



4sustainability® is the Process Factory mark highlighting the adherence of textile and fashion & luxury companies to the sustainability roadmap. The implementation of each roadmap initiative is verified and measured annually based on a structured protocol of activities.



Lanificio Botto Giuseppe e Figli s.p.a.
has joined the 4sustainability® Commitment
and is compliant with the 4sustainability®People Protocol

PEOPLE
IMPLEMENTATION LEVEL



COMPANY ID Nr. 4S-100507

VERS. STD PEOPLE: 1.0
VALID UNTIL: 13/12/2022

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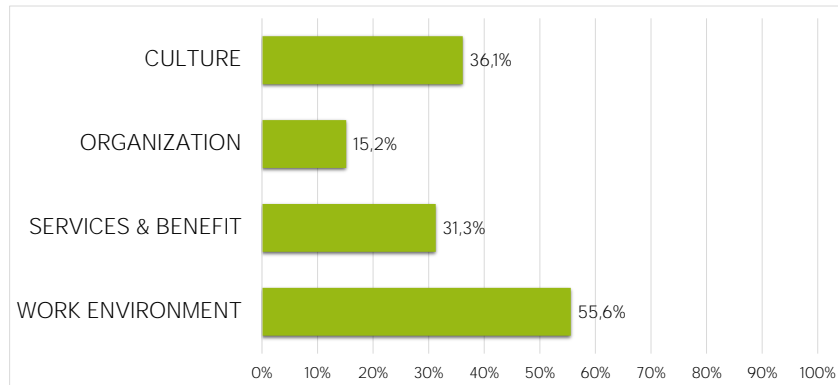
ABSTRACT

4s Audit Report People
Version 1.0



Lanificio Botto Giuseppe e Figli Spa

4S DIMENSIONS - LEVEL OF IMPLEMENTATION



SOCIAL COMPLIANCE



CULTURE

The company has demonstrated an attention to ethical and social values. The organization is sensitive to the topic of solidarity with initiatives involving the areas surrounding its industrial plants and is involved in a variety of initiatives of different kinds as a result. While avoiding taking on a self-congratulatory stance, these initiatives should mostly be celebrated within the company to foster an environment inspired by ethical values and solidarity. We will also provide a Sustainability Report that attests to this attention towards certain values and topics.

ORGANIZATION

With reference to the measures adopted in this area, we note the following: the “hours bank” tool which, based on the evidence that has been gathered, is used by employees involved in production; the presence of flexible start time, lunch break, and stop time for “office” employees; and an attention to the topic of part-time, which is considered on a case-by-case basis based on the employee’s needs and the possibility of reconciling reduced times considering the needs of production shifts.

SERVICES & BENEFIT

We note that the company has been providing scholarships for the deserving children of its employees for some time. The award ceremony represents an opportunity of sharing and cohesion within the company. The company includes a cafeteria that provides lunch and dinner with the possibility of bringing these meals home. There are also free water fountains within the company buildings. In late 2020, the company also began distributing coupons worth 400 euros to its employees. This initiative was not replicated for the year 2021. We also note the stipulation of an insurance policy in 2020 that covered any hospitalization costs incurred by employees due to the COVID-19 virus.

WORK ENVIRONMENT

In terms of the work environment, we observed that the buildings and offices are equipped with adequate lighting and ventilation. In the company’s “show room” area, there is a relaxation section for office employees that includes a kitchen area and couches. There are also dedicated “break areas” for workers in the production departments. The company has parking lots reserved to its employees.