



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.



Tintoria e Stamperia di Lambrugo 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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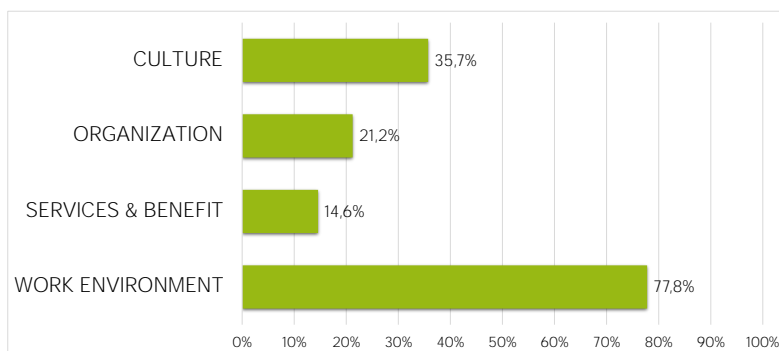
# ABSTRACT

4s Report Abstract People  
Version 1.0



Tintoria e Stamperia di Lambrugo S.p.A.

## 4S DIMENSIONS - LEVEL OF IMPLEMENTATION



### SOCIAL COMPLIANCE



#### CULTURE

The company continues its commitment to a business model based on ethical and sustainable values. We note solidarity activities carried out in favor of the territory, attention to the care of its supply chain and to internal control. In this regard, the company is finalizing the implementation of an organizational model in line with the provisions of Legislative Decree 231/2001. We also note attention to training on sustainability.

#### ORGANIZATION

The company's organizational chart is clear and well defined, even if not formally distributed to workers. With reference to the policy of welcoming new hires, we note the presence of a procedure aimed at assisting and orienting the new hire within the company, which involves the signing of a form for the delivery of documentary material including the company Code of Ethics. Although there is no specific policy, we note attention to workers' requests for part-time work and management of work shifts in production.

#### SERVICES & BENEFIT

With reference to the area of services and benefits, we note the presence of a tax-free company productivity bonus paid to all workers. The workers have the possibility of converting the productivity bonus into welfare services and in this regard the company has implemented a welfare platform for workers. We also note that the company provided additional welfare in 2023 and 2024.

#### WORK ENVIRONMENT

The company spaces are well kept, with adequate ventilation and lighting. It should be noted that the company has completely renovated the relax area available to workers which is now extremely comfortable and functional.