



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.



Manifattura Sesia s.r.l.
has joined the 4sustainability® Commitment
and applies the 4s® People Protocol

**PEOPLE
IMPLEMENTATION LEVEL**



COMPANY ID Nr.	4S-100415	VERS. PROTOCOL PEOPLE:	1.0
ISSUE DATE:	17/10/2022	EXPIRE DATE:	17/10/2023

Issue by:
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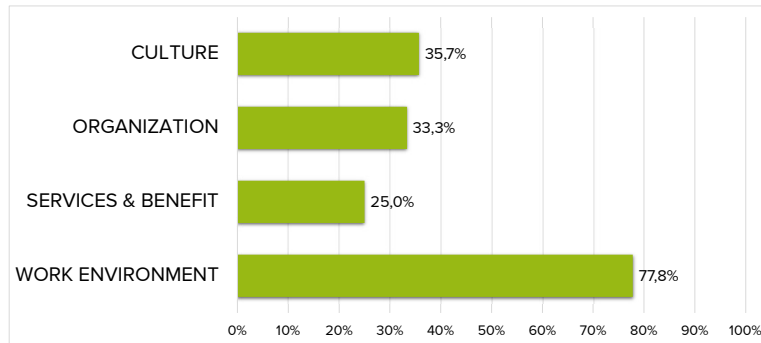
ABSTRACT

4s Report Abstract People
Version 1.0



Manifattura Sesia S.r.l.

4S DIMENSIONS - LEVEL OF IMPLEMENTATION



SOCIAL COMPLIANCE



CULTURE

Based on the evidence gathered, it emerges that the company pays good attention to ethical and social values, as well as an important focus on good corporate governance practices. The company is also investing in sustainability through specific training programs for its employees. We also highlight a structured listening activity based on the needs of the people in the company in order to implement specific welfare actions.

ORGANIZATION

With reference to the measures adopted in this area, we note: even if not formalized, flexibility of working hours on entry, lunch break and exit for the staff employed in the offices; the "hours bank" tool aimed at production staff; attention to the issue of part-time which is assessed on the basis of the needs that emerge from the workers and the possibility of reconciling reduced times; induction activities for new hires (initial training, orientation between functions, etc.)

SERVICES & BENEFIT

We highlight that the company provides its employees with a tax assistance service for the preparation of the 730 Forma. With reference to the contractual health insurance coverage (Sanimoda), the company has signed up to the Premium policy which provides for the highest benefits and the possibility of extending the coverage also to employees' family members. We also note that employees are allowed to have purchases made online delivered to the company.

WORK ENVIRONMENT

With reference to the work environment, we found that the production structure and offices are equipped with adequate lighting and ventilation. There is particular attention to the spaces in the office areas, which have been recently renovated. There are also parking spaces reserved for its employees.