

# La Sécurité Chimique

Textile

DECATHLON



#1

# INTRODUCTION





# Decathlon

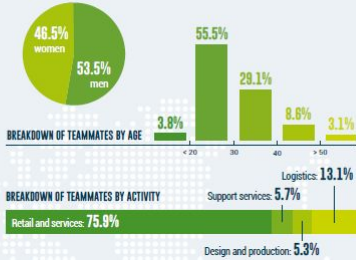
## DECATHLON IN FIGURES

AS AT 31/12/2020

# 93,710

TEAMMATES

8.4% less than in 2019



# 45

PARTNERS SUPPLIERS

OUT OF A TOTAL OF 1,339 SUPPLIERS

RANK 1 PRODUCTION SITES WERE GIVEN A, B OR C RATINGS FOR THEIR HUMAN RESPONSIBILITY IN PRODUCTION  
2% less than in 2019



RANK 1 AND RANK 2 PRODUCTION SITES WERE GIVEN A, B OR C RATINGS FOR THEIR ENVIRONMENTAL MANAGEMENT  
0.4% more than in 2019



# 60 COUNTRIES

3 NEW COUNTRIES IN 2020  
Ireland, Kazakhstan and Latvia



19% OF TURNOVER IN DIGITAL SALES

# €11.4 BILLION

IN TURNOVER (EXCL. VAT)

5.8% less than in 2019<sup>1</sup>



# 1,697

STORES WORLDWIDE  
84 STORE OPENINGS IN 2020



# 69

WAREHOUSES AND LOGISTICS PLATFORMS

# 85

DECATHLON BRANDS

# 400

MILLION SPORTS USERS IMPACTED BY OUR PRODUCTS IN STORES AND ON THE INTERNET



55% OF TEAMMATES ARE HAPPY IN THEIR JOBS  
54% in 2019

92% of people responded "Yes, somewhat" and "Yes, absolutely"  
55% of people responded "Yes, absolutely"

5.9% OF SALES FROM ECO-DESIGNED PRODUCTS

1.36% SUSTAINABLE TURNOVER

# 63.8%

ENVIRONMENTAL LABELLING OF DECATHLON PRODUCTS<sup>2</sup>  
2.7% more than in 2019



69% OF DELIGHTED SPORTS USERS  
in 2020

5 SERVICE PLATFORMS  
DECATHLON ACTIVITIES  
DECATHLON | E CLUB  
Conseil sport  
COACH  
DECATHLON Outdoor



## DECATHLON

OUR PURPOSE:

To be useful to people and to their planet

OUR MISSION:

To sustainably make the pleasure and benefits of sport accessible to the many

OUR VALUES:

Vitality  
Responsibility  
Generosity  
Authenticity

<sup>1</sup> See description of sustainable turnover on page 97 and methodological note on page 121.  
<sup>2</sup> A, B, C, D, E according to exchange rates.

# Decathlon

## OUR SUPPLY CHAIN

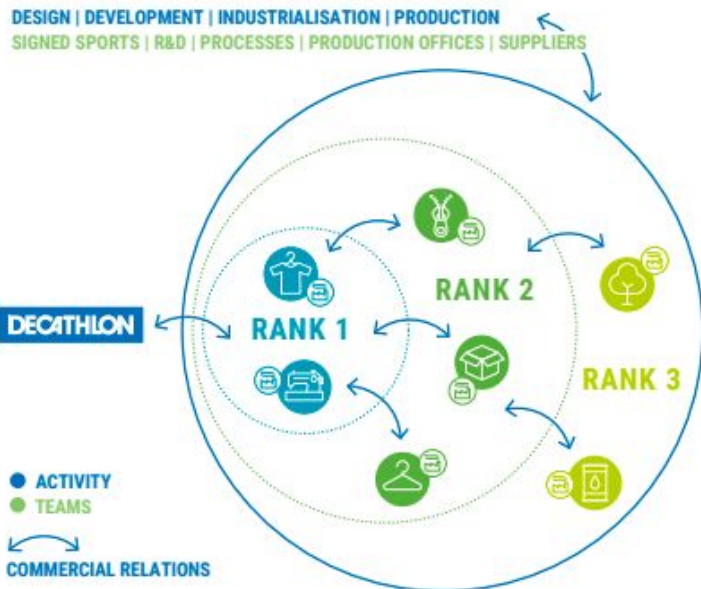
To manufacture Decathlon brand products that meet the needs of our users, we must maximise our coverage of the value chain. That is why we are developing supplier relationships at multiple levels:

**First, our rank 1 suppliers:** they have a contractual relationship with a Decathlon group company to produce or assemble finished/semi-finished products (manufacturing contract) or to supply raw materials or components (purchasing contract) and they receive purchase orders from and submit invoices directly to that company.

### 1,031 RANK 1 SUPPLIERS

**Rank 2 suppliers** contribute to Decathlon's product value chain. They have direct commercial relations with a rank 1 supplier, with whom they organise the management of purchase orders and invoicing. The Decathlon group retains the option to get involved in choosing or approving these rank 2 suppliers, while not interfering in the commercial and legal relationship between these rank 1 and rank 2 suppliers.

### 316 RANK 2 SUPPLIERS



## SUPPLY CHAIN



- 47 production countries + 42 production offices
- 1,347 suppliers (Rank 1 and Rank 2), including 45 partners
- 16 industrial production processes
- 1,157 Human Responsibility in Production audits
- 93 Environmental audits

# Decathlon

## MAP OF PRODUCTION COUNTRIES

Map background: Decathlon has **42 production offices** in **24 countries** and works with suppliers in **another 23 countries**. Our teammates coordinate production in the countries where they are located, along with production in neighbouring countries in some cases when these countries do not have Decathlon production offices.

### ■ COUNTRIES WITH A DECATHLON PRODUCTION OFFICE

**Africa:** Egypt, Ethiopia, Morocco, Tunisia.  
**Americas:** Brazil, Mexico. **North Asia:** China, Taiwan. **Southeast Asia:** Cambodia, Indonesia, Thailand, Vietnam. **Southwest Asia:** Bangladesh, India, Pakistan, Sri Lanka. **Europe:** France, Italy, Poland, Portugal, Romania, Turkey, Ukraine. **CIS (Commonwealth of Independent States):** Russia.

### ■ COUNTRIES WITHOUT A DECATHLON PRODUCTION OFFICE

**Africa:** Madagascar. **North Asia:** Japan. **Southeast Asia:** Malaysia, Myanmar. **Europe:** Albania, Germany, Austria, Belgium, Bosnia, Bulgaria, Croatia, Spain, Finland, Georgia, Hungary, Lithuania, Netherlands, Czech Republic, United Kingdom, Serbia, Slovakia, Slovenia, Switzerland.





# Chemical Safety

## L'équipe

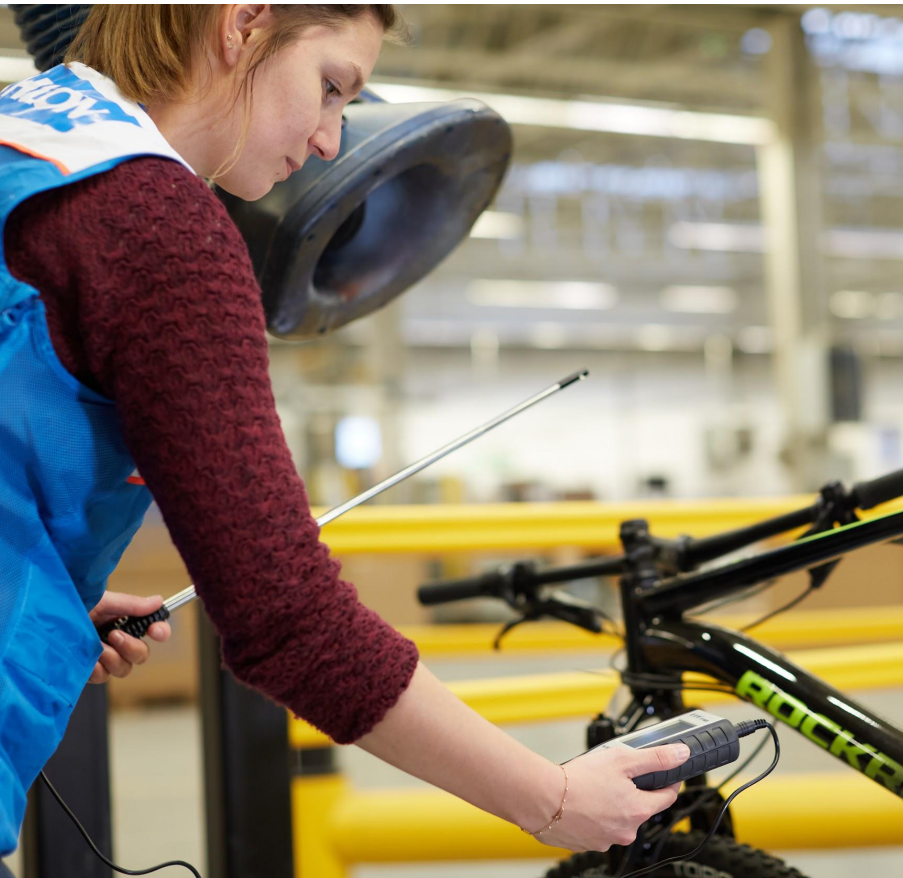
Département Qualité:  
Sécurité et de satisfaction client

Sécurité Chimique:  
Protection des utilisateurs sportifs, des collaborateurs,  
des ouvriers et de l'environnement

10 personnes  
(Pharmaciens, Toxicologues,  
Ingénieurs chimistes et Ingénieurs HSE)

+ Réseau monde >100 référents

>5000 rapports de tests/an  
10M€/an dédiés aux tests



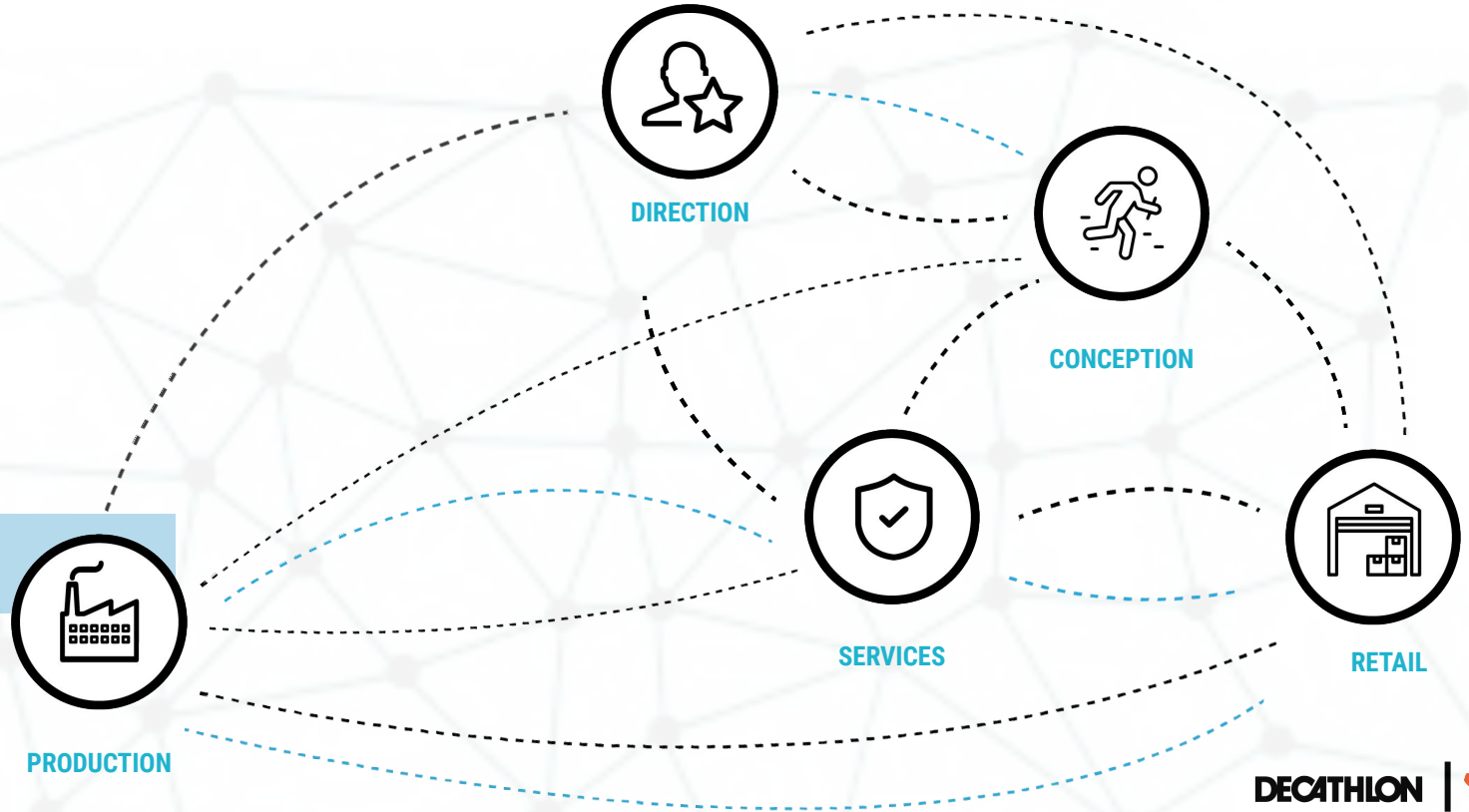
GREEN

#2

—  
MISSIONS

DECATHLON







# Missions



## RSL

- Veille réglementaire & toxicologique
- Decathlon Restricted Substances List (MRSL + PRSL) & outils
- Evaluation produits chimiques & FDS



## TESTS

- 14 laboratoires partenaires, audités/24 mois
- Packages de test/matériau et produits chimiques
- Guidelines de test/produit fini



## ALERTES

- Analyses de risque
- Actions correctives en production
- Identification root cause & alternatives



## FORMATION

-Interne:  
Ingénieurs Composant/Produit et Production Leaders

-Externe:  
Formation fournisseur "SCM"



## PROJETS + EXTERNE

-Projets spécifiques par Univers industriel (PFC, DMF, colles, mousse, recyclage...)

-Collaboration externe:  
AFIRM, ZDHC, GERDA, Eurocommerce, Bhive, Scivera, Bluwin, Industrie chimique...



## CRC

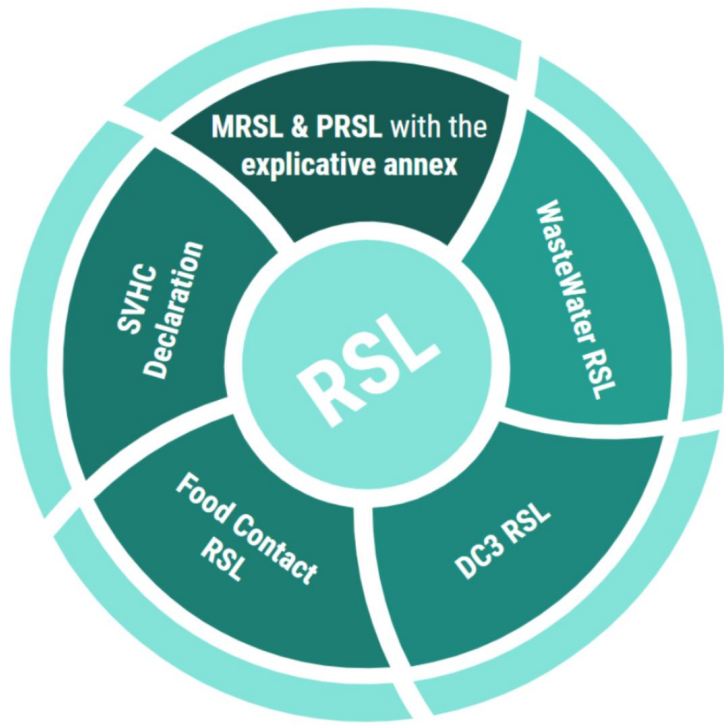
- Gestion des plaintes clients
- Demandes SVHC
- Réponses aux clients
- Réseau Allergologues
- ...



Did you know:

**85%**

of hazardous chemicals are not regulated or restricted?



Restricted Substances List  
Version L 2.0 - June 2020

# RSL

## Restricted Substance List

Version L

MRSL: ZDHC + Decathlon specifications

PRSL: AFIRM + Decathlon specifications

Mise à jour / 2 ans

### Decathlon specifications:

*Accélérateurs, biocides (isothiazolinones...), COVs, FR, monomères, perturbateurs endocriniens, sensibilisants, substances mousse (ex: acetophenone azine), ...*



















# ZDHC

“Zero Discharge of Hazardous Chemicals”

“We guide value chains towards the use of safer chemistry - for a cleaner planet - and a brighter future”

160 contributors within the fashion and footwear industry  
(brands, mills, chemical suppliers...)

 FAST RETAILING	 G-STAR RAW	Gap Inc.	
 HUGO BOSS	 INDITEX	 KERING	 Australis and New Zealand
Lbrands	LVMH	 LEVI STRAUSS & CO.	 LI-NING
 MARKS & SPENCER LONDON			next
 PVH	 PRIMARK	 PUMA	 STONE ISLAND

# Ø ZDHC

Zero Discharge of Hazardous Chemicals

# AFIRM

“Apparel and Footwear Industry Restricted Substance List Management”

To reduce the use and impact of harmful substances in the apparel and footwear supply chain.

- RSL Harmonisation
- Tests Harmonisation
- Suppliers Training



HUGO BOSS

INDITEX

adidas



PVH





SCM TEXTILE PROCESSING MILLS  
DYEING NAME LIST

#3

LA  
SUBSTITUTION

TRM CODE	PRODUCT NAME	STATUS
100	100-REMAZOL BRILLIANT RED F3B	G-4B
101	101-REMAZOL BRILLIANT BLUE BB 133H	G-4B
102	102-REMAZOL BRILLIANT BLUE BB 133H	G-4B
103	103-REMAZOL BRILLIANT BLUE BB 133H	G-4B
104	104-REMAZOL BRILLIANT BLUE BB 133H	G-4B
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191	191-REMAZOL BRILLIANT BLUE BB 133H	G-4B
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197	197-REMAZOL BRILLIANT BLUE BB 133H	G-4B
198	198-REMAZOL BRILLIANT BLUE BB 133H	G-4B
199	199-REMAZOL BRILLIANT BLUE BB 133H	G-4B
200	200-REMAZOL BRILLIANT BLUE BB 133H	G-4B

71	417	DRIMARENE VIOLET K2RL	NIL STOCK
72	420	DRIMAREN BRILLIANT BLUE HF-BR	NIL STOCK
73	422	DRIMAREN YELLOW CL-R	NIL STOCK
74	423	DRIMAREN SCARLET HF-3G	B-2B
75	424	DRIMAREN DARK RED HF-CD	B-2E
76	426	DRIMARENE BLUE HFRL	NIL STOCK
77	427	DRIMARENE ORANGE CL3R	NIL STOCK
78	432	DRIMARENE YELLOW CL2R	NIL STOCK
79	433	DRIMARENE RED HFCD	NIL STOCK
80	436	DRIMARENE BLUE CL - BR	NIL STOCK
81	437	DRIMAREN DARK BLUE HF-CD	NIL STOCK
82	442	DRIMARENE YELLOW HD	NIL STOCK
83	443	YOSHIREACT BLUE HD3G H/C	NIL STOCK
84	444	YOSHIREACT RED HD3B	NIL STOCK
85	445	YOSHIREACT NAVY N-BFX	NIL STOCK
86	446	YOSHIREACT BLUE HD	NIL STOCK
87	447	SUMIREACT SUPRA YELLOW SPX	NIL STOCK
88	449	YOSHIREACT BLUE BGF	F-6F
89	450	YOSHIREACT ORANGE HD	NIL STOCK
90	451	YOSHIREACT RED2GLF HC	B-2A
91	452	DRIMARENE YELLOW CL3G CONC	F-4F
92	454	DRIMARENE RED CL4 BL	F-3C
93	459	DRIMARENE TURQUOISE N-GX CONC	NIL STOCK
94	462	DRIMARENE YELLOW HD	NIL STOCK
95	464	DRIMARENE RED CL5B	NIL STOCK
96	467	YOSHIREACT YELLOW MD	NIL STOCK
97	468	YOSHIREACT TURQUOISE N-GX CONC	F-6H
98	469	YOSHIREACT ROYAL BLUE HC (N)	NIL STOCK
99	510	MOHIZOL BLACK BG H/CONC	NIL STOCK
100	511	MEACTIVE BRILL RED DSGR	NIL STOCK
101	512	MOHIZOL YELLOW RGB	NIL STOCK
102	513	MOHIZOL BLUE RGB NEW	NIL STOCK
103	534	MOHIZOL GOLDEN YELLOW RN CONC	G-1C
104	536	MOHIZOL RED BBLC CONC	G-4A
105	542	MEACTIVE YELLOW F3R CONC	G-3A
106	544	MEACTIVE RED F3B CONC	G-3B
107	546	MEACTIVE SEA BLUE FR	NIL STOCK
108	549	MEACTIVE BLUE FBS	NIL STOCK
109	551	MOHIZOL BLACK WRS	NIL STOCK
110	552	MEACTIVE BLUE HFGN	NIL STOCK
111	554	MEACTIVE RED F2B	NIL STOCK
112	556	MOHIZOL BLUE FBRL	NIL STOCK
113	562	MEACTIVE YELLOW DSSR	NIL STOCK
114	564	MEACTIVE RED DS4B	NIL STOCK
115	574	MEACTIVE RED DS4B	F-1B
116	702	CORALENE RED F3GL	F-1C
117	703	CORALENE YELLOW BROWN	G-2E
118	704	CORALENE YELLOW BROWN	G-2E
119	704	CORALENE YELLOW BROWN	G-2E

146	744	FORN RUBY	NIL STOCK
147	750	FORN NAVY BLUE 3G 17	NIL STOCK
148	761	FORN NAVY BLUE FN2R	NIL STOCK
149	765	CORALENE YELLOW FN2R	NIL STOCK
150	771	NOVACRON RED FN2BL	NIL STOCK
151	802	NOVACRON BLUE EC-R	NIL STOCK
152	804	NOVACRON ORANGE FNR	NIL STOCK
153	806	NOVACRON NAVY FNB	NIL STOCK
154	807	NOVACRON YELLOW F4G	NIL STOCK
155	810	NOVACRON BRILLIANT BLUE F	NIL STOCK
156	811	NOVACRON PINK S-2B	NIL STOCK
157	812	NOVACRON ORANGE W-3R	NIL STOCK
158	814	NOVACRON ORANGE W-3R	NIL STOCK
159	814	NOVACRON DARK BLUE W-R	NIL STOCK
160	815	NOVACRON DARK BLUE W-R	NIL STOCK
161	816	NOVACRON DEEP CHERRY S-D	NIL STOCK
162	817	NOVACRON SUPER BLACK-G	NIL STOCK
163	821	NOVACRON YELLOW S3R	NIL STOCK
164	822	NOVACRON DEEP RED EC-D IN	NIL STOCK
165	824	NOVACRON NAVY W-B IN	NIL STOCK
166	825	NOVACRON NAVY SG-I	NIL STOCK
167	826	NOVACRON DEEP ORANGE S-	NIL STOCK
168	827	NOVACRON YELLOW NP	NIL STOCK
169	832	NOVACRON RED EC - 3B	NIL STOCK
170	834	NOVACRON BLUE TS - 3G	NIL STOCK
171	836	NOVACRON YELLOW TS - 3R	NIL STOCK
172	842	AVITERA GOLD SE	NIL STOCK
173	843	NOVACRON BRILL RED FN3G	NIL STOCK
174	844	AVITERA AVITERA YELLOW	NIL STOCK
175	852	AVITERA LIGHT RED S E	NIL STOCK
176	854	AVITERA BLUE SE	NIL STOCK
177	855	AVITERA LIGHT BLUE SE	NIL STOCK
178	856	NOVACRON NAVY SE	NIL STOCK
179	858	NOVACRON RED C-4B	NIL STOCK
180	864	NOVACRON LEMON S-3G	NIL STOCK
181	881	NOVACRON RUBY S-3B	NIL STOCK
182	883	JAKAZOL RED CE	NIL STOCK
183	886	JAKAZOL RED CE	NIL STOCK
184	887	JAKAZOL RED CE	NIL STOCK
185	888	JAKAZOL RED CE	NIL STOCK
186	888	JAKAZOL RED CE	NIL STOCK
187	888	JAKAZOL RED CE	NIL STOCK



# Les défis en production

## RSL

Quantité de données réduite pour les usines

Les usines ne font que rarement signer les RSL à leurs fournisseurs de produits chimiques

## CIL + FDS

Inventaire produit chimique

Producteurs locaux, distributeurs/agents locaux

FDS pas à jour, pas complètes, non correctes

Impuretés, by products etc...

Données toxicologiques

## Vérification

Fournisseurs composants textiles: ~100 produits chimiques

RSL Decathlon: ~700 substances

## Politique interne

Achat

Traçabilité

Transparence

# Formation SCM



## Théorie

7 chapitres / 4 niveaux  
Grille harmonisée avec les différents audits internes  
1 journée



## Autoévaluation

Postes de travail + stockage  
½ journée



## CAP

Actions correctives  
½ journée



*Chemical management has started nevertheless some situations are not under control and present risks*



*Chemical management has started nevertheless risks are not totally under control yet*



*Chemical management is in place, risks are controlled*



*Chemical management is at an advanced level*

> 200 fournisseurs formés

# ROADMAP TO **ZERO**

## ZDHC Programme

“Roadmap to Zero”

Help brands to implement sustainable chemical management best practice across the value chain.

**=> 2022**

INPUT



PROCESS



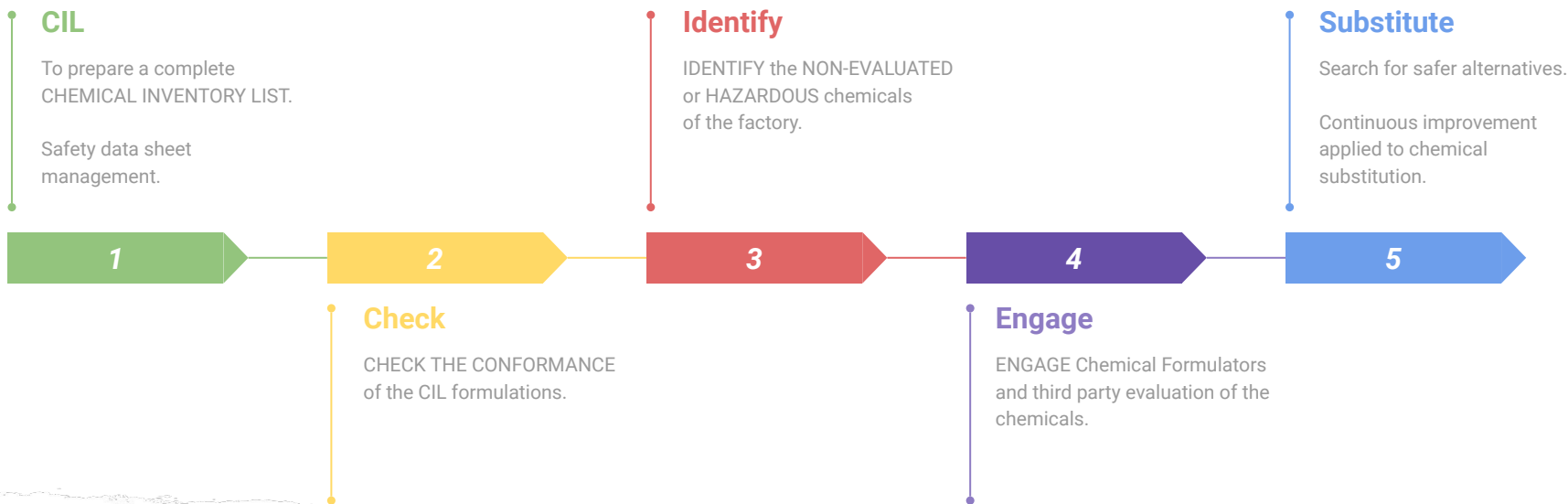
OUTPUT



The ZDHC CMS Framework is intended to either replace brand-specific requirements for chemical management and/or to be supportive or complimentary to such requirements.



# 100% MRSL conformance of chemicals



# BHive



## 1. Scan

The factory scans chemical products using The BHive™ app.



## 2. Upload

The factory uploads the data onto the database.

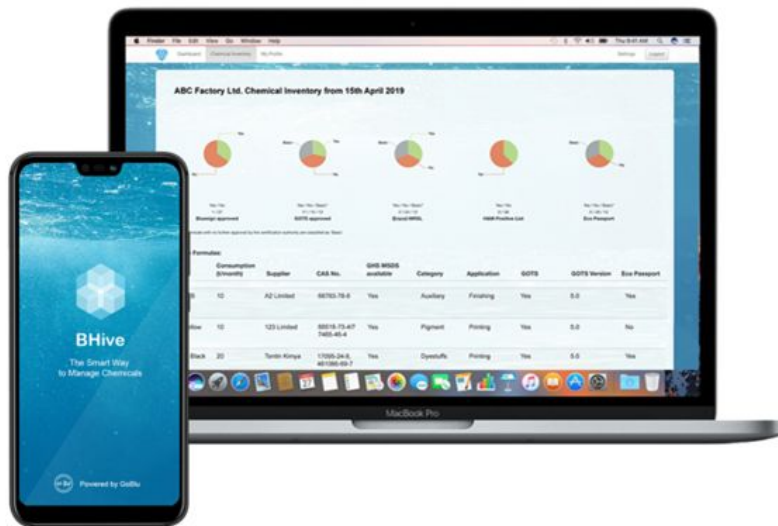


## 3. View & Share

Factory and Brand can instantly see product info and whether chemicals meet sustainability criteria.

# BHive

- ZDHC MRSL
- Bluesign
- Oeko-tex
- GOTS
- C2C
- Scivera
- Green Screen
- ToxFMD
- Decathlon
- ...





# BHive



## The BHive is the latest ZDHC Approved Solution Provider for the Performance InCheck

[www.roadmapzero.com/post/the-bhive-is-the-latest-zdhc-approved-solution-provider-for-the-performance-incheck](http://www.roadmapzero.com/post/the-bhive-is-the-latest-zdhc-approved-solution-provider-for-the-performance-incheck)

### TRACTION TO DATE AND FAST GROWING



60

Chemical companies joined with The BHive®  
2600 Chemical suppliers in the data base

35

Brands have partnered with The BHive®  
- Fashion  
- Home textiles  
- Sports and outdoor

14

GOTS, SCIVERA, ToxFMD and OEKO-TEX are our industry partners.

1000+

Factories are enrolled in The BHive®

101K

Chemical products are in our database from original source

30

Countries from Asia, Europe, and the Americas.

ECATHLON



# Roadmap

## COURT TERME

- Animation du % de produits chimiques validés (third-party) par fournisseur
- Les fournisseurs (& producteurs chimie) évaluent/testent les produits chimiques “inconnus” s’assurent de la validation des produits chimiques qu’ils projettent d’acheter (listes positives) +

## MOYEN TERME

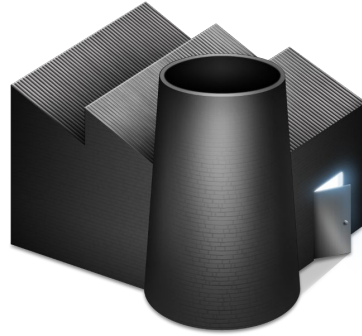
- Nous co-définissons des “listes positives” par process et les mettons à disposition de nos fournisseurs

## LONG TERME

- Nous co-définissons une offre de matériaux et process avec un faible impact chimique...

# La validation des produits chimiques

Listes positives:



Vérification:



Evaluation:



Test:





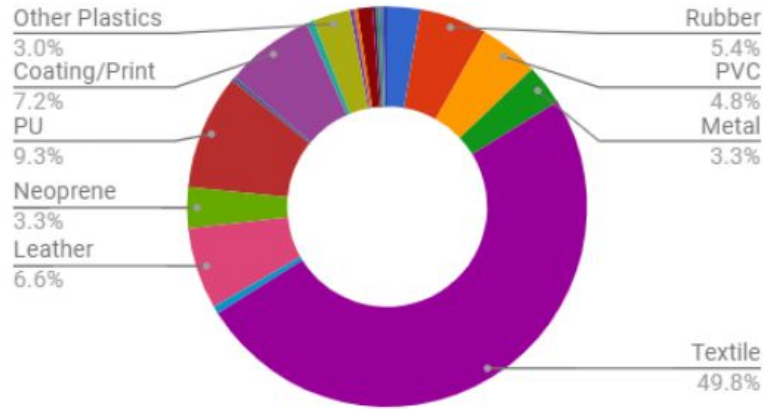


#4

**Substances  
préoccupantes**

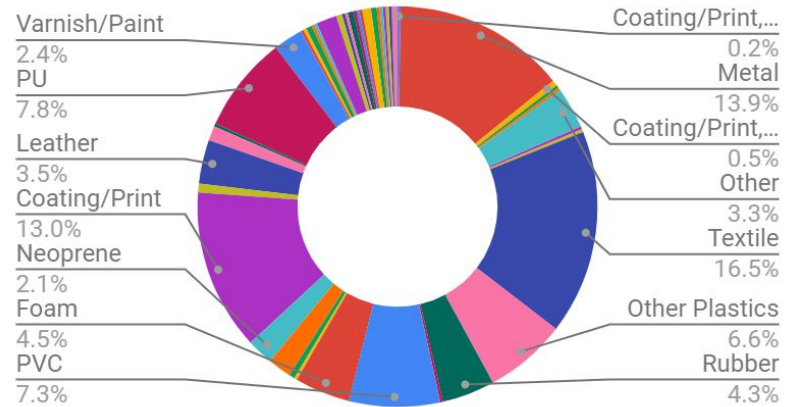
# Textile

**Material impacted**



VS

**Material**



# FR



## Tentes

Tentes US/Canada:  
CPAI 84 & SOR 185  
Réglementation anti-feu pour les tentes domestiques

DBDPE + Antimoine utilisés comme FR

=> Partenariat/essais concluants avec des producteurs de FR  
pour la validation d'alternatives RSL compliant

RSL: 10ppm (Halogénés, Organophosphorés, PCBs/PCTs,  
SCCP/MCCP, Antimoine...)





# PFAS

## Projet PFC-FREE

Vêtements outdoor, chaussures, shorts de bain, sacs, tentes, sacs de couchage, équipements extérieur, accessoires...

=> Roadmap de substitution

# Attente des utilisateurs sportifs: recrudescence des demandes d'information concernant l'usage des PFC

100%  
PFC  
FREE



# DMF

## Enduction PU

PU coating > 1000ppm

REACH SVHC (1000ppm) + Annex XVII (3000ppm)  
DMF: Reprotoxique, toxique par inhalation (foie) et voie cutanée

RSL: 500ppm (AFIRM)

=> Amélioration du process

- + Formation des usines, équipements de protection collectifs & individuels

=> Projet interne DMF: vêtements outdoor, chaussures, tentes, sacs, boxe, ballons...

- + Participation à la ZDHC DMF-free Task force

Développement des enductions PU solvant-free...

## Properties of concern



Toxic to Reproduction



# TPP (Triphenyl phosphate)

PU

10ppm < TPP < 100ppm

Le Triphenyl phosphite est utilisé comme anti-oxydant dans l'industrie chimique

=> Ajout dans nos packages de test + RSL

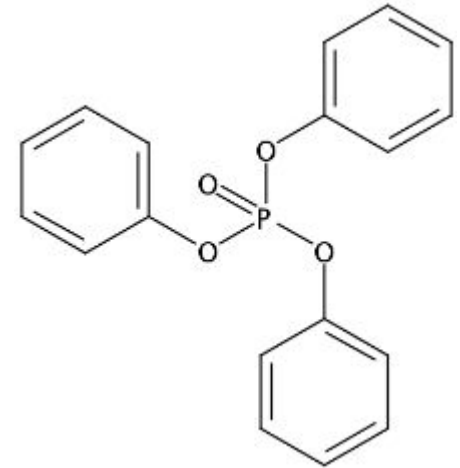
=> Tests indépendants pour étudier la potentielle activité oestrogénique de tels matériaux

Alternatives proposées par l'Industrie chimique?

Properties of concern



Under assessment as Endocrine Disrupting



# Antimoine

## Polyester

L'antimoine est utilisé comme catalyseur de polymérisation du PES

RSL: 30ppm en migration (AFIRM)

La sublimation (~200°C) associée à des batches de PES non contrôlés peut engendrer dans certains cas la migration de l'Antimoine contenu dans le PES

=> Mise en place d'un plan de contrôle systématique

Industrie textile: PES Antimony-free ?

## Properties of concern



A majority of data submitters agree this substance is Toxic to Reproduction



Carc. 2	H351
Repr. 1A	H360
Lact.	H362
STOT RE 2	H373 (Inhal)
Aquatic Chronic 3	H412



# BPS

## Polyamide

100ppm<BPS<4000ppm (migration >50%)

Le BPS utilisé comme ingrédient dans les fixateurs de teinture du PA

FDS: 4,4'-sulphonyldiphenol, 4,4'-sulfonylbisphenol

=> Substitution immédiate

=> Ajout dans nos packages de test + RSL

#Proposition du BAuA (Allemagne) pour Annex XV REACH d'une restriction à 10ppm (au lieu de 200ppm) du BPA et équivalents (ou 40ppb en migration) - [lien](#)

BPS: Perturbateur endocrinien, toxique pour la reproduction, sensibilisant

REACH: BPA SVHC (1000ppm)

Oeko-tex: BPA limité à 100ppm

BPS?

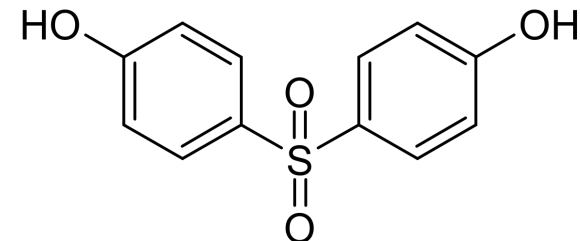
## Properties of concern



A majority of data submitters agree this substance is Toxic to Reproduction



Under assessment as Endocrine Disrupting



**QUALITY**  
RISK ENLIGHTENER, SOLUTION CO-BUILDER

*Maxence **DUBUS***  
*Chemical Safety manager - Textile*  
*[maxence.dubus@decathlon.com](mailto:maxence.dubus@decathlon.com)*

Merci de votre attention