



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.



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

PEOPLE
IMPLEMENTATION LEVEL



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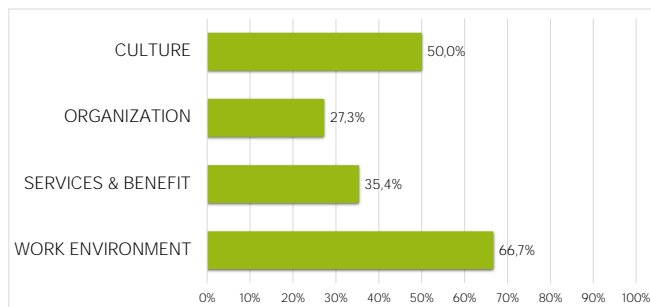
ABSTRACT

4s Report Abstract People
Version 1.0



Botto Giuseppe e Figli S.p.A.

4S DIMENSIONS - LEVEL OF IMPLEMENTATION



SOCIAL COMPLIANCE



CULTURE

The company has long been committed to sustainability and is sensitive to ethical, social and environmental issues. For years the company has been implementing solidarity and support initiatives towards its territory by adhering to forms of donation to charities and supporting local projects. The code of ethics and the charter of values are disseminated within the organization and specific training activities are carried out periodically for all employees. The attention paid to its supply chain is also high, both with reference to monitoring compliance with social values and with reference to compliance with payment deadlines. With reference to the topic of corporate sustainability, we note the publication of annual sustainability reports since 2020. There are also managerial figures in the company who contribute to the diffusion of a "best practice" culture.

ORGANIZATION

The company has drawn up a clear corporate organizational chart, communicated and disseminated within the company and is working on the drafting of a function chart and on the mapping of non-industrial processes. We also note the presence for "office" job of hourly flexibility, although not formalised, in entry, lunch breaks, attention to the issue of part time which is evaluated from time to time on the basis of specific needs and the "hour bank" tool which is used by workers involved in production. Finally, we note that the company is preparing a policy for welcoming new hires into the company.

SERVICES & BENEFIT

The company provides an annual 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. Finally, we note that the company voluntarily provides its workers with forms of income support through the delivery of shopping vouchers.

WORK ENVIRONMENT

The work spaces are well-kept and equipped with adequate lighting and ventilation. In the company there is, within the "show room" space, a relaxation area equipped with a kitchen area and sofas for the benefit of office workers. We also note that a space dedicated to meetings and breaks has been renovated in the company. There are also "break areas" for workers in the production departments. The company has parking spaces reserved for its workers.