



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.

ITALTEX®
S.p.A.

INDUSTRIA TESSILE

Italtex S.p.A.

has joined the 4sustainability® Commitment
and applies the 4s®People Protocol

PEOPLE
IMPLEMENTATION LEVEL



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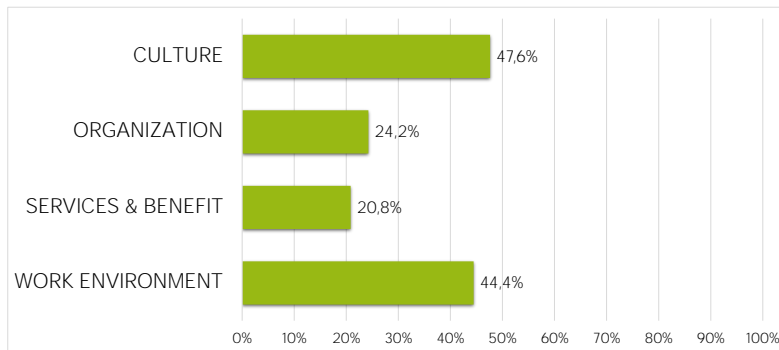
ABSTRACT

4s Report Abstract People
Version 1.0



Italtex S.p.A.

4S DIMENSIONS - LEVEL OF IMPLEMENTATION



SOCIAL COMPLIANCE



CULTURE

We confirm that the company is sensitive to the issue of business ethics and solidarity towards the territory. With reference to the first point, we highlight the adoption of a code of ethics delivered to all workers, suppliers and clients, and available on the website and a strong focus on correct behavior towards its supply chain. With reference to the second point, we highlight recurring charitable initiatives and participation in specific solidarity projects. With reference to the topic of corporate governance, we note a strengthening of internal control and a good level of managerialism among members of the management and managers in the company.

ORGANIZATION

There is a clear corporate organizational chart in the company. During 2023, the company also drew up a company function chart indicating the job descriptions and a series of internal procedures that regulate the various company processes. Although there is not a specific policy regarding part-time work, we note that this working method is evaluated and adopted on the basis of requests received from workers. We also point out the presence of a policy for welcoming new hires which provides initial training, orientation between functions and the delivery of specific documents.

SERVICES & BENEFIT

In addition to the contractual healthcare coverage (Sanimoda) stipulated at the Premium level, which provides the highest benefits and the possibility of extending the coverage to the family members of workers, since 2023 the company has stipulated supplementary healthcare coverage for managerial figures. Furthermore, in 2023, restaurant tickets were introduced in the company for all workers and fuel vouchers for a total value of 450 euros were issued to all workers. It is also noted that starting from 2023 there will be free water dispensers in the company.

WORK ENVIRONMENT

We note sufficient attention to the care of work spaces. The company provides internal parking for all its workers which are also equipped with a shelter for the possible electric charging of the vehicles.