



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



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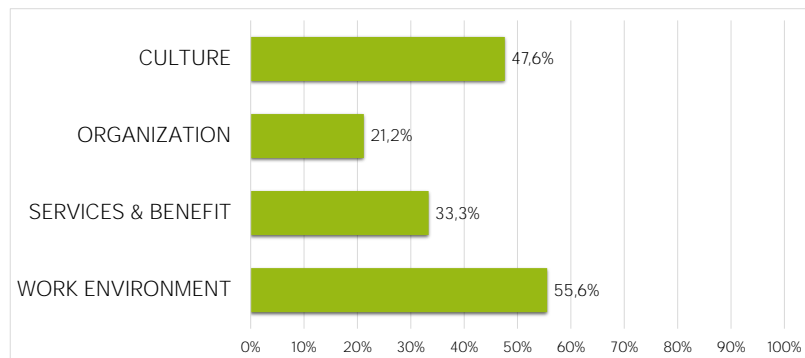
ABSTRACT

4s Report Abstract People
Version 1.0



Botto Giuseppe e Figli S.p.A.

4S DIMENSIONS - LEVEL OF IMPLEMENTATION



SOCIAL COMPLIANCE



CULTURE

The company is sensitive to ethical, social and environmental issues. Specifically, the company has adopted a code of ethics and a charter of values, released within the organization and on which a specific training activity aimed at all employees was carried out. For years the company has been implementing solidarity and support initiatives towards its territory by adhering to forms of donation in favor of charities. With reference to the topic of corporate sustainability, we note the attention to environmental and social impact issues and the publication of annual sustainability reports. There are also managerial figures in the company who contribute to the diffusion of a "best practice" culture.

ORGANIZATION

With reference to the measures adopted in this area we note: the presence of flexible entry, lunch and exit hours used for those who carry out "office" jobs, attention to the issue of part time which is evaluated from time to time based on needs that emerge from the workers and from the possibility of reconciling the reduced times, the "hour bank tool" which, on the basis of the evidence collected, is used by the workers engaged in production. We also note that the company is preparing an organizational chart and a function chart which will be disseminated within the company in order to have greater organizational clarity

SERVICES & BENEFIT

The company annually provides a 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 that provides meals for lunch and dinner with the possibility of picking up the meal for consumption at home. We also highlight that employees are allowed to have online purchases delivered to the company and that free water dispensers are present within the company premises. The company also usually provides vouchers (fuel and/or shopping vouchers) to support the income of its employees

WORK ENVIRONMENT

The work spaces 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 benefit of office workers. There are also "break areas" for workers in the production departments. The company has parking spaces reserved for its workers.