



Sustainability report

TWO THOUSAND TWENTY-THREE

Highlights





Our approach to sustainability



Our 4 pillars

- Product
- Transparency
- People
- Environment



DO. TO CREATE.
BE. TO SHARE.
FLY. TO DREAM.





The Group's Sustainability objectives: strategic guidelines

01. Product

Develop **durable and sustainable products**

Improve **customer satisfaction**

Innovate the products made to **increase quality and safety**



03. People

Improve employee **well-being and satisfaction**

Ensure the **health and safety** of workers

Employee **training**

Add value to the **community and the local territory**



02. Transparency

Strengthen governance on **ethics, compliance and sustainability issues**

Manage the **supply chain ethically and sustainably**



04. Environment

Reduce energy **consumption** and climate-changing **emissions**

Increase the environmental sustainability of the **raw materials** purchased





Product

01



The material topics connected to the "Product" pillar

- Product quality, safety and conformity
- Compliance and reputation
- Customer satisfaction
- Product, process, R&D innovation



UN SUSTAINABLE DEVELOPMENT GOALS RELEVANT FOR THE "PRODUCT" PILLAR >



SDG 9 – INDUSTRY, INNOVATION AND INFRASTRUCTURE

Achieve sustainable and quality infrastructure for all, boost a new business model that respects the principles of sustainability and adopts clean technologies and industrial processes.



SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure the well-being of the population through access to water, energy and food, while reducing over-consumption of natural resources.



1.1



Product



2.000+
products,
developed by
the R&D team.



**Management
system certified**
according to the
**UNI EN ISO
9001:2015.**

**100% of the
products**
assessed with
respect to the
**health and
safety of end
customers.**

The **entire production
of Industrial Wear**
falls within the parameters of the
**European REACH
Regulation** (CE no. 1907/2006)

For several years now the
**main suppliers
of Industrial Wear**
have been producing with **OEKO-TEX®
certified materials.**



For a **more
responsible
cotton supply
chain** for the
environment
and for agricultural
communities.

Member



223 First category **PPE,**
102 Second category **PPE,**
10 Third category **PPE.**



In 2023, the Group obtained the
**GOTS
CERTIFICATION**
(global organic textile
standard) and the
**GRS
Certification**
(global recycled standard).





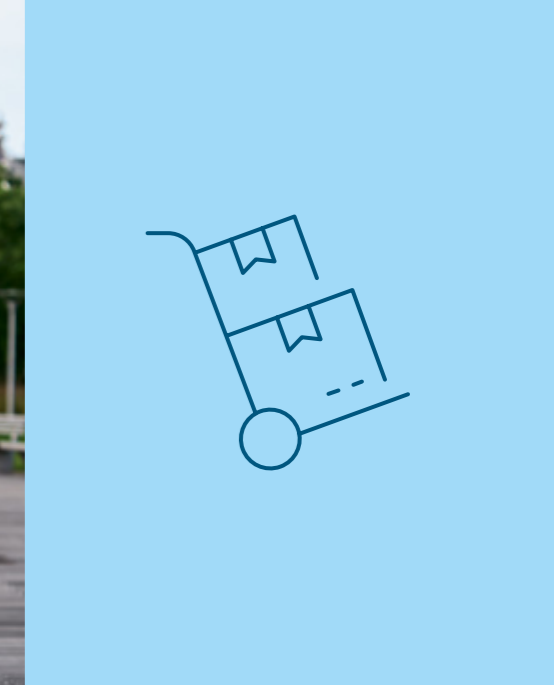
Trasparenza

02



The material topics connected to the "Trasparenza" pillar

- Ethics and business integrity
- Management of raw materials
- Sustainable and responsible management of the supply chain



UN SUSTAINABLE DEVELOPMENT GOALS RELEVANT FOR THE "TRANSPARENZA" PILLAR



SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure the well-being of the population through access to water, energy and food, while reducing over-consumption of natural resources.



SDG 16 – PEACE, JUSTICE AND STRONG INSTITUTIONS

Promote legality at national and international level, and ensure equal access to justice for all, reducing corruption and creating accountable and transparent institutions.



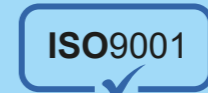
2.1



Trasparenza



32%
ISO9001
Certified
suppliers



60% suppliers certified
by the **Amfori BSCI**
(+5% vs 2022)



Our business model is based on
**partnerships with suppliers in
charge** of producing the finished product.



The automated
warehouse:
**maximise
operational
efficiency**
while reducing
environmental impacts.



Constantly searching for
**solutions
with low
environmental
impact.**



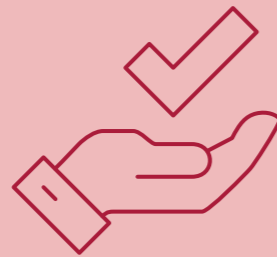
People

03



The material topics connected to the "people" pillar

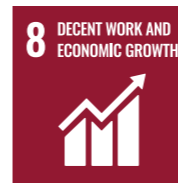
- Employee training, development and wellbeing
- Occupational health and safety
- Diversity, equal opportunities and inclusion



UN SUSTAINABLE DEVELOPMENT GOALS RELEVANT FOR THE "PEOPLE" PILLAR >



SDG 5 – PARITÀ DI GENERE
Achieve gender equality and empower all women and girls



SDG 8 – DECENT WORK AND ECONOMIC GROWTH
Achieve sustainable and inclusive economic growth that benefits all and does not harm the environment, creating decent jobs for all people, especially women, young people and other disadvantaged groups.



3.1



People



59% of female employees
as at 31 december 2023.

Gender Equality Certification
according to the
reference procedure
PdR125:2022.



Adoption of
ethics and
SA 8000:2014
certification.

**We value staff with a
positive and stimulating
work environment.**



ISO 45001:2018
Management system
for health and safety
at work compliant with
the standard.



**209
employees.**

**16% Under 30
years
of age**
as at 31 december 2023.

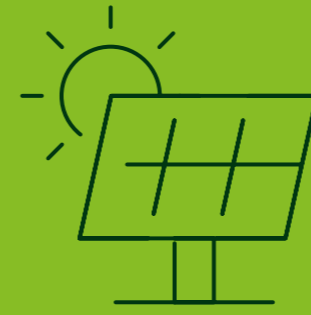


+49%
the hours dedicated to
courses
on occupational
**health and
safety**
(2023 vs 2022).



Environment

04



The material topics connected to the "Environment" pillar

- Energy consumption and emissions



UN SUSTAINABLE
DEVELOPMENT
GOALS RELEVANT
FOR THE
"ENVIRONMENT"
PILLAR



SDG 7 – CLEAN AND AFFORDABLE

Ensure universal access to sustainable, reliable and modern energy, to improve the living conditions of millions of people. Increase the use of renewable energies instead of fossil fuels and promote energy.



SDG 13 – CLIMATE ACTION

Introduce climate change as a primary issue on the political agenda, in the strategies and programs of national and regional governments, businesses and civil society.



4.1



Environment

Management system certified
according to the
UNI EN ISO 14001:2015.



84% of the cardboard boxes

that arrived at the plant in 2023 were reused to send other orders.



37% of the energy used comes from Renewable sources
in 2023.

85% of electricity used comes from clean energy.



325.506 tCO₂e
total indirect GHG emissions (scope 3).



605 tCO₂e
total direct GHG emission generated (scope 1 e scope 2 - location based).



By 2030
we expect
100% of our products to be packaged using polybags
with recycled plastic and sustainably sourced paper.



DO.

BE.

FLY.

Highlights

