

CERTIFICATE

LE RELAIS EST

2025 VERIFICATION OF THE SOLID'R LABEL



LE RELAIS EST



Forum Ethibel is a Belgian not-for-profit organisation and recognised as an expert in independent control and certification of products that meet societal, ecological and good governance standards. This audit and certification are carried out on behalf of Ressources.

RESSOURCES is the federation of social economy enterprises active in waste reduction through the recovery, reuse and valorisation of resources in a circular economy.

The Solid'R label is an ethical label for companies within the social economy sector active in the recycling, collection and sale of second-hand textiles and goods. The label was created to differentiate from private players in the reuse and recycling market. RESSOURCES launched the Solid'R label for organisations that voluntarily respect certain ethical and solidarity principles and are audited annually. In 2018, Solid'R has been launched on European level to promote these solidarity principles and to apply the social economic criteria. In 2024, Solid'R reviewed their criteria to make them more inclusive for the European context. Find the criteria on the last page of this report.

CONCLUSION

All requested documents were delivered, and questions were answered in full. Forum Ethibel declares that, for the year 2024, the activities of Le Relais Est are compliant with SOLID'R Ethical Charter that is based on the European criteria of social economy.

Brussels, 2 December 2025,
For Forum ETHIBEL asbl.

A stylized blue ink signature of Kenny Frederickx.

Kenny Frederickx,
General Director

A stylized blue ink signature of Jérôme Voglaire.

Jérôme Voglaire,
Research Officer

VERIFICATION

Le Relais Est is active in Alsace and Franche Comté. The organization aspires to fight exclusion by creating sustainable jobs for vulnerable people. The jobs are related to the collection, reuse and recycling of textiles. Le Relais EST believes that by helping people to have a job, people gain their autonomy, dignity and place in society.

SCOPE

Practical information regarding audit:

- Type: Onsite
- Date: 03/10/2025

Criteria(*)	CONTROL
1. Social purpose	✓
2. Managerial Autonomy	✓
3. Sustainable development	✓
4. Organisation's interest versus general interest	✓
5. Voluntary -based and open-based membership	✓
6. Democratic control	✓
7. Transparency & communication	✓
8. Honest and with moral integrity	✓
Certificate legend: Green for compliance, Orange for caution, Red for breach.	
General remarks: <u>Activities:</u> Relais EST is active in the French clothing recycling sector, while also participating in the national program for social integration through work. The organization collects numerous KPIs on its social and environmental impact, for which it must also ensure a minimum level of performance in order to maintain its state recognition. <u>Employees:</u> The internal policy of spending 6% of the total payroll on training has not been achieved in 2024, as in recent years. Nevertheless, workers are sufficiently trained, particularly those on integration contracts. The audit revealed satisfied workers, particularly regarding the flexibility allowed in their work, and safe and healthy working conditions. <u>Governance:</u> The Relais EST has its accountancy reviewed by an external party. The Relais EST is focused on giving employees the voice and opportunity to participate in the decision-making process, the strategy and the organisation's future, through its through its cooperative structure (SCOP), which is externally audited	



Documentation and additional information were transparently shared with the auditor.

NOTIFICATION

SOCIETAL VALUE

The principles and criteria queried and checked during the audit are set out by RESSOURCES. The importance of this audit is to make the public aware of the ethical, social and ecological principles that the organisation in question strives entirely voluntarily.

Based on the audit and the resulting certificate, RESSOURCES determines whether the Solid'R label could be assigned to the concerning organisation (or not).

PROCEDURE

Organisations that want to receive the Solid'R label for the first time are subject to an on-site audit. In the following two years, a remote audit is carried out.

After that, an on-site audit will be organised every three years. For the smallest organisations this is replaced by an online audit. This is important to discuss whether new developments or changes have taken place in terms of vision, strategy or long-term objectives.

By alternating on site audits and remote audits, a balance is respected between maintaining in-depth views about the organisations and pursuing cost-efficiency.

Commitments and underlying indicators (*):

Commitment	Criteria
Commitment 1: Social purpose	The social goals are defined and the way of meeting them is evaluated at least once a year (activity or management report) Limitation of the return on Capital to a dividend must not exceed SE national limitation. If such international limit doesn't exist, capital remuneration can't exceed European inflation rate of consumption prices. In case of commercial companies shares transfer, their revaluation in relation to the nominal value may not exceed the rate of inflation of the European consumption prices. In the event of cessation of activity, the net assets may not be distributed among the associates, partners or cooperators in any case, but must be transferred to a social economy company.
Commitment 2: Managerial Autonomy	The majority of the shares or votes, at the general meeting, can not be held by one or more public or capital / private sector partners. Otherwise, workers have a blocking minority at the general assembly.
Commitment 3: Sustainable development	Surplus Assignment in priority to the reserve or equity funds, investments for the maintenance of the production tool and the improvement of working conditions, and support of social goals No gross remuneration (statutory and extra-legal benefits included) nor billing for freelance (in case of freelance management) greater than 5 times the structure lowest salary.
Commitment 4: Own interest versus general interest	Compliance with the social, tax and environmental legislation
Commitment 5: Voluntary -based and open-based membership	No restrictions may be applied to the admission of a partner, worker or staff member for political, philosophical or religious reasons
Commitment 6: Democratic control	No physical person can hold more than 50% of the capital The general meeting decisions are taken according to the rule "one person, one vote" or, in case of '1 share/1 vote", by limiting the votive power to 49,5%. The workers are represented at the GA: either they are invited to be a member, either shares, at a price defined by national legislation relating to the ES, are accessible to them, or by any other ways. Workers are regularly informed and consulted on the results of the organisation and its strategic choices. Workers have the opportunity to attend training courses in their interest and in the interest of their organisation
Commitment 7: Transparency and communication	Keep regular accounts / financial statements and prepare the statutory annual accounts: Presentation of annual accounts including balance sheets as well as profit and loss Transparency concerning the means used (provenance and allocation): The quantity of resources used as well as their origin (s) and their assignment (s) according to specific objectives, must be able to be determined in financial reports, completed if necessary with comments, and within activities report, This annual activity report is made available on the enterprise website.
Commitment 8: honest and with moral integrity	To guard against fraud and malfeasance, and to make sure that the structure is honest