



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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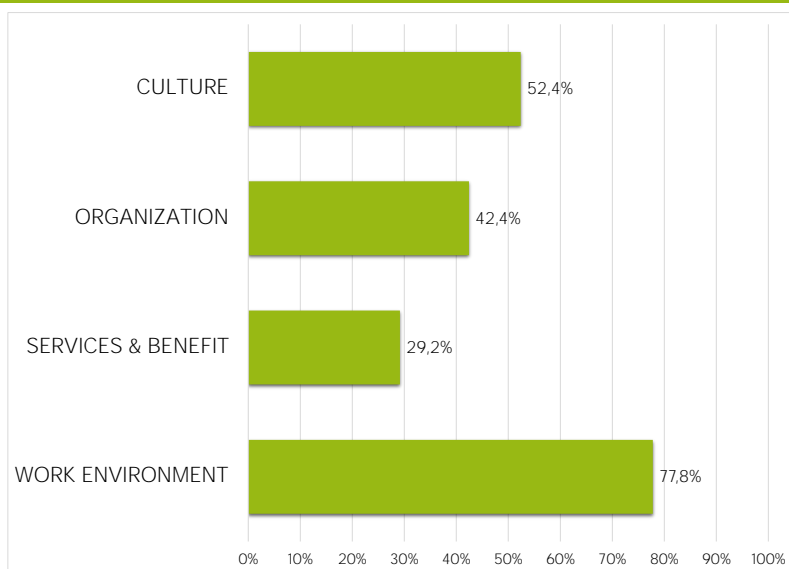
ABSTRACT

4s Report Abstract People
Version 1.0

Manifattura Sesia S.r.l.



4S DIMENSIONS - LEVEL OF IMPLEMENTATION



SOCIAL COMPLIANCE



CULTURE

The company demonstrates 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 topic of internal control and to the topic of management in the company is very good. From 2023 the company will draw up and publish a sustainability report aimed at describing the main actions implemented. We also note that the company promotes solidarity actions towards local entities in order to support the community to which it belongs.

ORGANIZATION

The company has a clear company organization chart that can be used by all workers because it is present on the intranet and on the notice board; it is noted that there is also a function chart and company job descriptions. 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. The "hour bank" tool and related usage policy is provided for workers in the production area. We also note that the company has defined a company policy that regulates the management of holidays.

SERVICES & BENEFIT

With reference to this area we note that the company has maintained the actions present 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"; supplementary insurance policies for managers and commercial staff; 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 very good of care for the spaces, ventilation, lighting and comfort of the workstations. It should also be noted that the company's refreshment area has recently been renovated. There is also a parking area dedicated to workers with also a covered space for bicycles and scooters.