



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.



Botto Giuseppe

Botto Giuseppe e Figli S.p.a.
has joined the 4sustainability® Commitment
and applies the 4s®People Protocol

PEOPLE
IMPLEMENTATION LEVEL



COMPANY ID Nr.

4S-100507

VERS. PROTOCOL PEOPLE:

1.0

ISSUE DATE:

10/01/2023

EXPIRE DATE:

10/01/2024

Issue by:
Process Factory s.r.l.
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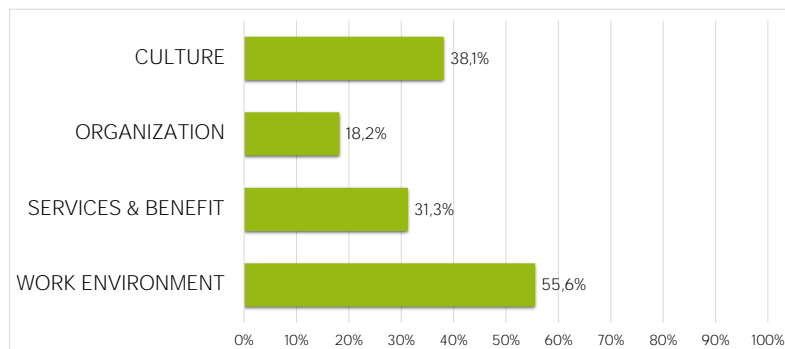
ABSTRACT

4s Report Abstract People
Version 1.0



Botto Giuseppe e Figli S.p.a.

4S DIMENSIONS - LEVEL OF IMPLEMENTATION



SOCIAL COMPLIANCE



CULTURE

The attention that the company pays to ethical and social values is confirmed. The company is sensitive to the issue of solidarity towards local support initiatives and is engaged in various social initiatives of various kinds. Since 2022, while maintaining a non-self-celebratory profile, the company has valued these initiatives within the company in order to strengthen an environment inspired by ethical values and solidarity. We point out that in 2022 the company drafted a Code of Ethics and a Charter of corporate values. The company's commitment to a path of sustainability is confirmed, through the publication also for the year 2021 of the Sustainability Report and the continuous training that is provided to its employees.

ORGANIZATION

With reference to the measures adopted in this area, we note: the presence of flexible hours for entry, lunch breaks and exits used for those who carry out "office" work, attention to the issue of part-time work which is assessed from time to time on the basis of needs that emerge from the workers and from the possibility of reconciling reduced times, the "hour bank" tool which, on the basis of the evidence collected, is used by workers engaged in production.

SERVICES & BENEFIT

We note that the company issued a fuel voucher in 2022 in order to support the purchasing power of its employees. It should be noted that for some time now the company has been providing an annual scholarship for the deserving children of its employees. This event also represents a moment of sharing and cohesion within the company. Within the company there is a canteen service which provides meals for lunch and dinner with the possibility of picking up the meal for consumption at home. We also point out that employees are allowed to have purchases delivered online to the company and that there are free water dispensers inside the company.

WORK ENVIRONMENT

With reference to the working environment, we confirm that the structure and offices are equipped with adequate lighting and ventilation. In the company there is, within the "show room" space, a relax area equipped with a kitchen area and sofas for the office workers. There are also "break areas" for workers in the production departments. The company has parking spaces reserved for its employees.