BEING 4SUSTAINABILITY®

Growth and sustainability are factors for which we want to stand out. Indeed, we firmly believe that long-term economic development is tied to social and environmental development.

Inspired by and aligned with the **Sustainable Development Goals** laid out in the UN's **2030 Agenda**, the **Global Fashion Agenda** guidelines, and the **ESG Rating**, we are committed to participating in a generation of positive global change, taking on a clear **environmental and social responsibility**.

We do so by adhering to the **roadmap 4sustainability®**, the sustainable fashion brand released after the implementation of one or more sustainability projects tailored to the fashion sector:

Materials: Conversion to lesser impact materials to move towards sustainable production
Chem: Elimination of toxic and harmful chemicals from production cycles
Trace: Traceability of processes and supply chain monitoring
People: Growth of a company's organizational well-being
Planet: Conscious use of resources to reduce environmental impact
Cycle: Development of reduce, re-use, recycling practices and sustainable design

We operate within a logic of continuous improvement measured through progressive implementation levels and made transparent through a summary e-report of KPIs (**4sustainability e-report**).
Specifically, every project includes an **annual quantitative and qualitative review**. This review assesses the extent to which the requirements have properly been put into place. Based on this review, we release the company's level of implementation of the **4s protocol of reference (Ongoing, Basic, Advanced, or Excellence)** and the e-report.

4sustainability

IMPLEMENTED SUSTAINABILITY INITIATIVES

Thanks to the process that was launched by making the 4sustainability® Commitment, we are able to measure the implementation level of the following initiatives.

MATERIALS

Objectives

Implement a strategy to progressively substitute raw materials with alternatives that have a lesser environmental and social impact according to structured and recognized standards and initiatives. Where possible, perform Life Cycle Assessments to measure the environmental impact of products.

Actions envisaged

- Mapping the raw material used, including that of suppliers. If this mapping has already been done for another initiative, complete the information required for the Materials 4sustainability® initiative.
- Training on sustainable raw materials, identifying more sustainable alternatives, as well as the resulting implementation process. Among these alternatives, we will evaluate certification schemes (e.g. Textile Exchange), platforms, trademark initiatives (e.g. BCI, CANOPY, etc) and/or products with sustainability certifications (e.g. Refibra, Ecovero, Econyl) in order to increase the percentage of sustainable raw materials that enter into the company's production cycles.
- Support in the certification process done by analyzing operating processes and preparing manual(s) in which traceability is a fundamental requirement.
- Support in managing the paperwork involved in the certification process.
- Training for internal personnel and suppliers identified as strategic for the purposes of obtaining the certification.
- Pre-audit review of documentation and processes with operational support.
- Annual calculation of KPIs regarding the substitution of raw materials with sustainable raw materials and related certifications, issue of the 4sustainability® Materials Report, and compilation of the 4sustainability® e-report.

CHEM

Objectives

Progressive elimination of chemicals toxic and harmful to human health and the environment from internal production cycles and those of our suppliers through the timely application of ZDHC methodology at its most advanced level.

Actions envisaged

- Delegation of the role of an internal Chemical Manager and a system management team.
- Defining a Chemical Management Policy and its objectives.
- Mapping processes and the evaluation of chemical risks in the supply chain.
- Application of 4sustainability PRSL (Product Restricted Substances List) to evaluate the statuses of raw materials suppliers.
- Implementation of the ZDHC MRSL (Manufacturing Restricted Substances List) to at-risk internal and outsourced processes.
- Construction of the Chemical Inventory and evaluation of chemicals according to ZDHC Gateway levels through the application of the ZDHC Conformance Guidance.
- Collection of Chemical Management KPI from all suppliers, with particular attention to processes with a high chemical risk.
- Defining an internal Chemical Management procedure oriented towards guaranteeing roles and responsibilities, purchases compliant with internal standards, and process control.
- Monitoring of processes and suppliers and management of non-compliance.
- ZDHC-accredited Chemical Manager training (or for the Chemical Management Team), and continuous training activities and updates for the internal personnel and suppliers.
- Collection of information to ensure the traceability of processes.
- Creation of a plan for statistical sampling and risk-based evaluations.
- Annual re-evaluation of the implemented system and definition of an improvement action plan.

For a comprehensive and transparent view of the implemented initiatives' progress, please refer to our 4sustainability e-report: 4s e-report Raphael

Convinced that we can no longer put off accelerating our road to sustainability, we will do our best to create a better future and count on your *partnership for goals* (SDG 17).

Pray, 03/08/22