



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
dell' OLIVO
Italian Fancy Yarns

Lanificio dell'Olivo S.p.A.
has joined the 4sustainability® Commitment
and is compliant with the 4sustainability®People Protocol

PEOPLE
IMPLEMENTATION LEVEL



COMPANY ID Nr. 4S-100113

VERS. STD PEOPLE: 1.0

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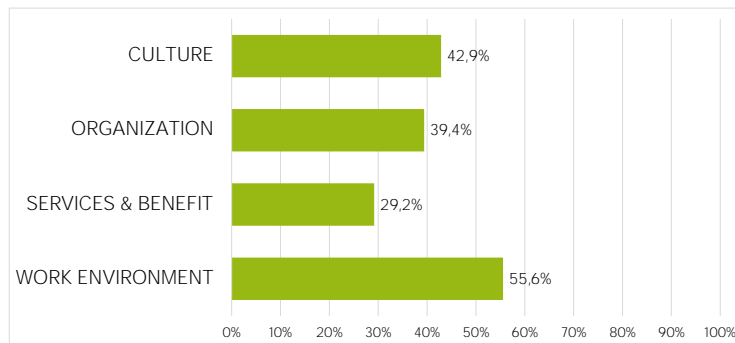
ABSTRACT

4s Abstract Report People
Version 1.0



Lanificio dell'Olivo S.p.A.

4S DIMENSIONS - LEVEL OF IMPLEMENTATION



SOCIAL COMPLIANCE



CULTURE

Starting in 2015, the company went through a significant reorganization when it was acquired by the fund Private Equity Gradiente from the Taddeucci Sassolini family. In 2020, the fund was taken over by Fondo Ethica Global Investments. The 2015 change in ownership brought on changes in the company's top management and a significant redefining of governance principles and internal organization criteria. These changes then pushed the company culture towards best practice parameters. Of particular importance are the adoption of an Ethical Code in 2020 disseminated to all employees, clients, suppliers, and collaborators; a particular attention to issues of sustainability, as has been documented for many years in the company's annual Sustainability Report; an awareness of the issue of internal controls within the company, translated into a set of central internal procedures; a care towards ensuring that company strategies are shared with first-line managers; the presence of high-profile managerial figures at the top of the company. We note that the company has also launched a project to hear directly from their employees about their personal needs and employee perceptions of the company.

ORGANIZATION

Changes in top management brought on shifts in the company's work organization principles. As a consequence of these shifts, a new organizational structure was defined, and a new organizational chart created. This chart was shared with employees, generating clarity and awareness of the various company functions and lines of responsibility within the company. In terms of practical/organizational plans, we draw attention to the clear programming and management of holidays and leaves, which is supported by corporate IT systems. We also note a welcome and orientation policy for new arrivals to the company.

SERVICES & BENEFIT

In terms of employee benefits and services, we highlight SANIMODA's PREMIUM level health insurance policy, which has a more extensive coverage than the BASE and PLUS levels and has the option of extending this coverage to dependents; the "Mission" insurance policy for employee transfers; the creation of a reimbursement fund for school books of up to 200€; the establishment of a "tantum" shopping voucher for employees of up to 500€ during the pandemic; the option to have online purchases delivered to the company; the presence of free water dispensers.

WORK ENVIRONMENT

Regarding the company's work environment, we found that the buildings and offices are well-maintained, with adequate lighting and ventilation. During an inspection of one company plant, we noted a tidy, well-maintained, and well-lit environment. The company's location guarantees that employees have space to park their cars.