cotton Initiative is the largest cotton sustainability program in the world right now. BCI promotes its certification of “better cotton” globally through its platform connecting farmers who meet its guidelines to companies like Garnier Thiebaut, Inc.

** GT USA is not a certified BCI partner & does not use the BCI label** 

“Better Cotton” is produced by farmers who:

- Minimize harmful impacts of crop protection and fertilizers.
- Use water efficiently.
- Care for soil health.
- Conserve natural habitats.
- Preserve the quality of the fiber.
- Promote decent work & ethical employment.

FAIRTRADE COTTON

Garnier Thiebaut, Inc. prioritizes the use of Fairtrade Cotton as part of our commitment to ethical sourcing and responsible manufacturing. Fairtrade Cotton works with farmers to form independent cooperatives that ensure all members have access to better prices, decent working conditions, and ethical treatment in developing countries.

Fairtrade for Cotton Farmers:

- The Fairtrade Minimum Price aims to cover the average costs of sustainably producing their goods and acts as a safety net when market prices drop.
- The Fairtrade Premium is an extra sum of money paid on top of the selling price that farmers or workers invest in projects of their choice.
- The Fairtrade Standards are the requirements that producers and businesses who buy their goods have to meet for a product to be Fairtrade certified.

Fair Trade Cotton
— Know the Source



| Garnier Thiebaut Flagship Factory in Gérardmer, France



MAN MADE CELLULOSE

MMC (Man Made Cellulose)

Are All Natural Fibers Sustainable?



As cellulose is always derived from natural sources it presents as ecologically friendly. However, the manufacturing process can be complex and often involves the use of chemicals and additives to create MMC fibers. Preferred MMC's (pMMC's) are sourced from non-endangered certified forests and are accredited in sustainable manufacturing techniques. pMMC's rely on a closed-loop process in which both water and chemicals are re-used.

CICLO®

In 2025, Garnier Thiebaut, Inc. introduced CiCLO®, a patented biodegradable technology woven into synthetic fiber linens. This innovation allows fabrics to break down more naturally at the end of their lifecycle, reducing microplastic pollution without compromising performance. Certified by OEKO-TEX® ECO PASSPORT and fully traceable for sustainable sourcing, CiCLO® reflects our commitment to environmentally responsible innovation.

By partnering with CiCLO®, Garnier Thiebaut delivers sustainable, high-performance linens designed to support both our customers and the planet.

Key Benefits of CiCLO® Technology:

- **Biodegradable Technology:** CiCLO® enables polyester and nylon to biodegrade naturally in landfill, marine, or wastewater environments within 2.5 to 4 years.
- **No Compromise on Performance:** The linens maintain the same quality, comfort, and durability as traditional textiles throughout their usable life.
- **Microplastic Reduction:** CiCLO® fibers biodegrade in biologically active environments, minimizing microplastic pollution.
- **Seamless Integration:** CiCLO® enhanced linens can be used just like conventional linens, with no disruption to existing operations.
- **Cost-Effective Solution:** The upgrade is designed to be affordable and easy to integrate into large-scale operations without operational disruption.

CiCLO® technology was recognized with the **World Sustainability Award in 2024** for its impact on reducing textile-related pollution.



To learn more about the technology and our partnership, visit

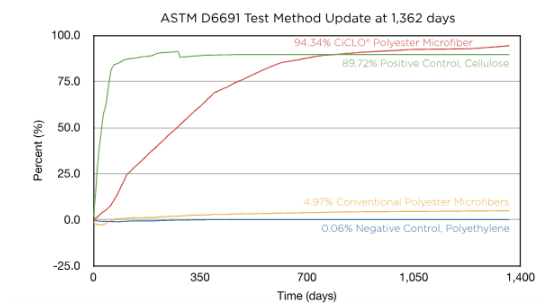
<https://ciclotextiles.com/what/technology/> or <https://gtlinenshospitality.com/ciclo>

Test Results:

→ Sea Water

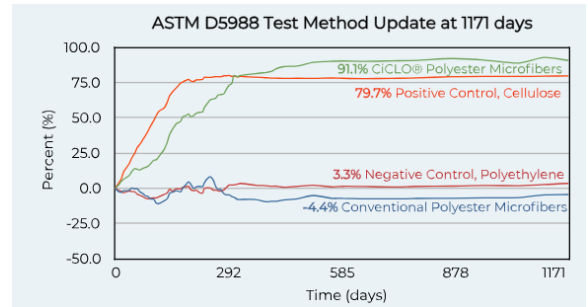
ASTM D6691-17 Standard Test Method for Determining Aerobic Biodegradation of Plastic Materials in the Marine Environment by a Defined Microbial Consortium or Natural Sea Water Inoculum

After 1,362 days in natural sea water, CiCLO® fibers (red line) biodegraded 94.34%, whereas comparable untreated fibers (yellow line) biodegraded 4.97%.



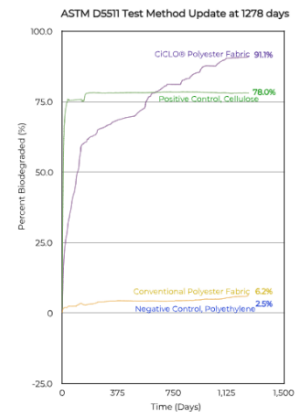
→ Soil
ASTM D5988 Standard Test Method for Determining Aerobic Biodegradation of Plastic Materials in Soil

After 1,171 days in soil conditions, CiCLO® microfibers (green line) are biodegraded 91.1%, whereas comparable untreated microfibers (blue line) have not biodegraded at all.



→ Landfill
ASTM D5511-18 Standard Test Method for Determining Anaerobic Biodegradation of Plastic Materials Under High-Solids Anaerobic-Digestion Conditions

After 1,278 days in anaerobic landfill conditions, CiCLO® fabric (purple line) biodegraded 91.1%, whereas comparable untreated fabric (yellow line) only reached 6.2% biodegradation. Upon inspection, the CiCLO® fabric was fully biodegraded. Although the graph reads 91.1%, the remaining percentage can be attributed to carbon being incorporated into biomass.



For more information visit <https://ciclotextiles.com/what/testing/>

RFID: SMARTER LINEN MANAGEMENT

At Garnier Thiebaut, Inc., we are proud to offer RFID-enabled linen solutions that help hospitality professionals streamline operations, improve transparency, and reduce costs. By integrating RFID labels directly into our textiles, we enable properties to track inventory, access product data, and optimize laundry processes with ease, ensuring accurate and cost-effective linen management.

To learn more about RFID visit our website at <https://gtlinenshospitality.com/rfid>.

Key Benefits of RFID Integration:

- **Seamless Integration:** RFID labels are woven into textiles without compromising comfort or appearance.
- **Efficient Tracking:** Scannable from 5 to 7 meters using RFID readers, making it easy to monitor linen movements.
- **Automation:** Automates inventory counting and reduces the need for manual labor.
- **Accurate Inventory:** Maintains precise stock levels, reducing the risk of shortages.
- **Loss Prevention:** Helps decrease linen loss and theft, ensuring your inventory stays intact.
- **Cost Savings:** Cuts costs associated with inventory errors, replacements, and theft.

RFID Range by Frequency:

- **Low Frequency:** Up to 10 cm
- **High Frequency:** Up to 1 meter
- **Ultra High Frequency:** Up to 12 meters

Each RFID label can store custom data such as serial numbers, washing instructions, and product descriptions. This technology enhances transparency, reduces linen loss, and streamlines management, reflecting our commitment to innovative hospitality solutions. Request a demo to see how RFID can optimize efficiency and lower costs.

RFID tracking is especially useful for laundering insights, distribution and rental operations, in-house PAR management, and usage/volume analytics. Capturing this data in real time helps properties monitor inventory, extend linen lifecycles, and improve decision-making.

Key Features:

Visibility & Tracking

- RFID (Radio Frequency Identification) labels automatically locate and track inventory for full visibility.
- Mobile app provides real-time access to inventory data.
- Quality monitoring tracks linen usage and condition throughout its lifecycle.

Automation & Efficiency

- Automated inventory counts reduce manual labor.
- Replenishment tracking and forecasting streamline reordering.
- Order management enables real-time tracking from placement to fulfillment.
- Rewash and reclaim features minimize waste by extending product use.

Analytics & Intelligence

- AI/ML (Artificial Intelligence and Machine Learning) reporting generates insights on usage trends, shortages, and purchasing needs.
- Usage and volume analytics improve operational planning.

Integration & Flexibility

- Works with diverse setups through agnostic RFID middleware.
- Cloud-based data storage ensures secure, scalable access.
- PMS (Property Management System) integration supports seamless property management.
- Billing and invoicing tools enhance transaction accuracy and transparency.

GENTLE PRODUCTS

At Garnier Thiebaut, Inc., we define “Gentle Products” as fabrics that require less energy, water, and chemicals during cultivation and manufacturing, and that use fewer resources in daily care. These products also avoid harsh cleaning chemicals, supporting both environmental and customer well-being. All Garnier Thiebaut fabrics are designed with this principle in mind.

Coated Cotton and Green Sweet Stain Resistant

To reduce energy and water consumption from frequent washing, we offer coated cotton and Green Sweet stain-resistant fabrics, primarily used in tablecloths for home use. These fabrics can be spot cleaned with a sponge and water, eliminating the need to wash the entire product after a spill.

Organic Cotton

Organic cotton uses significantly less water in cultivation, improves soil health, and reduces pollution by avoiding harmful pesticides and fertilizers.

Hemp

Hemp cultivation requires up to four times less water than conventional cotton to produce the same amount of fiber. Hemp plants are water-efficient, improve soil quality over time, and require fewer fertilizers, contributing to lower water pollution. Garnier Thiebaut is currently developing hemp-based bed linens to provide customers with a more sustainable alternative.

HEALTH & SAFETY ISSUES ASSOCIATED WITH PRODUCTS

Garnier Thiebaut, Inc. products are free from harmful chemicals though we do recommend washing before first use to remove any residual traces of fabric treatments that could cause allergic reactions.

To further ensure customer safety, individual products packaged in poly bags include clear suffocation warning labels, emphasizing that packaging is not a toy and must never be placed over the head. These measures reflect our ongoing commitment to product safety, consumer health, and responsible packaging practices.

SUPPLY CHAIN TRACEABILITY



We work closely with suppliers to ensure traceability and responsible sourcing of raw materials. To provide full transparency to consumers, we offer product supply chain visibility through Respect Code/Product DNA.

Explore the journey of one of our products here <https://respect-code.org/en/product/KWXSPBVL>



SUSTAINABLE USE & END-OF-LIFE

Garnier Thiebaut, Inc. is dedicated to designing and producing high-quality fabrics with an extended lifecycle to reduce environmental impact during use. We advocate for sustainable consumption by offering materials that help customers lower their carbon footprint, supported by detailed laundry instructions and care recommendations tailored to each product. We also provide PAR level guidelines to ensure adequate inventory, allowing linens to rest between uses and extend their lifespan. Certain fabrics are specifically engineered to reduce washing and drying needs, further minimizing resource use.

Even the most resilient fabrics will eventually require replacement, accelerated by harsh chemicals or mechanical wear. To optimize rotation and maximize lifespan, Garnier Thiebaut offers products equipped with sewn-in RFID tags, enabling customers to track usage and performance. We have also adopted CiCLO® technology in our polyester linens, allowing them to biodegrade within 2.5 to 4 years and significantly reduce long-term environmental impact on landfills, oceans, and wastewater systems.

When linens reach the end of their usable life, we encourage reuse or repurpose whenever possible. Options include donating to local charities or communities, converting them into cleaning rags, or transforming them into new products such as tote bags or filler materials.

Ultimate Goal: Increase production of CiCLO® linens by 10% by 2027 (baseline 2024). Onboard 10% more customers to adopt RFID technology by 2027 (baseline 2024) and develop a real-life study of linen lifecycles based on collected data.

PLANET

ENVIRONMENTAL POLICY

At Garnier Thiebaut, Inc., we are steadfast in protecting the environment and complying with all applicable local and international laws and regulations. We extend these standards to our partners and suppliers, asking them to uphold the same principles and, when necessary, take measures to reduce or compensate for their environmental impacts.

Our approach is anchored in reducing our overall footprint by lowering carbon emissions, conserving water, protecting biodiversity, minimizing waste, and safeguarding animal welfare.

To preserve the environment for future generations, our team is devoted to:

- Complying with all environmental procedures, laws, and regulations.
- Maintaining ISO 14001 certification to manage and improve environmental performance.
- Encouraging renewable resources and developing low-impact production methods.
- Standardizing LED lighting to cut energy use.
- Promoting low-energy products such as organic cotton and Green Sweet® fabrics.
- Maximizing the use of recycled plastic liners, pallets, and cardboard through recycling programs.
- Ensuring adherence to all environmental legislation and regulations.
- Reusing and donating scrap fabrics and materials to minimize waste.
- Training employees, contractors, and suppliers to follow this policy.
- Continuously lowering our carbon footprint wherever feasible.
- Seeking innovative ways to improve sustainability beyond standard requirements.
- Recycling materials across all facilities, offices, and warehouses. We use only non-disposable materials in manufacturing, with textiles designed to be reusable and recyclable.
- Reviewing progress and setting new environmental goals in team meetings to strengthen accountability.
- Reducing carbon emissions in transportation by using rail where possible, consolidating shipments, and optimizing packaging.
- Preventing pollution throughout operations. For example, in France we monitor high-impact activities, manage waste, and operate sewage treatment plants where pH, sludge, and chemical oxygen demand are tracked daily. Reducing paper consumption through paperless ERP systems and digital tools.

This policy applies to all employees, suppliers, and contractors engaged in our business. Its effective implementation is the responsibility of top-level management.

WATER USE & WASTEWATER REDUCTION

ETP (Effluent Treatment Plan)

Wastewater Reduction



We are committed to reducing both water use and wastewater generation in our operations, while manufacturing products that require less water for care and maintenance. All Garnier Thiebaut, Inc. manufacturing plants utilize Effluent Treatment Plants (ETPs) to ensure wastewater is purified and toxic materials are removed before being recycled back into natural water systems.

Ultimate Goal: Maintain 100% of Garnier Thiebaut linens produced exclusively in facilities equipped with ETPs and achieve a 10% reduction in total water consumption at our sites by 2030 (baseline 2024).

WASTE MANAGEMENT & HAZARDOUS MATERIALS

Garnier Thiebaut, Inc. supports initiatives to responsibly manage waste and hazardous materials. We align product manufacturing with mills that have established waste management policies and safe handling practices. Our commitment includes sourcing and manufacturing more products that do not require hazardous materials. Importantly, no hazardous materials are used at any of our facilities in the United States.

Ultimate Goal: Ensure 100% of Garnier Thiebaut linens are produced in facilities with formal waste management systems.

GREEN ENERGY & AIR POLLUTION

Garnier Thiebaut, Inc. has structured its production chains to optimize the use of renewable and low-carbon energy sources. We are dedicated to reducing energy use, lowering air pollution, and expanding reliance on green energy. Our flagship factory in France, where all French collections are woven, is powered by nuclear energy, hydropower, and solar power. We also work with mills that incorporate renewable and nuclear energy to further reduce emissions. In addition, we help customers shrink their carbon footprint by offering alternative and innovative product solutions.

Ultimate Goal: Produce 100% of Garnier Thiebaut linens using only low-carbon energy sources by 2030.



| Garnier Thiebaut Flagship Factory in Gérardmer, France

SOLAR & WATER POWER

“Watt” Matters Powering a Sustainable Future



575 is the number of **solar panels** now powering the operations at our textile finishing site in Granges-Aumontzey, France.

These panels supply clean energy directly to both the Granges-Aumontzey and Gérardmer facilities through an innovative self-consumption system, ensuring the power we generate is used locally and responsibly.

As of this report, the solar panels have produced 206.02 MWh of renewable energy. In addition, our water turbine, upgraded in January 2025, has generated 210 MWh (210,000 kWh).

	Jan-Aug 2025
Environmental benefits	
Standard coal saved	82.41 tons
CO2 Avoided	97.86 tons
Equivalent trees planted	134

OEKO-TEX STANDARD 100



Developed in 1992, the **OEKO-TEX® Standard 100** is one of the world’s most recognized certifications for textiles, ensuring products are tested and verified to be free from harmful chemicals. Garnier Thiebaut, Inc. adheres to strict OEKO-TEX® guidelines to protect both customers and the environment by:

- Reducing the use of high water temperatures, solvents, and polluting chemicals.
- Employing textile recycling to minimize cotton and synthetic waste.
- Sorting, transforming, and reconditioning products in France.
- Tracing the operational life cycle and impact of Garnier Thiebaut products.

CERTIFICATIONS

ENTREPRISE DU PATRIMOINE VIVANT (EPV) – LIVING HERITAGE

Entreprise du Patrimoine Vivant (EPV) is a French government recognition awarded to firms that demonstrate excellence in tradition, craftsmanship, and industrial know-how. Garnier Thiebaut’s EPV certification highlights its heritage of quality and commitment to preserving French textile expertise.



TERRE TEXTILE – LOCAL PRODUCTION & SUSTAINABILITY

Recognized in the Vosges region, Terre Textile is a French certification that guarantees Garnier Thiebaut products are authentically made in France. This certification ensures production follows strict quality, environmental, and social responsibility standards.



ISO 14001 – ENVIRONMENTAL MANAGEMENT SYSTEMS (EMS)

Recognized in 2017, ISO 14001 is the international standard for environmental management. This certification ensures Garnier Thiebaut reduces waste, manages resources efficiently, and meets regulatory requirements.



ISO 9001 – QUALITY MANAGEMENT SYSTEMS (QMS)

ISO 9001 is the international standard for quality management. This certification ensures Garnier Thiebaut products meet strict testing standards for consistency and quality.



ISO 50001 – ENERGY MANAGEMENT SYSTEMS (ENMS)

Renewed in 2023, ISO 50001 is the international standard for energy management. This certification ensures Garnier Thiebaut improves efficiency, lowers impact, and advances sustainability.

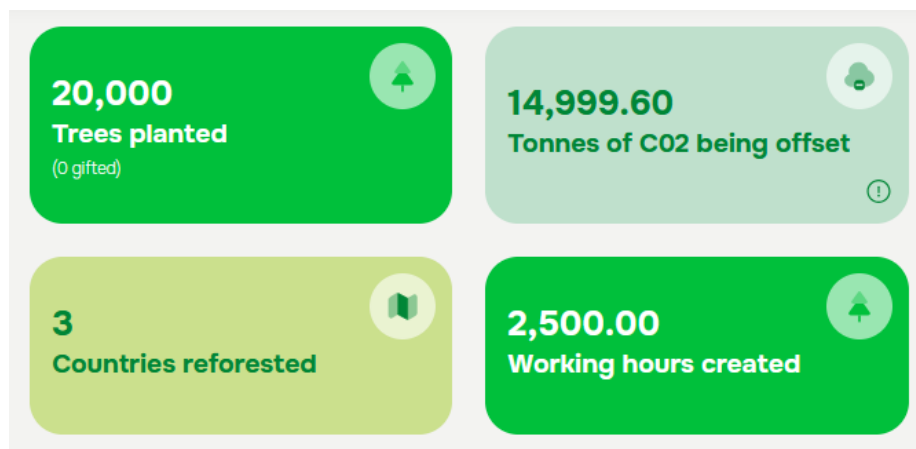


ECOVADIS BRONZE

EcoVadis is a global sustainability rating platform that evaluates companies on their practices in Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. Garnier Thiebaut, Inc. is proud to have earned the EcoVadis Bronze medal, ranking in the top 35% of companies evaluated in 2024.



EVERGREEN



Garnier Thiebaut, Inc. is proud to announce its partnership with Evergreen.com to support the environment by expanding our global tree-planting initiatives. This collaboration strengthens our commitment to sustainability by combating deforestation and protecting habitats across 12 countries.

Evergreen provides satellite-monitored transparency, enabling us to track the progress and impact of our reforestation efforts. As of 2025, Garnier Thiebaut has supported reforestation projects in Madagascar, Kenya, and the Philippines, with plans to expand further.

This initiative directly contributes to several United Nations Sustainable Development Goals (SDGs):

- **SDG 1: No Poverty** – Creating income opportunities for local farming communities.
- **SDG 6: Clean Water & Sanitation** – Supporting cleaner water through soil and erosion control.
- **SDG 11: Sustainable Cities & Communities** – Improving air quality and reducing heat island effects.
- **SDG 12: Responsible Consumption & Production** – Encouraging sustainable resource use.
- **SDG 13: Climate Action** – Absorbing carbon to mitigate climate change.
- **SDG 15: Life on Land** – Restoring habitats and protecting biodiversity.

Tree planting plays a vital role in addressing the climate crisis. As natural carbon sinks, trees reduce greenhouse gases, prevent soil erosion, improve water systems, and sustain biodiversity by providing critical habitats.

Importantly, Evertreen’s projects extend beyond environmental impact by creating stable employment for local farmers and strengthening community resilience. Through this partnership, Garnier Thiebaut advances both environmental restoration and local economic development, reaffirming our commitment to a sustainable future.

For more information, visit <https://gtlinenshospitality.com/plant-a-tree>

SAVE, REUSE & RECYCLE

Garnier Thiebaut, Inc. is constantly reviewing and improving procedures with the planet in mind. Beyond the manufacturing process, we are taking the following actions to reduce our environmental footprint:

1. Recycling all eligible materials, including cardboard, pallets, and packaging.
2. Using recycled and recyclable materials in our product packaging.
3. Reducing paper consumption through paperless workflows and digital processes.
4. Promoting energy efficiency by using LED lighting and energy-efficient appliances.
5. Educating employees on practical ways to save energy at work and at home.
6. Consolidating shipments and using rail transport, when possible, to lower carbon emissions.
7. Repurposing scrap fabrics into new products to minimize waste.
8. Donating excess stock and scrap fabrics to local communities.

SUMMARY

	2024	2025
<i>Certificate: EPV</i>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<i>Certificate: Terre Textile</i>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<i>Certificate: ISO 14001</i>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<i>Certificate: ISO 9001</i>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<i>Certificate: ISO 50001</i>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Trees planted (total)	15,000	20,000
Countries Trees Planted in	1	3
CO2 tonnes offset by planted trees		14 999.60
Working hours created by planting trees		2500
Solar Panels (total)	575	575
Energy produced by the solar panels	0	206.02 MWh
Energy produced by water turbine	Not reported	210 MWh

Garnier Thiebaut France	2025 Initiatives & Practices
Water Management	
Water Accounting	<ul style="list-style-type: none"> -Daily self-monitoring -Annual audit of self-monitoring by an accredited organization - ISO14001 Certification -Wastewater treatment plant procedure
Water saving methods	<ul style="list-style-type: none"> -Machine with shorter dye baths: reduction in bath ratio (less water/kg of fabric) -Autoclave 4 -Installation of water meters on each machine
Reduction in water consumption in washing and cleaning	<ul style="list-style-type: none"> -Cooling recovery system -Optimization of the washing process -Countercurrent in the bleaching line to limit water consumption between the washer and mercerizer -Optimization of flow rates at each water inlet -Pilot test to filter part of the water for reuse -Exchanger water recovery -Hot water recovery on compressors -Hot water recovery from the dryer -Hot water recovery from the hydraulic unit
Water related risk assessment	<ul style="list-style-type: none"> -Prefectoral (national) decree on water stress No. 30062023 water audit made by Region GRAND EST
Wastewater Treatment facility onsite	<ul style="list-style-type: none"> -WWTP (biological wastewater treatment plant) at La Corbeline
Wastewater quality assessment	<ul style="list-style-type: none"> -Compliance with the Prefectoral Decree imposed on GT (available on the Légifrance portal)

PEOPLE – LABOR PRACTICES & HUMAN RIGHTS

CARE ABOUT PEOPLE

At Garnier Thiebaut, Inc., we strive to provide an employee-friendly environment where goal-oriented individuals can thrive. Our commitment to serving customers and delivering quality products is unwavering, and we believe our employees’ talents, skills, and ideas are essential to our success. We encourage open communication at all levels of management and foster a cooperative, dynamic workplace where everyone can excel.

Garnier Thiebaut, Inc. is an equal opportunity employer. We provide fair employment opportunities to all employees and applicants without regard to race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age, disability, genetic information, or any other status protected under applicable law. In addition to federal requirements, we comply with all relevant state and local nondiscrimination laws in every location where we operate. This policy applies to all aspects of employment.

We are committed to fostering diversity, equity, and inclusion through fair and inclusive hiring practices. Employment decisions, including hiring, promotion, compensation, and benefits, are based solely on merit. Employees must be at least 18 years old to work full-time or meet the legal working age in Virginia (16 years old) for part-time employment. We believe in fair treatment, equal opportunity, and strict compliance with all labor laws.

DIVERSITY, EQUITY & INCLUSION, DISCRIMINATION & HARASSMENT

We encourage and welcome diversity, recognizing it as a key competitive advantage. A diverse workforce brings different perspectives, fosters innovation, and strengthens decision-making. Respecting each individual and valuing their contributions is essential. By creating a supportive environment where everyone can perform to their potential, we achieve success.

Garnier Thiebaut, Inc. is committed to a workplace free from discrimination, harassment, and retaliation. We do not tolerate harassment or discrimination of any kind based on race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age, disability, genetic information, or any other category protected by law. Such conduct is prohibited in the workplace, at work-related functions, and in any situation outside of work that affects employees.

Garnier Thiebaut, Inc. strictly prohibits sexual harassment of any kind. This policy applies to employees as well as clients, customers, guests, vendors, and anyone else doing business with us.

Ultimate Goal: Maintain a workplace free from incidents of harassment or discrimination and achieve zero complaints related to equity and inclusion.

WORKING CONDITIONS

Garnier Thiebaut USA maintains safe, fair, and respectful working conditions for all employees. We comply with all applicable labor, health, and safety laws and follow recognized international standards to protect the well-being of our workforce. Our workplace is designed to be free from discrimination, harassment, and unsafe practices, and all employees are expected to contribute to an environment built on dignity, respect, and professionalism.

We provide facilities, equipment, and work processes that meet or exceed safety and occupational health requirements. Excessive working hours are not permitted, and rest periods, breaks, and leave entitlements are honored in accordance with the law. Employees are encouraged to raise concerns about working conditions without fear of retaliation. Garnier Thiebaut USA is dedicated to continually reviewing and improving workplace practices to ensure they remain fair, ethical, and supportive of employee health, safety, and productivity.

Ultimate Goal: Foster a workplace where every employee feels safe, valued, and empowered, driving both personal well-being and collective success.

HEALTH & SAFETY

EMPLOYEES

At Garnier Thiebaut, Inc., we follow OSHA safety and health guidelines, updated annually, as part of our commitment to providing a safe working environment for all employees. We regularly review and improve our processes, procedures, trainings, and tools to ensure a healthy and secure workplace.

The company conducts routine facility and equipment safety checks and provides ongoing health and safety training for employees.

Ultimate Goal: Maintain a workplace with zero work-related accidents and to provide health benefits to 100% of employees.

CUSTOMERS, PARTNERS & EXTERNAL STAKEHOLDERS

To protect the health and safety of our customers, Garnier Thiebaut, Inc. has established strict quality standards and requirements for the manufacturing and performance of all products. These standards are clearly communicated before and during the production process, and they are closely monitored and verified through rigorous quality control and inspection procedures.

Washing and care instructions are provided with every order to help customers properly use and maintain our products.

Ultimate Goal: Maintain zero health & safety related claims from using our products.

HUMAN RIGHTS, CHILD LABOR, FORCED LABOR & HUMAN TRAFFICKING

Garnier Thiebaut USA conducts its operations with integrity and in full compliance with international labor standards. The company strictly prohibits the use of child labor, forced labor, or human trafficking in any form within its operations or supply chain. All employees, customers, contractors, suppliers, and business partners are expected to uphold these principles and ensure fair, safe, and ethical working conditions at all times.

In alignment with International Labour Organization (ILO) conventions and U.S. law, the company maintains a zero-tolerance approach to practices that exploit vulnerable individuals. No employee or supplier may engage in bonded labor, involuntary prison labor, or trafficking of people under any circumstance. Employees and suppliers must respect the dignity and human rights of workers and comply fully with all applicable labor laws.

To reinforce these protections, Garnier Thiebaut USA incorporates prohibitions against child and forced labor into supplier contracts, conducts periodic labor-practice assessments, and provides training and awareness programs for staff and business partners. Employees and suppliers are encouraged to report any concerns or suspected violations through established reporting channels, with strict safeguards against retaliation.

Ultimate Goal: Uphold full compliance with all labor and human rights laws, enforce a zero-tolerance approach, and ensure zero incidents related to human rights, child labor, forced labor, and human trafficking.

RECRUITMENT, RETENTION, WAGES & BENEFITS

Garnier Thiebaut, Inc. ensures full compliance with all applicable federal, state, and local labor laws, including but not limited to:

- Fair Labor Standards Act (FLSA)
- Equal Employment Opportunity (EEO) laws
- Family and Medical Leave Act (FMLA)
- Occupational Safety and Health Administration (OSHA) regulations

Our hiring, promotion, training, pay, and benefits practices are consistent with Garnier Thiebaut's Equal Employment Opportunity policy. We use inclusive recruitment strategies, ensure job postings are free from bias, and conduct panel interviews with diverse participants to minimize bias.

We conduct regular evaluations to confirm that compensation is equitable across similar roles and aligned with market benchmarks. Transparent pay scales are maintained, and annual wage audits ensure compliance. No employee is paid less than the applicable minimum wage, and wages always meet or exceed federal, state, or local requirements.

Employees are offered a comprehensive benefits package, including medical, dental, and vision insurance; life and disability insurance; Aflac supplemental insurance plans; a 401(k) plan; Employee Assistance Programs (EAP); paid time off; and COBRA continuation coverage upon termination.

Retention is a point of pride at Garnier Thiebaut. As of June 2025, employees have been with the company for up to 20 years; the average employee tenure is 6.16 years, and the average tenure for management positions is 12.22 years.

Ultimate Goal: Encourage greater enrollment in optional benefits (such as dental and vision) through clear communication about cost-sharing and long-term value, with the target of at least 75% employee participation in all major benefits.

EMPLOYEE DEVELOPMENT & TRAINING

At Garnier Thiebaut USA, employees are our most valuable resource. We actively support career development and offer training opportunities that enable individuals to strengthen their skills, advance professionally, and achieve their full potential. Our priority is to promote from within whenever possible, ensuring employees can fully apply and grow their talents.

New employees receive structured onboarding and position-specific training. Beyond onboarding, we provide regular and on-demand training sessions based on role, skills, and proficiency. Training materials and programs are reviewed and improved continuously to ensure they remain effective and relevant.

To further support professional growth, employees receive both formal and informal performance feedback. When additional training needs are identified, individualized action plans are developed to provide targeted support.

Ultimate Goal: Incorporate video-based training materials for every department by 2028.

EMPLOYEE ENGAGEMENT AND SOCIAL DIALOGUE

Garnier Thiebaut, Inc. recognizes the importance of employee engagement and social dialogue in balancing the interests of employees and the business. Respecting national, cultural, and regional traditions helps foster better working conditions, improved productivity, higher employee motivation, and long-term growth. Open communication, dispute resolution, and consensus building create a cooperative and stable workplace.

Examples of social dialogue efforts at Garnier Thiebaut include:

- **Formal channels:** Regular check-in meetings, structured feedback channels, performance reviews and goal setting, training sessions, and workshops.
- **Informal channels:** Conversations during breaks, team-building activities, instant messaging, and online collaboration platforms.
- **Leadership practices:** Open-door policy, active participation in discussions, and leading by example.

Ultimate Goal: Aim to strengthen communication and feedback channels by adding an additional layer to the performance review process. We also target an 85% response rate on the formal employee feedback survey annually.

SUMMARY

	2024	As of June 2025
<i>Diversity</i>		
Male to Female Ratio (M vs F vs Not specified or Other)	36% / 64%	37% / 63% / 0%
Minority vs Not Considered Minority	34% / 66%	37% / 63%
<i>Working Conditions, Health & Safety</i>		
Work Related Accidents	0	0
Fire emergencies	0	0
Medical emergencies	0	0
Health & Safety claims made by Customers	0	0
<i>Labor and Human Rights</i>		
Minimum Age of current employees	21 years	22 years
Average Age of employees	43.2 years	42.1 years
Eldest current employee	79 years	80 years
Child Labor incidents	0	0
Forced Labor incidents	0	0
Human Trafficking incidents	0	0
<i>Employees Wages and Benefits</i>		
Employees enrolled in company sponsored health insurance	80%	61%

Employees enrolled in long term disability plan	96%	100%
Employees enrolled in dental insurance plan	67%	68%
Employees enrolled in vision insurance plan	59%	61%
Employees enrolled in life insurance plan	96%	81%
Employees enrolled in company matched 401(k) plan	70%	95%
Employees Development and Training		
Total hours of training of new employees	635	
Average hours of initial training per new employee	60.8	
Maximum hours of training for a single department/position	810	
Social Dialogue		
Employee Satisfaction Response rate	60%	-
Performance Evaluation coverage	100%	100%

CORPORATE CITIZENSHIP

CODE OF ETHICS

At Garnier Thiebaut, Inc., we always strive to create high-quality linens that meet our customers' needs and bring their ideas to life, while conducting business with integrity and respect. Our Code of Ethics is built on the following principles:

- **Follow the law and act with honesty** in all business dealings.
- **Care for our customers** by delivering quality products and exceptional service.
- **Care for our employees** by maintaining a safe, supportive, and respectful workplace.
- **Respect our partners** by fostering fair, transparent relationships and holding them accountable to shared standards of quality and integrity.

To uphold these principles, Garnier Thiebaut, Inc. maintains specific policies and standards of conduct designed to protect the company's reputation and prevent adverse consequences for employees, customers, and partners. All employees are required to use only lawful practices in all business activities, including interactions with customers, political parties, government officials, candidates, and authorities. Kickbacks, bribes, or any improper payments intended to influence decisions or secure business advantages are strictly prohibited.

Ultimate Goal: Uphold the highest standards of honesty, integrity, and transparency across all business activities, maintaining zero incidents of unethical conduct, bribery, or unlawful practices.

ETHICS IN SUPPLY CHAIN

At Garnier Thiebaut, Inc., we are committed to supporting economic, environmental, and social sustainability practices. These include reducing paper, energy, and water consumption; minimizing waste and air pollution; recycling and using recycled materials; protecting customer health and safety; promoting employee well-being; reducing inequality; and conserving natural and financial resources without harming the environment, society, or culture.

We extend the same corporate responsibility expectations to our manufacturing partners. They are expected to demonstrate active efforts to reduce air pollution, water and energy consumption, and chemical waste, while safeguarding employee well-being.

The Garnier Thiebaut Code of Conduct for Manufacturers and Suppliers defines minimum standards of ethical and responsible behavior that must be upheld by all partners. This Code reflects our corporate culture, firmly rooted in respect for human rights and labor rights. GT provides resources to ensure manufacturers and suppliers understand the Supplier Code of Ethics and comply with its requirements, which apply to all participants in purchasing, manufacturing, and finishing processes.

Our guiding principles emphasize fairness, dignity, and responsibility in every relationship. We require that all operations be conducted ethically, with respect for the environment and the communities in which we operate. Manufacturers and suppliers are expected to uphold these commitments and ensure alignment with our values. These expectations include:

These expectations include:

- Prohibition of forced labor, child labor, discrimination, or harsh and inhumane treatment
- Respect for freedom of association and collective bargaining
- Safe and hygienic working conditions
- Wages paid in accordance with applicable laws
- Reasonable working hours
- Regular and legally compliant employment practices
- Full traceability of production
- Products that meet health and safety requirements
- Environmental responsibility in operations and processes
- Protection of confidential information
- Avoidance of conflicts of interest

Ultimate Goal: Ensure 100% supplier compliance with the Garnier Thiebaut Supplier Code of Ethics by conducting regular assessments, strengthening training and awareness, and maintaining zero tolerance for violations related to labor rights, product safety, or environmental responsibility.

CONFLICT OF INTEREST, ANTI-FRAUD, CORRUPTION, BRIBERY, MONEY LAUNDERING

Garnier Thiebaut, Inc. is committed to full compliance with all anti-fraud and anti-corruption laws and regulations in every jurisdiction where we operate. Ignorance of the law is not an excuse for non-compliance. We maintain a zero-tolerance policy for fraud, bribery, corruption, money laundering, and any unethical business practices.

Any involvement in fraudulent or corrupt activities, whether by employees, contractors, vendors, or authorized users, will result in immediate disciplinary action, up to and including termination of employment or contract. Employees are expected to avoid situations where personal interests conflict with the interests of Garnier Thiebaut, Inc. Supervisors and managers are responsible for promoting ethical behavior within their teams, addressing concerns promptly, and ensuring compliance with company policies.

To support these commitments, Garnier Thiebaut, Inc. has implemented customer due diligence (CDD) procedures to identify and verify customer identities. Policies are also in place to protect confidential information and proprietary data.

Ultimate Goal: Maintain a workplace with zero incidents related to fraud, corruption, bribery, money laundering, conflicts of interest, or confidentiality breaches.

SUMMARY

	2024	2025
Ethics		
Bribery & Corruption related incidents	<i>none</i>	<i>none</i>
Fraud & Misrepresentation related incidents	<i>none</i>	<i>none</i>
Conflict of interest related incidents	<i>none</i>	<i>none</i>
Money laundering / Financial risk related incidents	<i>none</i>	<i>none</i>
Whistleblower reports	<i>none</i>	<i>none</i>
Confidentiality related incidents	<i>none</i>	<i>none</i>
Anti-competitive behavior	<i>none</i>	<i>none</i>

CONCLUSION

At Garnier Thiebaut, Inc., we believe that true sustainability rests on the balance of people, planet, and product. As a family-owned textile company with a long tradition, we honor our heritage while embracing innovation to ensure our legacy remains resilient and relevant in a changing world.

The 2024–25 CSR Report highlights measurable progress in reducing environmental impact, protecting human rights, strengthening our workforce, and upholding the highest ethical standards across our supply chain. From the adoption of CiCLO® biodegradable technology to expanding global reforestation partnerships, we continue to invest in initiatives that make a tangible difference.

Looking ahead, we remain committed to expanding sustainable product lines, training all procurement employees on ethics and sustainability risks, maintaining safe and inclusive workplaces, and achieving 100% compliance with environmental and social benchmarks.

Sustainability is a journey, not a destination. By working hand in hand with our employees, partners, and communities, Garnier Thiebaut reaffirms its commitment to creating lasting value responsibly—today and for generations to come.