



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



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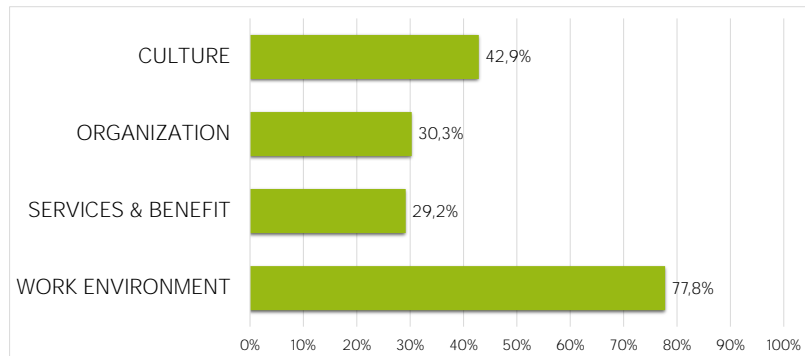
ABSTRACT

4s Report Abstract People
Version 1.0



Manifattura Sesia S.r.l.

4S DIMENSIONS - LEVEL OF IMPLEMENTATION



SOCIAL COMPLIANCE



CULTURE

The company demonstrates significant sensitivity towards the issue of respect for ethical values, attention to sustainable production, care for its people and management of the supply chain. Furthermore, the attention that the company pays to the issue of internal control and to the issue of the presence of managers in the various company functions is very good. From 2023 the company draws up and publishes a sustainability report aimed at describing the main actions implemented.

ORGANIZATION

With reference to this area we note a clear company organization chart which is well known within the company; in fact, this document is accessible to all workers because it is present on the intranet and on the noticeboard. With reference to the flexibility of entry, lunch break and exit times, we note that, although not formalised, it is granted to office employees, contributing to a greater conciliation between work times and private life times. For workers in the production area we note that the "hour bank" tool is provided.

SERVICES & BENEFIT

With reference to this area we note the following actions in favor of workers: tax assistance for the preparation of Model 730; the possibility of having online purchases delivered to the company; the presence of the Sanimoda contractual health policy "premium level"; free water dispensers in the company and an agreement with a local supermarket which provides a 3% discount on purchases made.

WORK ENVIRONMENT

With reference to the work environment, we found an excellent level of care for the spaces, ventilation, lighting and comfort of the workstations. It should also be noted that there is a parking area dedicated to workers with also a covered space for bicycles and scooters.