



## SUSTAINABILITY POLICY

The history of our wool mill began in 1972, in an industrial warehouse located in Crevacuore, a small town in the Valsessera Mountain Community, with just under two thousand inhabitants and over a thousand years of history behind it. It was there that Pierluigi Fileppo, gained great experience as a textile designer at other wool mills in the area, decided to start his own business, driven by the desire to freely express his creativity.

In the following years, between 1975 and 1982, the founder's wife, brother and sister-in-law joined the staff of the Raphael Wool Mill. In 1990 the company moved to Pray, a small town in Valsessera, rich in a very long and uninterrupted wool tradition, again in the Province of Biella, where it is still based today. Pierluigi's two sons - Franco and Gianluca - and granddaughters - Claudia and Paola - took up the inheritance, carry on the craft, respecting what is now an ancient family tradition.

In consideration of its history and its reference values, Raphael has decided to characterize its strategic choices according to the canons of sustainability and to make them evident among the subjects with whom it comes into contact: workers; customers and suppliers; surrounding community.

We evaluate our management choices with the aim of maintaining adequate continuity and development. We establish working relationships based on legality and ethical and professional correctness.

We pursue the enhancement and respect of the individual and we undertake to comply with national legislation and international principles regarding: freedom of association and the right to collective bargaining; child and child labor; Health & Safety; prevention of discrimination and abuse; regularity and transparency in employment contracts, working hours; payment of the wages due.

We integrate the objective of environmental sustainability into our strategic decisions and to this end we actively pursue the following macro-objectives:

- Search for legislative compliance and addressing suppliers who pursue it;
- Consideration of the environmental impact from the design of the sample;
- Reduction of the impact deriving from the use of chemical products harmful to humans and the environment along the production chain, according to the state of advancement of technical knowledge on the subject, by implementing the MRSL of ZDHC, through the adoption of 4Sustainability protocol;
- Predilection of productive and organizational choices functional to saving natural and energy resources, through the use of systems that allow energy saving and the production of the same from renewable sources;
- Correct and responsible management of the waste produced;

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- Where possible, preference for more sustainable materials with a lower environmental impact, recycled or regenerated, organic and from sustainable crops or farms.
- Limitation of purchases of material from activities that use cruel methods of breeding or taking the raw material;
- Limitation of the impact on forests caused by the use of components obtained from vegetable raw materials from them. In this regard, Raphael declares not to be directly or indirectly involved in activities that require:
  - illegal logging or trade in illegal wood or pulp;
  - the violation of human rights in forestry activities;
  - the destruction of areas of particular botanical interest;
  - the significant conversion of forests into plantations;
  - the introduction of GMOs in forestry activities;
  - the violation of the ILO Convention on the rights of workers involved in the related supply chain.
- To consider as a priority subjects of the district, in order to minimize the environmental impacts associated with the movement of materials along the production cycle.

We take action in order to disseminate the contents of our policy mainly within our company, so that it is known and pursued at all levels, through training and information activities and we pursue continuous improvement of performance over time.

Pray, 12 July 2019

Pierluigi Fileppo

RAPHAEL S.R.L.

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