



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.



La Fonte S.p.A.  
has joined the 4sustainability® Commitment  
and applies the 4s® People Protocol

PEOPLE  
IMPLEMENTATION LEVEL



COMPANY ID Nr.	4S-100075	VERS. PROTOCOL PEOPLE:	1.0
ISSUE DATE:	14/06/2024	EXPIRE DATE:	14/06/2025

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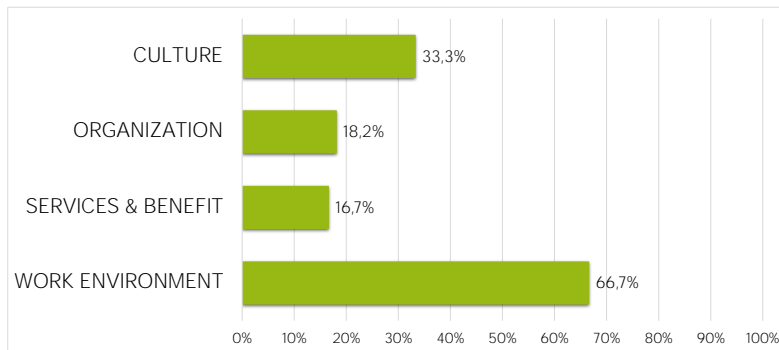
# ABSTRACT

4s Report Abstract People  
Version 1.0



La Fonte S.p.A.

## 4S DIMENSIONS - LEVEL OF IMPLEMENTATION



### SOCIAL COMPLIANCE



#### CULTURE

The company is attentive to the issue of sustainability both with reference to production activities and with reference to corporate social responsibility. High attention is also paid to the issue of internal control in the company. It should be noted that the company has a code of ethics and an Organizational Model drawn up pursuant to Legislative Decree 231/001. We also note that the company is committed to solidarity actions towards its territory through periodic donations to charities.

#### ORGANIZATION

With reference to the corporate organization area, we note the presence of a clear and widespread corporate organizational chart within the company. Newly hired people will be provided with information material useful for their integration into the organisation. We also note attention to the planning of people's holiday periods even outside of company closing periods.

#### SERVICES & BENEFIT

The company has implemented a Welfare Plan aimed at the entire organization for the period 2022 - 2024 which provides, for homogeneous categories of workers, an amount that can be spent through a digital platform. We also note the possibility for workers to have online purchases delivered to the company and the presence of free water and coffee dispensers (up to a maximum of 2 coffees per day).

#### WORK ENVIRONMENT

The company spaces are comfortable, well-kept, adequately lit and well ventilated. There are relaxation/refreshment areas equipped with tables, chairs, fridges and microwave ovens. The company also has its own parking available to all employees.