



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.

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**ITALTEX**®  
S.p.A.

**INDUSTRIA TESSILE**

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

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PEOPLE  
IMPLEMENTATION LEVEL



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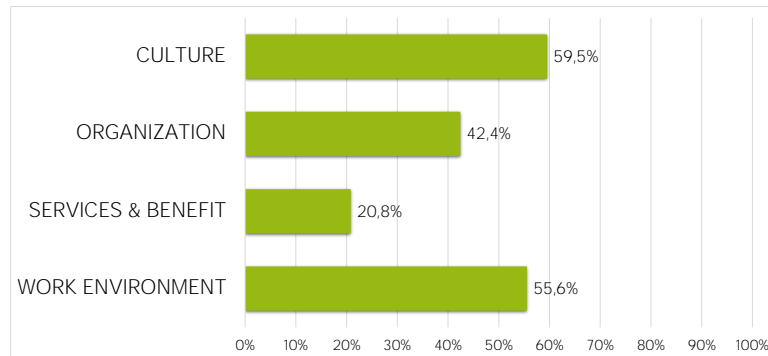
# ABSTRACT

4s Report Abstract People  
Version 1.0



Italtex S.p.A.

## 4S DIMENSIONS - LEVEL OF IMPLEMENTATION



## SOCIAL COMPLIANCE



### CULTURE

The company continues to pay close attention to the topic of business ethics, legality and solidarity towards its territory through projects with schools and sports associations. The company adopts a code of ethics delivered to all workers and available on the website and demonstrates that it implements correct behaviors towards its supply chain. With reference to legality and business ethics, the company also carefully monitors its supply chain through documentary checks and assessments/audits at suppliers. With reference to the topic of corporate governance, we note a good internal control system and a good level of managerial skills among the members of the management and the managers in the company. Furthermore, in 2024 the company obtained the certification on gender equality demonstrating cultural sensitivity on the topic of equal opportunities in the company.

### ORGANIZATION

The company has a clear organizational chart and a job description drawn up for each company function. Although there is no specific policy regarding part-time work, we note that this work method is evaluated and adopted based on requests from workers. We also point out the presence of a policy for gender equality and for welcoming new hires that includes initial training, orientation between functions and the delivery of specific material.

### SERVICES & BENEFIT

In 2024, the company implemented a welfare plan for its employees, delivered through a digital platform and regulated by specific internal regulations. We also note that in addition to the contractual health coverage (Sanimoda) stipulated at the Premium level, which provides the highest benefits and the possibility of extending coverage to employee family members, the company has stipulated supplementary health coverage for managerial figures. In addition, there are restaurant tickets for all employees and free water dispensers in the company.

### WORK ENVIRONMENT

We note good 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. We also note excellent care of the changing rooms and showers