



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 applies the 4s® People Protocol

PEOPLE
IMPLEMENTATION LEVEL



COMPANY ID Nr.

4S-100113

VERS. PROTOCOL PEOPLE:

1.0

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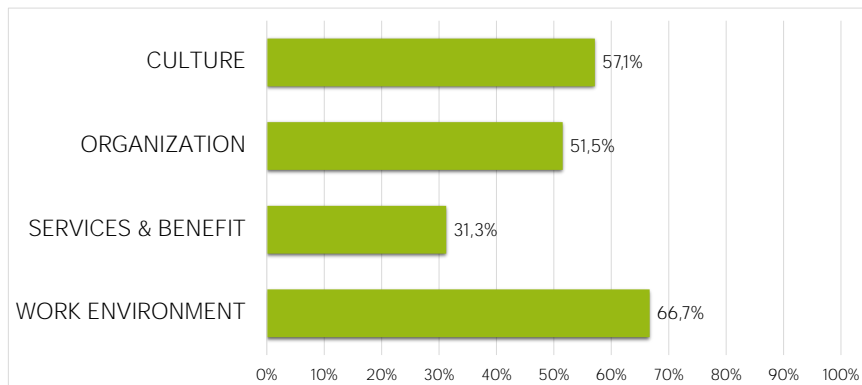
ABSTRACT

4s Report Abstract People
Version 1.0



Lanificio dell'Olivo S.p.A.

4S DIMENSIONS - LEVEL OF IMPLEMENTATION



SOCIAL COMPLIANCE



CULTURE

The presence of a corporate culture based on ethical principles and attentive to the values of sustainability is confirmed, as represented in the code of ethics and in the corporate sustainability report. In the company, communication and sharing of corporate objectives and the results obtained is well monitored, as is the ever-growing attention to the issue of internal control. There are managerial figures in the company who help in the cultural diffusion of governance best practices. It should also be noted that in 2022 the company carried out a listening activity for its workers through an analysis of the climate and needs aimed at all employees. Based on the results obtained, the Management is evaluating the appropriate actions to implement.

ORGANIZATION

The company is well organized, as represented by the corporate organizational chart and the job descriptions which are widespread throughout the company. The company has a holiday and leave management policy and a policy for welcoming new resources. It should also be noted that a smart working regulation has been introduced and that the definition of flexible hours for workers who perform compatible roles in the company is being finalised.

SERVICES & BENEFIT

The company's commitment to providing forms of income support for its workers continues also for 2022, such as shopping vouchers and contributions for the purchase of school books for the children of employees. Workers benefit from forms of insurance coverage linked to the employment contract that can also be extended to family members. It should also be noted that there are free water dispensers on the farm.

WORK ENVIRONMENT

With reference to the working environment, we have found that the structure and offices are well cared for, equipped with adequate lighting and ventilation. In the company there is a refreshment area which will be subject to restructuring shortly. The company has parking spaces reserved for its employees.