



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.

ITALTEX® S.p.A.

INDUSTRIA TESSILE

Italtex S.p.A.

has joined the 4sustainability® Commitment
and applies the 4s®People Protocol

**PEOPLE
IMPLEMENTATION LEVEL**



COMPANY ID Nr.

4S-100251

VERS. PROTOCOL PEOPLE:

1.0

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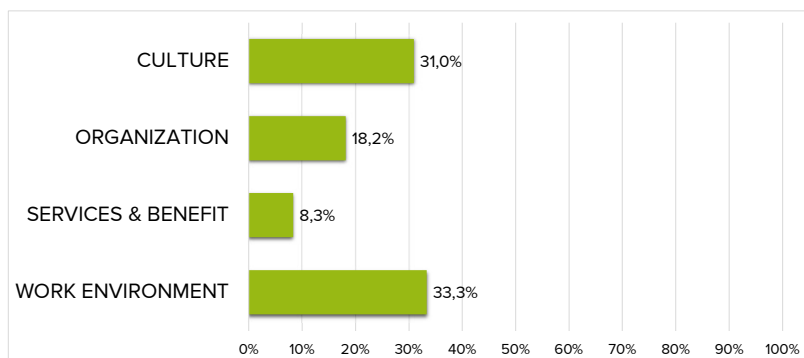
ABSTRACT

4s Assurance Report People
Version 1.0

Italtex S.p.A.



4S DIMENSIONS - LEVEL OF IMPLEMENTATION



SOCIAL COMPLIANCE



CULTURE

The company is sensitive to the issue of business ethics and solidarity with the local area. With reference to the first point, we highlight the adoption of a code of ethics delivered to all workers and available on the website, and a strong focus on correct behaviour towards its supply chain. With reference to the second point, we note recurring charitable initiatives and participation in specific solidarity projects. Regarding the theme of corporate governance, we note a focus on internal control and a good level of managerialism among members of the management and managers in the company.

ORGANIZATION

The company has adopted a named organisational chart that is clear. Although it does not have a specific policy on part-time work, we note that this working model is valued and adopted on the basis of requests from employees. We also note the presence of a policy for the reception of new employees that provides for initial training, orientation between functions and the delivery of specific material.

SERVICES & BENEFIT

Regarding contractual health insurance coverage (Sanimoda), the company subscribed the Premium policy, which provides the highest benefits and the possibility of extending coverage to employees' family relatives. The company also provided all employees in FY 2021 and FY 2022 with a fuel purchase voucher to support the purchasing power of its employees.

WORK ENVIRONMENT

We note adequate attention to the care of working spaces. The company provides indoor parking areas for all its employees, which are also equipped with electric charging shelters.