



Botto Giuseppe



SUSTAINABILITY REPORT
2021

LETTER TO STAKEHOLDERS

Botto Giuseppe e Figli SpA publishes its second sustainability report: a document that attests to the ethical values and transparency handed down through the company since 1876, the year of its foundation.

Sustainability is the mindset that translates into a sustained effort at all stages of the supply chain. The sustainable fashion that Botto Giuseppe e Figli SpA pursues aims to establish a harmonious relationship with both the environment and people, within a system of full and absolute transparency. This is the Green Vision.

The company is leaving behind it a difficult year, 2020, still characterised by the residual effects the pandemic is having globally, but is beginning to see a promising recovery that bodes well for the years to come. The gradual recovery of the markets has, however, been accompanied by a sharp increase in the price of raw materials, which has prompted companies to take action, significantly changing the balance of the world economy. With regard to these considerations, Botto Giuseppe e Figli SpA emphasises the importance of an economy focused on circularity and recycling.

The sector in which the company operates is among those that need to be aware of the major impact that production can have on the environment, from the large quantities of water needed for processing to the extensive use of chemicals and the energy expenditure to run the plants.

When it comes down to it, humanity is currently living unsustainably: limited resources are being used much faster than we are able to regenerate them. The consequences are obvious: climate change, resource depletion, soil and water contamination.

One worrying figure is Earth Overshoot Day, which in 2021 fell on 29 July. This is an ecological indicator representing the day on which humanity has exhausted the resources produced by the biosphere for the entire year.

Over the last 20 years, Botto Giuseppe e Figli SpA has concentrated all its efforts in research and sustainable development in every area: product, investments, ethical, social and environmental policies.

2021 ended with the realisation that the path of sustainability the company had embarked upon was the right one for the unpredictable challenges faced during the pandemic. Sustainability represents Botto Giuseppe e Figli SpA's way of being. Anyone intending to remain in business, in a long-term logic, cannot fail to make their own contribution directed towards a low-carbon economy, putting people and their health and safety at the heart of their improvement targets, making choices in light of an ethical commitment towards all counterparties and with the determination to involve employees more closely and work together to integrate the vision of all other stakeholders.

This document is a summary of the actions inspired by the past and great openness towards the future, with a focus on involving stakeholders in the company's evolutionary process.

Botto Giuseppe e Figli SpA has invested heavily in renewable energy and energy saving, reducing the impact on the environment. It has created products from natural raw materials, processed with sustainable production processes. Today, production processes with recycled raw materials are being implemented.

Botto Giuseppe e Figli SpA continues even more purposefully on the path already mapped out, with product, woven yarn and jersey certifications (RWS, GRS, GCS, Cradle to Cradle™) and participation in international projects to reduce the use of chemical products (ZDHC, Inditex). We are proud to say that the past year has seen a significant increase in the sourcing of certified raw materials and an ongoing, gradual reduction in the chemicals used with the elimination of the products deemed most obsolete. Signing up to Process Factory's 4Sustainability protocol has made it possible to obtain certifications in some of the main pillars of sustainability, thanks to targeted audits from the certifying body in which Botto Giuseppe e Figli SpA has shown total transparency and cooperation. This will be continued in future years, with the aim of obtaining all the certifications and increasing the level in those already obtained.

The company will continue to invest in research and in the improvement of production processes, with particular emphasis on energy saving and the use of renewable sources, in line with an ever-increasing focus on the values of economic, social and environmental sustainability. 2021 was prolific in terms of the self-consumption of renewable energy produced by both facilities. The company firmly believes in the "Green" energy transition, which is why the road ahead is geared towards tangible, targeted investments to achieve the goal of being defined as a carbon-neutral company.

Botto Giuseppe e Figli SpA is a champion of the values and diffusion of sustainable culture, for the benefit of future generations, and remains faithful to its role as an important player in 'Made in Italy' luxury for the community of customers and suppliers.

Chief Executive Officer

Silvio Botto Poala



Chief Executive Officer

Ferdinando Botto Poala





INTRODUCTION

Lanificio Botto Giuseppe e Figli SpA tells the story of the success of a great family passion, now in its fourth generation.

This thread has become the symbol of an Italian company specialised in the production of fabrics, jersey, yarn for knitwear, needle felting and accessories that combines tradition and innovation in their business.

The company plays a key role in the 'Made in Italy' concept, where the culture of work is interwoven with an intrinsic sense of beauty, harmony and absolute perfection. In 1876, Giuseppe Botto established his wool mill in Valdilana, specifically in Valle Mosso, in the province of Biella. In 2016, the company celebrated 140 years in business.

This Sustainability Report has been drawn up with the aim of assessing the economic, environmental and social performance of Botto Giuseppe e Figli SpA and defining improvement targets regarding all relevant stakeholders. All the information contained in the report has been obtained following the audit of the two Botto Giuseppe e Figli SpA production facilities, located in Valdilana (BI) and Tarcento (UD); the data taken into consideration refer to the operating period from 1 January 2021 to 31 December 2021. In order to for the data to be compared over time and the trend of the Company's activities assessed, a comparison with the previous two years has been proposed.

The Sustainability Report has been drawn up in accordance with the "GRI Sustainability Reporting Standards", published by the Global Reporting Initiative (GRI), according to the "in accordance Core" option.

The contents and indicators to be reported have been selected via the materiality analysis contained in this Sustainability Report, which has made it possible to identify material aspects for the Company that could substantially influence the assessments and decisions of stakeholders.

FUTURE GOALS





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GRI INDEX REFERENCE

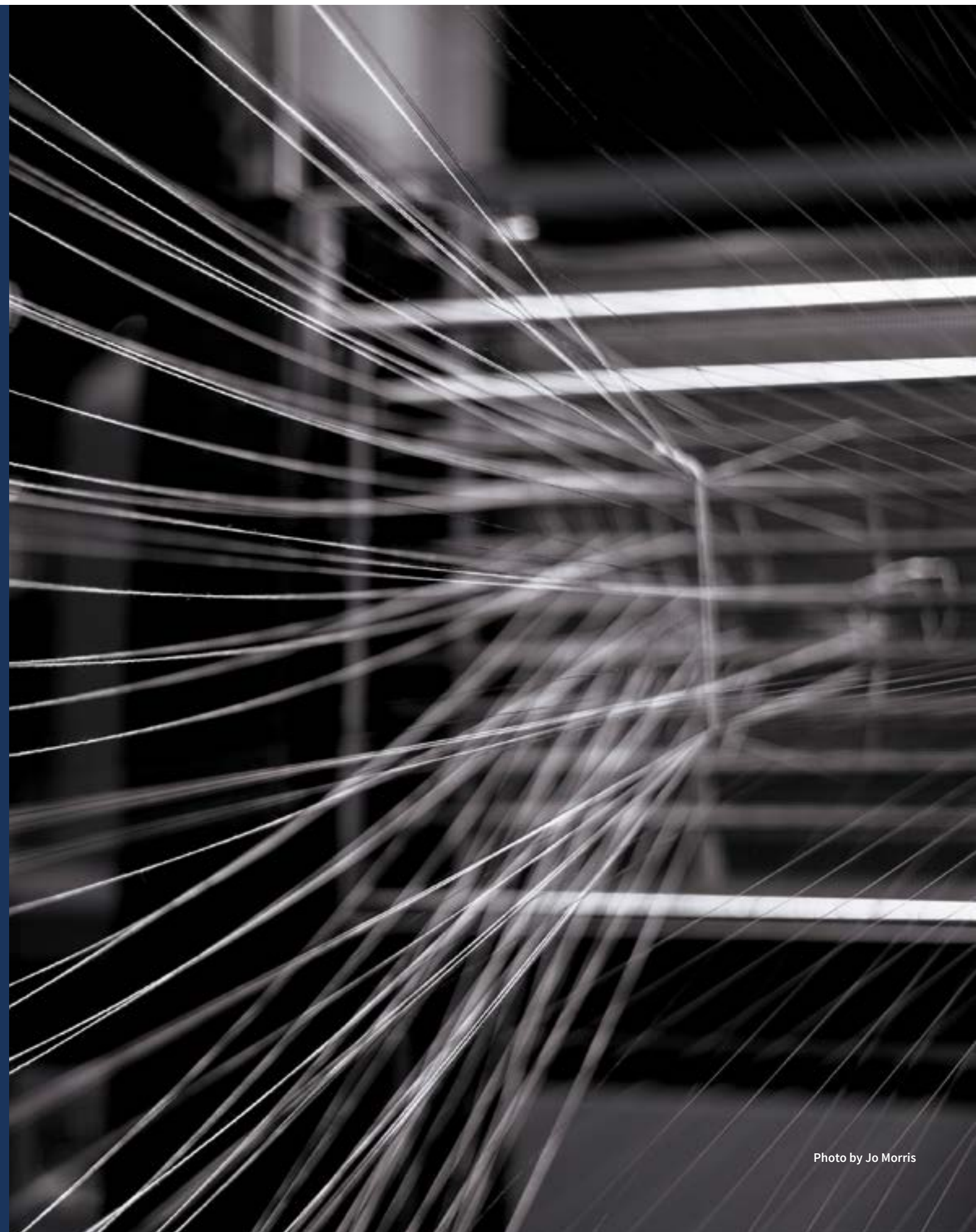


01. Our story

Ethics, Compliance and Business Integrity

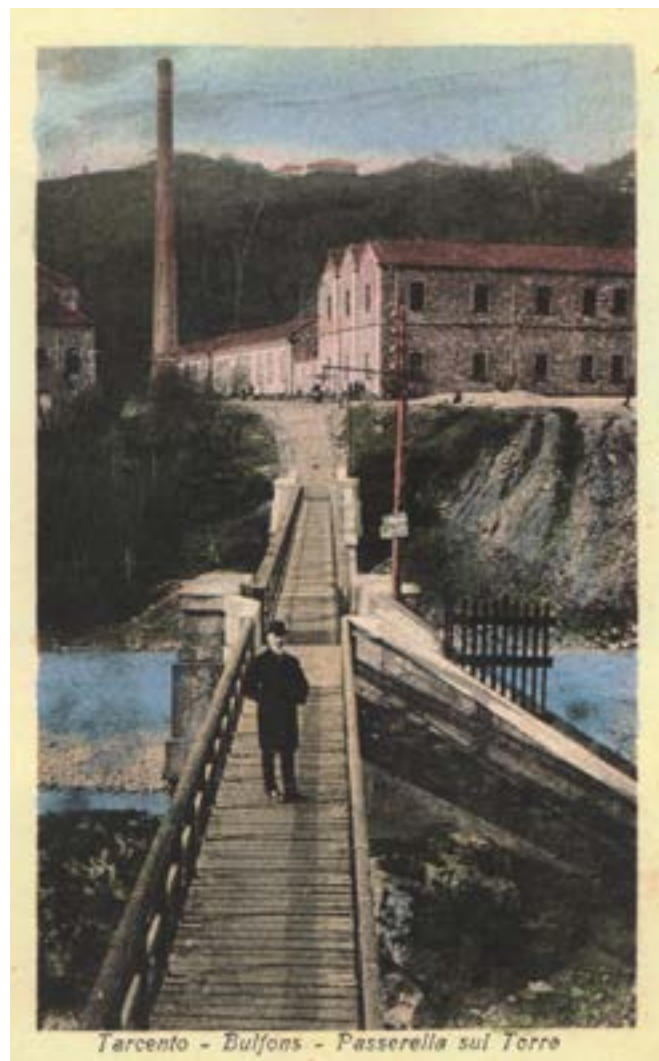
(definition)

Ethics and compliance refers to a company's compliance with ethical standards of conduct, regulatory requirements and requirements of the market in which it operates





I.1 THE STORY OF A FAMILY



The story began in Vallestrona in 1876, with the then young textile worker Giuseppe Botto and the few looms in which he had invested. Until the 1920s, production was based on carding and was carried out with the old hand looms, which were later replaced by the first mechanical looms that began to mark a new era in the valley, where most of the population was employed in textile factories.

In 1918, following the First World War, the company was divided into three parts: Botto Giuseppe e Figli, Luigi Botto e Figli and Albino Botto e Figli.

When Giuseppe Botto died in 1928, his four sons, Giovanni, Venanzio, Silvio and Ferdinando, took over the family business and expanded it. In the post-war period, it had four facilities in

Valle Mosso, Pistolessa, Lessona and Romanina. The 1950s saw the third Botto Poala generation in charge of the companies.

In 1968 the disastrous flood that hit the Mosso valleys almost completely destroyed the facilities.

The immediate rebuild also coincided with major technological developments and investments to improve the efficiency of production with new machinery. Increasingly sophisticated technologies and changes in working methods proved to be decisive for the development of the Botto companies.

Changing social habits did not affect the values of the Botto Poala family, which always strived for quality products with a focus on changes and new fashion offerings. This led to collaborations with the designers of the time, which continue to this day. In the 1990s, Botto Giuseppe e Figli SpA became a leader in the production of stretch fabrics for the ready-to-wear sector.

2010 saw the creation of the knitwear division, which went on to be expanded with the Naturalis Fibra collection.

Today, the fourth generation of the family is at the helm of the company, focusing its attention on the many new challenges the future holds. The quality of the products is a fact recognised by leading international fashion brands.

Botto Giuseppe e Figli SpA operates worldwide, with a diversified and consolidated product range of yarns, fabrics and jersey made from all-Italian certified raw and recycled materials, using sustainable processes.



Our story in a nutshell

1876



The story began in Vallestrona in 1876, with the then young textile worker Giuseppe Botto and the few looms in which he had invested.

1918

At the end of the First World War, the company branched out into three parts, just as there were three Botto Poala brothers: Botto Giuseppe e Figli, Luigi Botto e Figli and Albino Botto e Figli.

1920



The old hand looms were replaced by the first mechanical looms that began to spell out a new era in the valley.

1928



When Giuseppe Botto died, his four sons Giovanni, Venanzio Silvio and Ferdinando expanded the Botto Giuseppe company to four facilities in Valdilana, Pistolessa, Lessona and Romanina.

1968

In 1968, the disastrous flood that hit the Mosso valleys almost completely destroyed the facilities. The post-flood rebuild was marked by a great technological leap, which proved to be the trump card for all Botto companies.

1980



In a changing scenario where the concept of fashion was refined in taste and research, the Botto family combined heritage with new trends by working with the most renowned designers.

1990



In the 1990s, Botto Giuseppe e Figli SpA became a leader in the production of stretch fabrics for the ready-to-wear sector and for fashion brands that value quality of products and service.

2000



Start of energy-saving measures in the two facilities

2010



In 2010, 160 years after the founder's birth, the Pin 1876 brand was born: a division specialising in the production of scarves made from cashmere and fine fibres.

2010 saw the creation of the knitwear division, which went on to be expanded with the Naturalis Fibra collection

2016



The birth of the Naturalis Fibra collection, a unique collection of sustainable yarns.

2017



In 2017, Botto Giuseppe e Figli SpA obtained Gold level Cradle to Cradle Certified™ certification for Naturalis Fibra yarns.

2021

Publication of the first sustainability report

Today



Today, Botto Giuseppe e Figli SpA operates worldwide, with a diversified and consolidated product range of yarns, fabrics and jersey made from certified raw and recycled materials, using sustainable processes. All strictly Made in Italy.

2025



Fully sustainable yarn division.

I.2 | 2021 IN A NUTSHELL



SINCE 1876
145 YEARS OF HISTORY

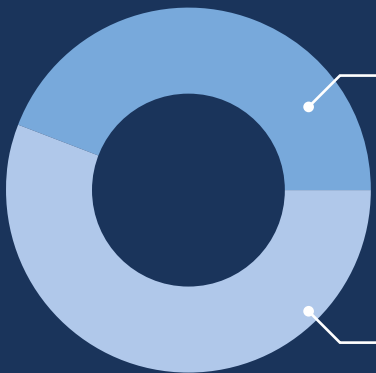


€52 MILLION
APPROX. TURNOVER



244
EMPLOYEES

78
EXTERNAL
COLLABORATORS



44%
MEN

56%
WOMEN



COLLECTIONS
YARN, FABRICS AND JERSEY



100%
MADE IN ITALY PRODUCTION



2 FACILITIES
VALDILANA (BIELLA) - TARCENTO (UDINE)



75%
RENEWABLE ENERGY AND COGENERATION



3.07 kWh/kg
ENERGY INTENSITY INDEX



0.47 m3/kg
GENERAL INDUSTRIAL THERMAL ENERGY
INTENSITY INDEX

9 CERTIFICATIONS
SUSTAINABLE PRODUCT

**C2C, RWS, GRS, BCI, GCS,
WOOLMARK,
TESSILE E SALUTE,
THE LYCRA COMPANY**



ID Nr. 4S-100507
visit 4sustainability.it

SEAL OF ASSURANCE

CUSTOMERS



40%
ITALY

20%
EU

40%
NON-EU



1.2 | APPROACH TO SUSTAINABILITY

THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The journey towards a sustainable modus operandi is accompanied by tangible daily practices, developed in advance to achieve economic, social and environmental goals, in relation to the expectations of the stakeholders of Botto Giuseppe e Figli SpA. These aspects relate to the 17 Sustainable Development Goals (SDGs) defined by the United Nations as a “blueprint to achieve a better and more sustainable future for all”.

The SDGs represent an international guideline on major reporting issues when it comes to sustainability, which can be used as references and to highlight individual contributions with regard to specific goals

2020 SAW THE DEFINITION OF THE FOLLOWING SUSTAINABILITY GOALS

These results derive from the involvement of key stakeholders in internally-convened sustainability meetings, which determined the investment priorities for the reporting year. Involvement still at an implied but promising stage, which was further extended for the creation of the second report.



GOALS ACHIEVED

GOALS BY TYPE



ETHICS, COMPLIANCE AND BUSINESS INTEGRITY
Code of Ethics



QUALITY AND 'MADE IN ITALY' CONCEPT
100% of processing takes place in Italy



LIABILITY AND TRACEABILITY IN THE SUPPLY CHAIN
Use of raw materials certified to internationally-recognised environmental standards



INNOVATION, RESEARCH AND DEVELOPMENT
Removal of chromium dyes completed
Increase in products certified as sustainable



RESPONSIBLE USE OF CHEMICALS
Reduction in the number of chemicals used in production;
use of less hazardous products where possible; ZDHC



ENVIRONMENTAL LIABILITY
Water resource management, waste reduction and recovery



ENERGY EFFICIENCY AND EMISSION REDUCTION
Decrease in the energy used or increase in the production of the energy required,
obtained through renewable, non-polluting sources



CUSTOMER SATISFACTION
To satisfy the customer in terms of sustainability, increase in recycled material
used in processing



PROTECTION OF WORKING CONDITIONS
Compliance with the national collective labour agreement for the textile/
clothing/fashion industry



RESPECT FOR THE HUMAN RIGHTS OF WORKERS
Compliance with Italian labour law





02 . Materiality analysis

Product quality, safety and innovation

(definition)

Product quality, safety and innovation refers to the control system put in place by the company to guarantee the quality and safety standards of its products and processes, as well as the research and development activities carried out in order to pursue continuous product improvement

2.1 | MATERIALITY ANALYSIS

INVOLVEMENT OF MAIN STAKEHOLDERS AND MATERIALITY ANALYSIS

The identification of the main stakeholder groups with which the company interacts most significantly was the starting point in the process of integrating sustainability into the corporate strategy.

The stakeholders identified are those most affected by the company's operations and those who have a direct or indirect impact on the company's business and results.

Seven main categories of stakeholders were identified, as listed below:

- Board of Directors
- Staff
- Trade Unions
- Suppliers
- Customers
- Institutions (community)
- Social Media

“Materials” are defined as those aspects able to influence both the performance and decisions of the organisation and the opinions and assessment of stakeholders

The reporting principles were drawn up on the basis of a materiality analysis, a tool through which economic, social and environmental sustainability issues of major importance to the company and all its stakeholders are identified.

The mapping phase of sustainability issues relevant to the company took place following an internal consultation in which a series of macro thematic areas considered of fundamental importance to Botto Giuseppe e Figli SpA were drawn up. In addition, a precise benchmarking survey was arranged on the main issues reported in the textile supply chain. This process led to the identification of 13 economic (governance and product-related), environmental and social topics, organised as follows:

GOVERNANCE

- Ethics, compliance and business integrity
- Value creation and distribution
- Product quality, safety and innovation

ENVIRONMENTAL

- Energy management and emission reduction
- Waste and circular economy
- Chemistry and water
- Protecting biodiversity
- Use of sustainable materials
- Responsible supply chain

SOCIAL

- Diversity & inclusion
- Support and development of the local community
- Protecting the health and safety of workers
- Optimisation and welfare of human capital

In order to prioritise the issues identified, a questionnaire was organised and structured with the involvement of key members of the organisation and stakeholder groups, giving weight to their opinions and expectations. The aim of the questionnaire was to have the respondents prioritise the material issues, listing them in order of importance.

The questionnaire contained the main issues of materiality, taken from the SDGs, and offered the option to include additional insights and proposals for topics not included in those supplied. Realistically, due to overlapping events that reduced the time available to acquire the required data, only 68 sustainability questionnaires were collected, from which the sustainability matrix for 2021 went on to be developed.

The result of the survey can be found in the materiality matrix, which shows the sustainability priorities for the company regarding stakeholders.

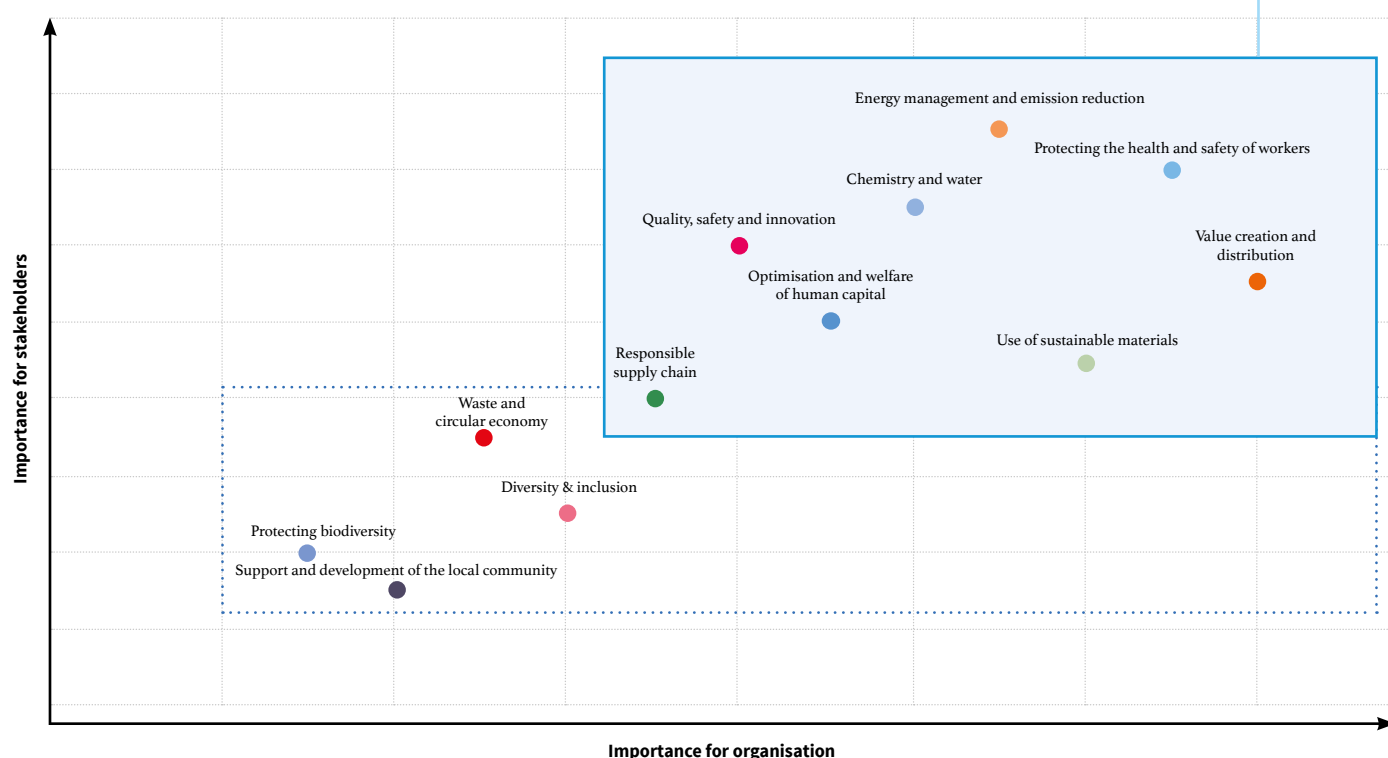
An important goal for 2022 is the involvement of all stakeholders

In addition to the eight main goals, the organisation also found other particularly relevant goals, towards which further investments will be made in the short term:

Waste and the circular economy, as well as ethics, compliance and business integrity.

8 GOALS IN ORDER OF RELEVANCE

- Energy management and emission reduction
- Protecting the health and safety of workers
- Chemistry and water
- Product quality, safety and innovation
- Value creation and distribution
- Optimisation and welfare of human capital
- Use of sustainable materials
- Responsible supply chain



2.2 | STRATEGIC GOALS FOR 2022 - 2025

THE ACTIONS THAT BOTTO GIUSEPPE E FIGLI SPA INTENDS TO TAKE STARTING FROM 2022:



ENERGY MANAGEMENT AND EMISSION REDUCTION:

- Increased self-production of renewable energy (photovoltaics and hydroelectricity);
- Renewable energies from 75% to 100% by 2025;
- Supply of only energy produced from renewable sources until total energy autonomy is achieved;
- Acquisition of guarantees of origin for zero CO₂ emission; Offsetting certificates through the purchase of carbon credits;
- Reduction in energy consumption - energy intensity index from 31.7 to 29 [MJ/kg] by 2025;
- Carbon neutrality project - 5000 t/year of CO₂ from the use of methane for cogeneration and gas for industrial use. By 2025, achieve Carbon Neutrality, with energy-saving projects, construction of self-production plants from renewable sources, purchase of energy from the grid - produced 100% from renewable sources - , targeted Carbon Neutrality projects such as reforestation or responsible forest management [Forest Stewardship Council].



PROTECTING THE HEALTH AND SAFETY OF WORKERS

- Improving the working environment - cleanliness, ergonomics, relaxation areas;
- Training in addition to legal obligations;
- Expansion of staff dedicated to managing safety, the environment and sustainability within the company.



CHEMISTRY AND WATER

The company has developed a strategy that includes the planning of achievable goals by 2025; in particular, with regard to the management of chemicals used in company production, in line with the voluntary ZDHC standard to which Botto Giuseppe e Figli SpA has signed up:

- Compared to the total chemicals in the chemical inventory, current compliance with ZDHC standards is 35%, rising to 45% when excluding maintenance products that do not directly enter the production cycle processes and are not currently analysed by ZDHC. The goal is to raise this value to 60% by 2023 and 80% by 2025;
- Subject to the previous point and the needs of the production processes, the gradual elimination or replacement of products and chemicals with a greater environmental impact or which are potentially toxic to humans is envisaged;
- The current chemical inventory saw a further decrease of 7% of the total chemicals in use, compared to the previous figure from 2021; the goal is to bring this reduction to 40% by 2025;
- Training courses and information reminders on chemical hazards and probable emergencies are held annually. The company is committed to continuing training and involving more and more internal, as well as external, personnel in order to constantly improve chemical management and prompt responses in the event of environmental and chemical anomalies;
- Each production batch of chemicals in use is tracked and monitored along the production chain; improvement and automation actions are being studied to manage these records during production process activities;



- The plan is to formalise an internal PRSL (Product Restricted Substances List) i.e. a list of substances that must not be contained within purchased chemicals, or may be contained in small quantities, within particularly restrictive parameters, to be used from the management of product purchases until the end of the production chain. The list will initially be built by integrating the PRSLs received from the brands for which Botto Giuseppe e Figli SpA works and from other voluntary standards to which it has signed up, later supplemented based on studies related to the textile sector. The PRSL will also be shared externally with suppliers and customers.

Water management is one of the key improvement targets. At present, water, or “blue gold”, is no longer considered an infinite resource. On the contrary, it is considered a particularly endangered commodity, in terms of both quantity and quality.

Botto Giuseppe e Figli SpA has defined the following improvement targets:

- At present, the company records its water consumption on a daily basis for each department and, through the analysis of a considerable amount of data, it has already made improvements which have reduced water consumption in recent years. There are studies in the pipeline that aim to delve deeper into the topic, to be able to identify further critical areas, such as the impact of production activities on wastewater, that can be managed and thus make the use of water in their factories and along the production chain more efficient. The stated target is to reduce water resource consumption by 30% by 2025, compared to the value reported in 2020;
- In addition to saving water in production processes, the intention is to implement a recirculation system for water used in the facilities, to recover at least 30% of the total water used (target for 2023);
- Continuation of the periodic checks made on the wastewater from its purification plant, carried out monthly by an Accredia-accredited laboratory, on the parameters identified by national environmental regulations and contained in the AUA (Consolidated Environmental Authorisation) document obtained by the company. In addition to this, after signing up to the voluntary ZDHC standard, analyses were supplemented in accordance with the parameters identified in the “Wastewater Guidelines ZDHC” document, which provides for checks to be carried out at least twice a year on a further set of parameters, by an accredited laboratory, but with more stringent parameters than the mandatory regulations. The desired result is to never detect anomalies or, if they are present, to manage and resolve them immediately.

All the aforementioned targets for chemicals and water also include the direct involvement of suppliers, with training, auditing and engagement in production processes that include the use of chemical and water.

This will also be achieved by sending a commitment and a charter of values to all stakeholders, who will be made aware of the sustainability principles upheld by Botto Giuseppe e Figli SpA and which must be adhered to in order to ensure a fruitful collaboration.



PRODUCT QUALITY, SAFETY AND INNOVATION

Product quality, safety and innovation refers to the control system put in place by the company to guarantee the quality and safety standards of its products and processes, as well as the research and development activities to pursue continuous product improvement. Improved monitoring of the supply chain is planned with the direct involvement of all stakeholders, especially suppliers.

The plan is also to increase the types of tests performed on the incoming raw material for the semi-finished and finished products, to ensure the highest possible quality standards. Training with sustainable design projects is envisaged: this means that sustainability is not only linked to the use of renewable energy and the reduction of polluting emissions, but also to the reduction

of the amount of resources needed to create the finished product, with the creation of items that are easy to reuse and recycle. Efficient product design, from the earliest design stages, the choice of materials, including those that are certified and those that are already recycled: following these steps in the process, optimised by the study of the LCA - Life Cycle Assessment - in the creation of new collections, is the way to more sustainable products.

By value creation and distribution, we mean the company's ability to generate profits and the way in which these are distributed among different stakeholders, salaries, payments to suppliers, dividends, public administration, the local community.

- Recovery of market shares ‘lost’ during the Covid-19 pandemic;
- For 2022, given the gradual market recovery, an increase in production capacity and thus an increase in profit generation is expected;
- Creating a corporate welfare plan for the coming years.



OPTIMISATION AND WELFARE OF HUMAN CAPITAL



Botto Giuseppe e Figli SpA believes that it is possible to be successful in the market, also thanks to a focus on the wellbeing of its workers. To this end, it has developed internal specialisation programmes aimed at workers, to facilitate the personal and professional growth of employees and to train specialised technical figures to increase the company's value.

Protecting the health and safety of every individual is a priority; obtaining the Fire Prevention Certificate (CPI) in 2021, was the last piece in the puzzle, in chronological order, of the activities put in place to effectively protect every worker and visitor while on company premises.

This care and protection even finds its way into the company canteen, where only dishes prepared with quality products and in compliance with the dietary guidelines proposed by the Edo Tempia Cancer Prevention Fund are offered.

Worker welfare also applies in cases where working is split between the home and the office. Well before the compulsory requirements dictated by the pandemic, in fact, flexible working methods had been introduced, dictated by the need to establish a better work-life balance, with particular attention paid to pregnant women and new mothers. Over the past two years, this has of course been extended as far as possible, involving almost all employees, ensuring that they can do their work from home, with equipment provided by the company. Now that the pandemic emergency is approaching its final stages, agile working has nevertheless been maintained more consistently at higher levels and extended to more employees, compared to the pre-pandemic period, in the years 2019-20.

The company has created a corporate welfare environment, which has enabled it to increase welfare opportunities for its employees. Welfare policies are implemented not only economically and in the pay packet, with the reduction of the cost of each individual company meal, more than 50% of which is financed by the company, but also with a company supplement i.e. a higher gross salary than provided for by the sector's National Collective Labour Agreement. It has become a tradition to provide scholarships for the children of employees who apply for them.

Botto Giuseppe e Figli SpA aims to enhance and involve its staff as an active part of the company and an element of the large Botto family, and not to relegate them to a mere operational function in the performance of their duties. With an approach based on listening to each individual, with the help of interviews, questionnaires, collective assessments, suggestions addressed to the management, also anonymously, the goal can be reached, alongside greater participative involvement.



USE OF SUSTAINABLE MATERIALS



The use of sustainable materials refers to an increased supply of certified raw materials, both natural and non-natural, used for production and packaging.

The development of a traceability system for the production stages makes it possible to obtain the relevant mass balance, which represents the efficiency of the production stage, for products made with a percentage of recycled material, and to provide the customer with a more detailed situation of the purchased product.

In order to keep up with the times and with a great forward-looking vision, the company aims to ensure 100% of its articles are certified as sustainable (RWS, GRS, GCS, GOTS, SFA). Discussions are underway as regards obtaining certification from the FSC (Forest Stewardship Council), an international non-profit organisation whose aim is to promote and certify the responsible management of forests and plantations.

Knitwear is currently made up of 70% certified sustainable products. The goal for 2025 is to reach 100%.

A method is being tested to calculate the annual index of tonnes of packaging/tonnes of yarn and fabric produced, to plan a gradual reduction of the quantity over the years and set a target to be reached by 2030. It is therefore first necessary to calculate it, then evaluate actions to reduce it, put them into practice, and finally review it annually.



RESPONSIBLE SUPPLY CHAIN



The idea of a responsible supply chain underpins the concept of sustainability: monitoring elements at the beginning and end of the production process located in the facilities is very relevant. Botto Giuseppe e Figli SpA's main goal is to integrate specific procedures, audits and field checks into its management system. In the qualitative, social and environmental order of its suppliers by implementing:

- Vendor rating of suppliers in relation to sustainability performance;
- Identification of the production chain upstream of direct suppliers;
- Traceability and computerisation of data relating to the transport of raw materials, chemicals, external processing, customer shipments, company vehicles, packaging, distinguishing the number of packages made from recycled material and consumables in the supply chain;
- Supply chain mapping and supplier involvement on social and environmental issues, health and safety, welfare, personnel management, chemical management, environmental impact measurement.



WASTE AND CIRCULAR ECONOMY



Every production activity produces waste which, until a few decades ago, became simple waste to be disposed of.

Today, with the introduction of policies to promote recycling and the development of cheaper technologies, it is possible to give most waste a second life.

Botto Giuseppe e Figli SpA is constantly striving to reduce the amount of material sent annually to landfill by implementing projects to increase internal and initial waste sorting. To date, 16% of the total waste produced is sent for direct reuse. Future targets include reaching 20% reuse in 2023 and 25% in 2025.

Policies to encourage the exclusive use of biodegradable plastics have been boosted: all coffee machine cups have been replaced with biodegradable cups and paper consumption has been reduced. Special containers have been placed in offices and departments to facilitate the recycling of paper and plastic, and areas have been created for the storage of other recyclable or recoverable materials such as yarn and fabric scraps, wood, oil and empty tanks. Partnerships are also being set up with companies in a network throughout Italy to recover waste that is difficult to reuse locally.

It should be noted that the annual generation of hazardous waste is decreasing: in the last three years, it has been around 5% of the total volume of waste produced, but the target to be reached in 2025 is to reduce it to 2% or less. The relevant indicators for evaluating the waste management target include the kg waste/kg produced index. In recent years, the value has been almost constantly above 70. By 2023, the stated target is to drop below 70 and, by 2025, below 65.



ETHICS, COMPLIANCE AND BUSINESS INTEGRITY



Ethics and compliance refers to a company's compliance for ethical standards of conduct, regulatory requirements and requirements of the market in which it operates.

In order to maintain high standards of integrity and compliance, the company intends to continue to do business in accordance with the ethical values that have formed the basis of the company's philosophy since 1876, implementing improvements in terms of:

- Implementation of the internal code of ethics, based on the values of responsibility, ethics, integrity, fairness, transparency and legality;
- Signing up in 2023 to the UN GLOBAL COMPACT, which promotes the construction of a sustainable global economy, respectful of human and labour rights, environmental protection and anti-corruption, and to Transparency International's Business Integrity Forum (BIF), which gets major national companies involved in preventing and combating corruption as well as disseminating anti-corruption tools and practices while promoting a common and shared culture of legality, also to small and medium-sized enterprises;
- Creation of risk prevention, legislative compliance and anti-corruption programs, such as the organisational and management model referred to in Italian Legislative Decree 231/2001, which ensure the safeguarding of the company's assets, the efficiency and effectiveness of business processes, the reliability of financial information, compliance with laws and regulations and the protection of the reputation of the Company and the Group in Italy and abroad, through the sharing and achievement of strategic goals agreed with stakeholders;
- Promoting the dissemination of fair competition values;
- Promoting internal whistleblowing systems, also in anonymous form, capable of contributing to the prevention and combating of unlawful conduct or behaviour contrary to the Organisation, Management and Control Model, the Anti Bribery & Corruption Management System and the Code of Ethics.



03 . Economic Sustainability

Value creation and distribution

(definition)

Value creation and distribution refers to the company's ability to generate profits and how they are distributed between the various stakeholders

3.1 | GOVERNANCE AND BUSINESS INTEGRITY

PRINCIPLES AND VALUES

Botto Giuseppe e Figli SpA refers to the company's Code of Ethics drawn up over the years in accordance with standards of integrity, fairness, transparency and legality, which expresses the company's line of thinking, to operate with respect for all stakeholders. The Code of Ethics regulates the set of rights and responsibilities that the company assumes towards those with whom it interacts in carrying out its activities. It specifies the duties and criteria for the conduct of staff towards other people in the organisation, customers, suppliers and the public administration. Botto Giuseppe e Figli SpA designs, manufactures and markets fabrics for women and men in pure wool and wool blends, cashmere and silk blends, as well as yarns for knitwear, needle felting and accessories. The integrated production cycle is vertically developed with the stages of spinning, dyeing, warping, weaving and finishing. The quest for excellence in quality is rooted in the heritage of a tradition that dates back more than a hundred years, and is developed today with the most advanced technologies.

Botto Giuseppe e Figli SpA is a joint-stock company. It adopts a traditional system of Corporate Governance, in which a Board of Directors and a Board of Statutory Auditors encourage:

- the ability of the proprietary family to express a clear vision of the Company's future;
- the ability of family or non-family management to realise this vision using the best resources available on the market.

The Board of Directors consists of six directors, two of whom are indirect owners, with Rodolfo Botto Poala as chairman. The composition is made up of 16% women and the same percentage of members aged between 30 and 50. The organisational structure identifies the different areas of the Company Management and defines their functions, roles and responsibilities, with the Managing Directors at the apex. An average of five board meetings are held during the calendar year, at which critical issues, which may have arisen in between meetings, are reported and discussed.

BOARD OF DIRECTORS



6 DIRECTORS
Including the chairman



16%
Percentage of Women



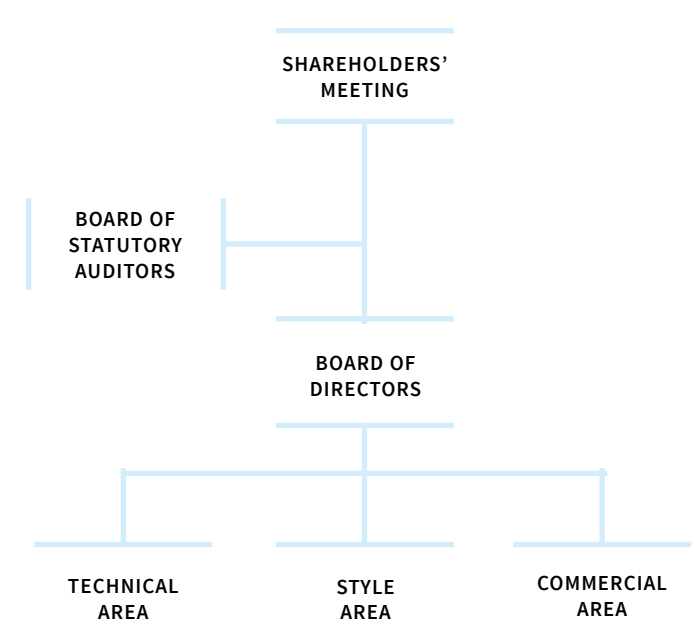
MEMBERS BETWEEN
30-50 YEARS OLD

BOARD OF STATUTORY AUDITORS



COMPOSED
OF 3 MEMBERS

STRUCTURE OF THE CORPORATE GOVERNANCE SYSTEM



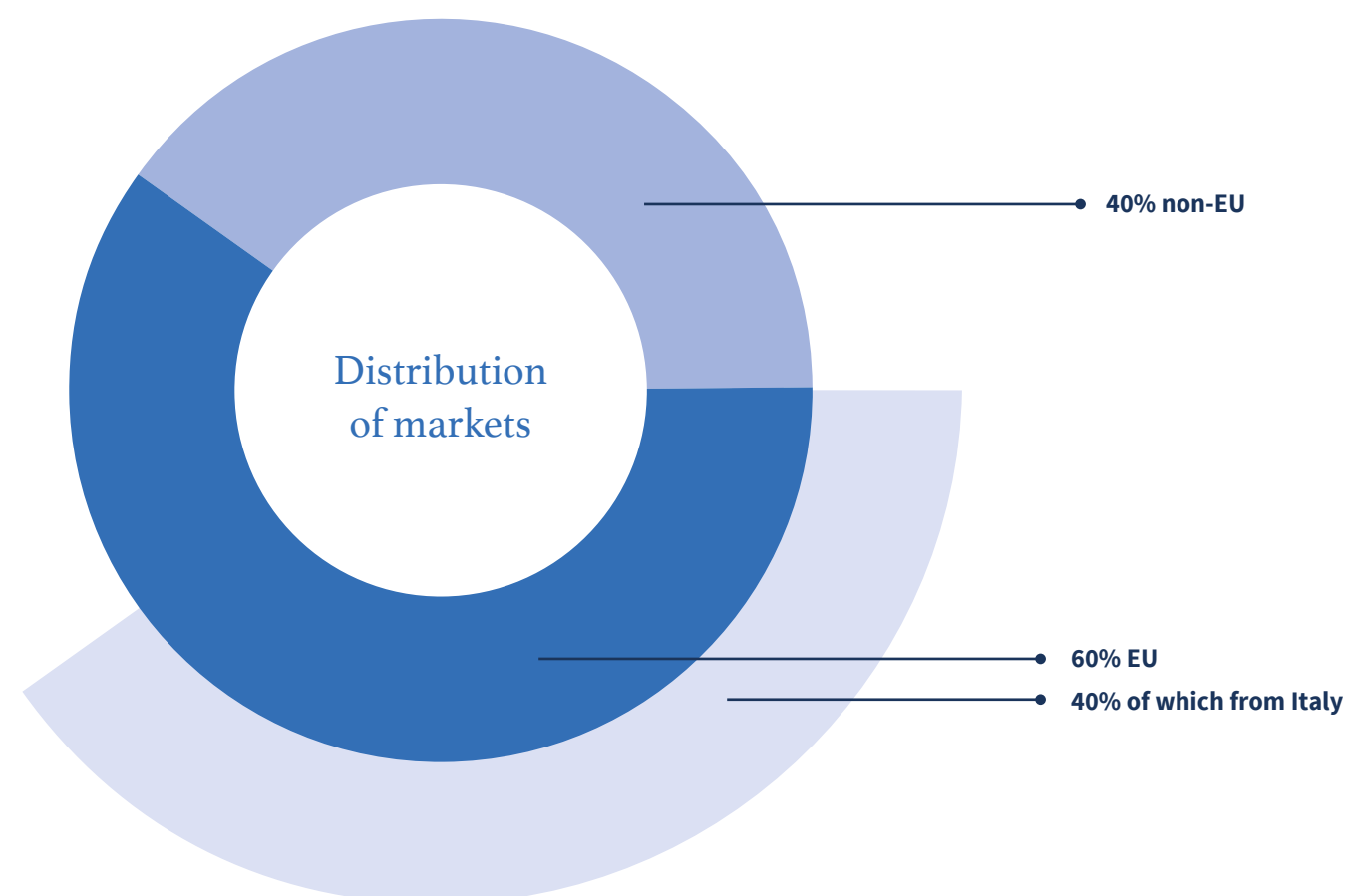


3.2 | MARKETS AND PRODUCTS

AN INTERNATIONAL COMPANY

Botto Giuseppe e Figli SpA is an international company that operates all over the world, and with the most important international fashion companies. It targets the Italian market as well as foreign markets such as the USA, Japan, China, Korea, France and Germany. For over 140 years it has been producing high-end fabrics as an expression of one of the most valuable and high-performance natural fibres: “wool”.

With investments in human capital and advanced technologies in careful synchronisation with the markets, the company has made research its philosophy of life, the guiding principle, the beginning and end of each and every collection.



YARNS

The yarns of Botto Giuseppe e Figli SpA are derived from ultra and extra fine merino wool, the finest cashmere and silk. Only excellent raw materials from different geographical areas of the world are used, and are processed in the Valdilana and Tarcento facilities using the most sophisticated machinery.

The range of yarns produced from superfine wools reaches a 70% composition of RWS-certified raw material, with the aim, in the short to medium term, of sourcing only RWS wool

It is an ongoing project, a single corpus for yarn genres whose common denominator is naturalness and a quest for environmental protection.

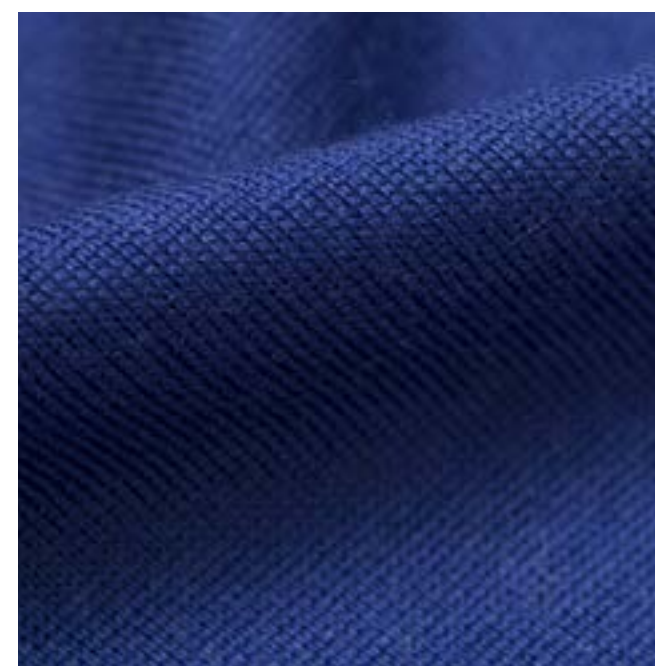
These yarns interpret the concept of luxury in a variety of ways. Different ideas exist, but all express the same image of simple, luxurious knitwear that not only clothes, but also drapes the body like an embrace, while providing exquisite comfort and natural sensations.



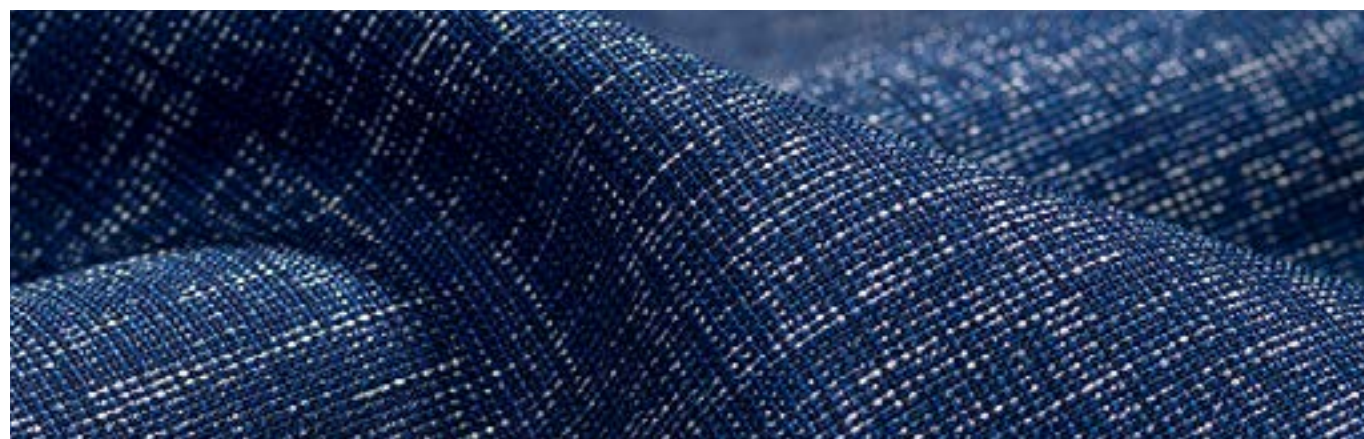
From yarns to fabrics to jersey: products that focus on research, traceability and a reduced environmental impact.

Every year, the collections are enhanced with extraordinary yarns such as Flair, Fairwool, Arkaba, Slowsilk, Slowool and Slowool light, which not only represent products and solutions, but an ethos of conduct.

With an eye on the future, Botto Giuseppe e Figli SpA invests resources to improve the GRS-certified product offering. The arrival of recycled articles is important. Green Cashmere features a pre-consumer portion of recycled cashmere. Materials recovered from classic production have been introduced and integrated with the most sought-after raw materials to create recycled yarns in line with the circular model and to meet the demands of today's market.



FABRICS



The products of Lanificio Botto Giuseppe e Figli Spa are designed for luxury, and for the designers who create the most exclusive collections in the international fashion world.

The distinctive features of research, structure constructions and graphic colour schemes are ideally suited to constant innovation.

Botto Giuseppe e Figli SpA fabrics are intended for men's and women's tailoring, although the most numerous proposals in terms of production volume are aimed at the women's fashion market.

The collections of woollen fabrics blend and mix with other natural fibres such as silk, produced in the family-owned Cascami Seta facility in Tarcento, as well as cotton and linen. For technical, high-performance results, other fibres such as viscose or polyamide are added.

Every season, the product range extends from fabrics designed for jackets and suits to soft flannel, from three-dimensional bi-elastic structures to warmer and heavier types for coats. Double-sided fabrics are of a weight suitable for suits. They have very specific attributes and performances: they are drip-proof, stain-proof, crease-proof and machine-washable. Essentials fabrics are the interlude between the Autumn/Winter and Spring/Summer seasons. Fashion trends are moving towards much lighter, all-season materials, fabrics and yarns, to please even those markets where there are cooler temperatures even in summer.

In 2021, the Botto Giuseppe e Figli SpA fabric collection features a GRS-certified article with Green Cashmere yarn

The aim is to increase the GRS-certified fabrics available. An article made of Green Cashmere yarn, a lighter single fabric with a weight more suitable for a jacket, is planned for 2022. Two flannel fabrics are also being tested in the new collections: one is a GRS card made from pure carded wool and one is a wool-cashmere blend 88% wool and 12% cashmere respectively.

The Botto Giuseppe e Figli SpA fabric range, consisting of RWS-certified wools, is smaller than that of the yarns, but still has a value of 30% according to market demand. The flannel fabric is currently awaiting Cradle to Cradle Certified™ certification. Cradle to Cradle Certified™ certification of a fabric is more complex from a production point of view, but has the great strength of using only natural dyes, which are also suitable for piece dyeing.

ACCESSORIES

Trans-seasonal scarves in 100% cashmere are characterised by unique and exclusive workmanship, are patented by Botto Giuseppe e Figli SpA

The supervision of the supply chain, from the raw material to the spinning and weaving, through to the finishing, thanks to the company's fully vertical structure, maintains the care and attention at each stage that enhance the uniqueness of a very modern and well-regarded accessory.

Colour plays a predominant role with 50 options in the piece-dyed version and 20 in the blend, with variant designs such as geometrics, stripes and diamonds.

The focus on the end customer is given by the fast restocking service, even with minimum quantities, shipped worldwide within 48 hours.

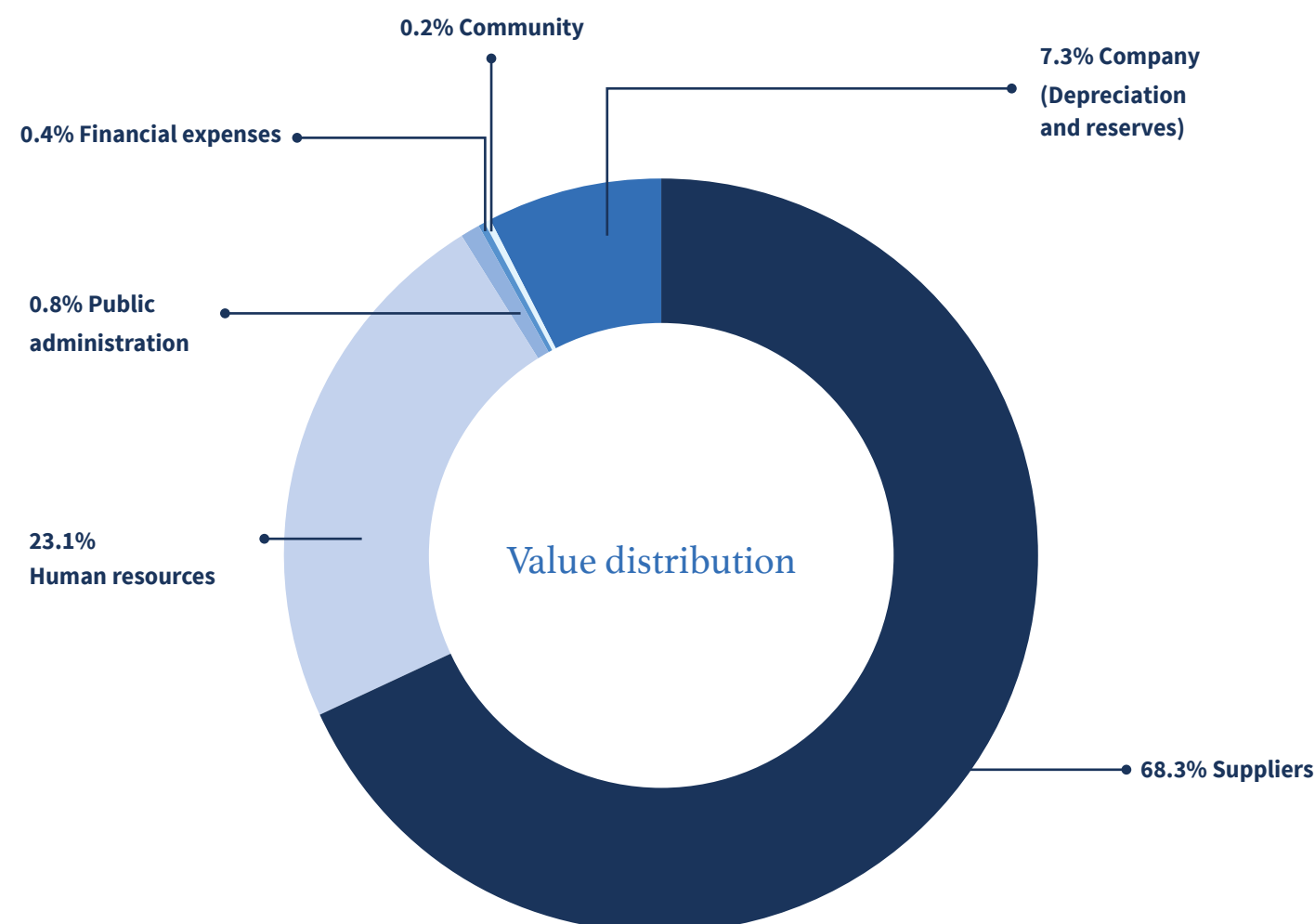


3.3 | VALUE CREATION AND DISTRIBUTION

AN INTERNATIONAL COMPANY

Botto Giuseppe e Figli SpA produces wealth by contributing to the economic growth of the social and environmental context in which it operates. In 2020, the company generated an economic value of €52 million, of which approximately 7%, including depreciation and reserves, was retained, while the remaining 93% was redistributed among the main stakeholders. The percentages of the value distributed to the

main stakeholders who, directly or indirectly, contributed to the generation of value, were identified. The chart highlights how the company has created value for its stakeholders and the economic benefits generated. The main stakeholder categories include: suppliers, human resources (staffing costs), financiers (financial expenses) and public administration (institutions).



3.4 | SUSTAINABLE FASHION ACCORDING TO BOTTO GIUSEPPE E FIGLI SPA

The sustainable fashion that Botto Giuseppe e Figli SpA pursues aims to establish a harmonious relationship with both the environment and people, within a system of full and absolute transparency.

Sustainability is thought that translates into profound strength in all steps along the supply chain, to obtain excellent results in terms of products, people and workplaces.

We travel all over the world to find the best raw materials from farms that share our same vision

NATURALIS FIBRA COLLECTION

The Naturalis Fibra yarn collection is a tangible way of taking action for the planet and people.

The Naturalis Fibra collection is a range of sustainable yarns created in response to the need to protect the environment and its values

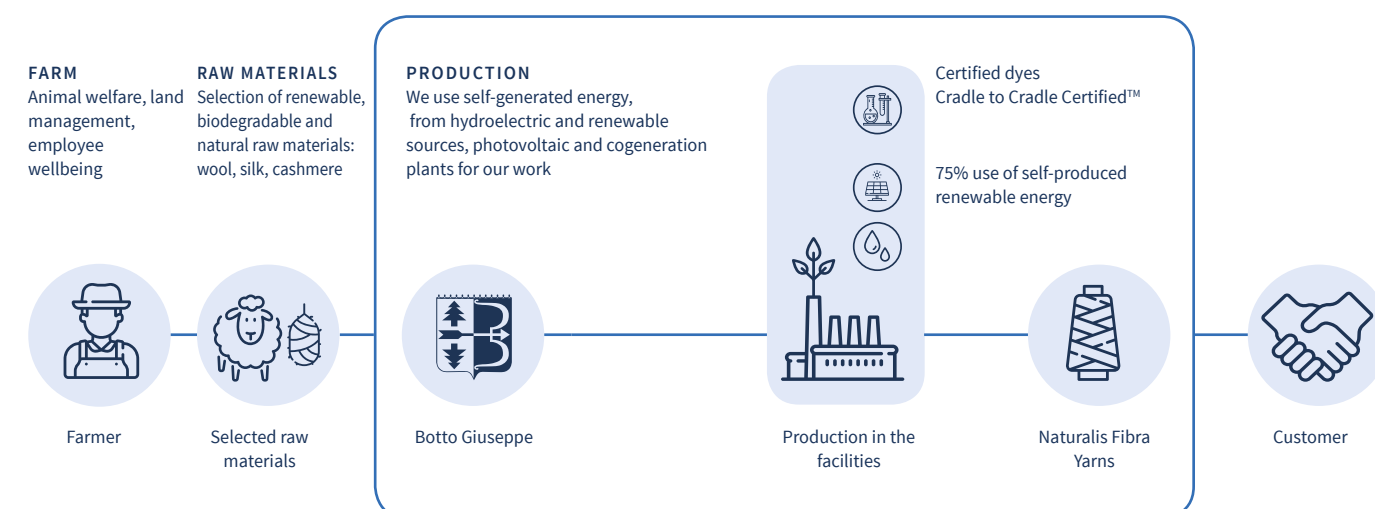
The Naturalis Fibra collection is a unique corpus of yarn types with sustainable requisites, processed with care on modern machinery by experienced technicians.

It is a modern project aimed at achieving sustainable luxury where materials of different origin coexist in the same style. The entire traceable process, from the sourcing of raw materials to the production of the product, follows a well-structured and defined thought process, which aims to generate the least possible impact on the environment.

This is Botto Giuseppe e Figli SpA's commitment and represents its pact with future generations.

The original raw material is RWS-certified wool, characterised by traceability along the supply chain and sourced from controlled farms that prioritise animal welfare, land reclamation and responsible land management.

TRACEABILITY OF THE NATURAL FIBRA COLLECTION





WOOL

Wool is a natural, 100% renewable and biodegradable fibre

* Only wool in the Naturalis Fibra collection is
Cradle To Cradle Certified™



*Cradle To Cradle
Certified™



Responsible
Wool Standard



Natural renewable
fibre



Biodegradable



Non-seasonal



Natural insulator

TYPES OF WOOL:

SLOWOOL

SLOWOOL 15

SLOWOOL 16

SLOWOOL LIGHT

FAIRWOOL

AROHA

AROHA LIGHT



CASHMERE

Alashan cashmere is an extremely high-quality fibre

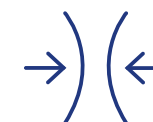
** Only cashmere in the Naturalis Fibra
collection is Cradle To Cradle Certified™



**Cradle To Cradle
Certified™



The Good Cashmere
Standard



15 micron fineness



Biodegradable



Premium quality
natural, renewable
fibre

Goats living in extremely harsh conditions in sub-zero winters and torrid summers at over 40 degrees Celsius develop a soft fleece from which a highly sought-after 12 to 15 micron fine fibre is obtained.

Botto Giuseppe e Figli SpA's Flair yarns are part of the sustainable Naturalis Fibra collection and are Cradle to Cradle Certified™ as well as being certified by The Good Cashmere Standard (GCS).

They represent the two sustainable raw material certifications for cashmere and promote the adoption of responsible production that minimises environmental impact, safeguards herder livelihoods and meet high animal welfare standards.

TYPES OF CASHMERE:

FLAIR

NATURAL BORN CASHMERE





SILK

A “cruelty-free” silk

The production of Indian Slowsilk features the absence of pesticides. This process yields sustainable, ethical silk thread.

It is a “cruelty-free” silk because the processing does not involve the death of silkworms: in fact, the silk is obtained by collecting what remains of the cocoons after the butterflies have opened them.



No pesticides



Biodegradable



Natural renewable
fibre
“Cruelty-Free”

TYPES OF SILK:
SLOWSILK



ECOTOXICOLOGICAL PRODUCT QUALITY

According to the requirements necessary for Tessile e Salute certification, Botto Giuseppe e Figli SpA adopts a monitoring control plan for raw materials, semi-finished and finished products, in order to comply with the Guidelines for Articles (PRSL), detect any criticalities within its supply chain and plan effective development and improvement measures to reduce, replace or eliminate toxic substances from its products and processes.

Depending on the raw materials, chemical mixtures and processing cycles, two ecotoxicological requirements are particularly significant: Alkylphenols and Alkylphenoethoxylates. No alkylphenols or alkylphenoethoxylates above the detection limit (1 ppm [mg/kg]) have been found since 2016, after checks carried out and recorded in the company's Internal Management System.

Adoption of a control plan
to monitor raw materials,
semi-finished and finished products

3.5 FARMS, ANIMAL WELFARE

Botto Giuseppe e Figli SpA considers animal welfare an essential condition when it comes to choosing raw materials, sourced from farms located in places governed by specific regulations.

The document “Specifications for Wool Sheep Welfare” 19 of the IWTO - International Wool Textile Organisation” is the relevant regulation for the wool sector, and the “OIE Terrestrial Animal Health Code” 18 of the World Organisation for Animal Health is the official reference for the fundamental rights of animals and their freedom.

By signing up to the RWS program, Botto Giuseppe e Figli SpA undertakes to purchase wool from breeders and farms that do not carry out the surgical practice known as mulesing and that pay special attention to the land

Only “no mulesing” or “mulesing free” raw material is therefore RWS accredited to become an integral part of the finished wool mill product. The Australian Wool Exchange (AWEX), the semi-governmental body that manages the public auction system for wool, created and implemented its National Wool Declaration (NWD) in 2010. In order to continue along the beaten track of sourcing RWS-certified raw material, Botto Giuseppe e Figli SpA is always on the lookout for farms that adopt this type of philosophy.

2021 saw the entry of a new company located in Uruguay, La Porfia, and the Australian farm Cavan.

In 2022, visits to the Australian continent are planned to seek further collaboration with certified farms that are already willing to chart a course for a sustainable future.



Farms in Australia:
CONGI
BENANGAROO
WOODSIDE MOUTAJUP
CAVAN STATION



Farm in Uruguay:
LA PORFIA



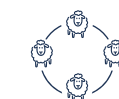
Farm in China:
COCOA

CONGI

LOCATED 30 KM WEST OF WALCHA, THIS 100-YEAR-OLD FARM BREEDS 30,000 MERINO SHEEP.



Congi has been in the Field family for over a century and has consistently bred 30,000 merino sheep on 10,000 hectares of property. They produce exceptionally high quality wool - superfine and ultrafine Merino wool - using ultra-modern technology and sustainable certified herd management processes. Constant flow water troughs, no mulesing, natural pasture replenishment through regenerative agricultural practices: these things make Congi an example of sustainability.



Flock rotation
every 4 days



Constant flow
drinking troughs



Superfine and ultra-
fine merino wool of
the highest quality



Microchip that
collects data
about the animal





BENANGAROO

THE FARM STRETCHES ALONG 9 KM
OF THE MURRUMBIDGEE RIVER IN
NEW SOUTH WALES, AUSTRALIA



Benangaroo has been owned by the Field family since 1997. The immense property, 3,000 hectares for 20,000 sheep, which the Murrumbidgee River crosses, is divided into pastureland and fields used to grow rapeseed, barley and wheat. The company produces wool from 16.5 to 17.5 microns.



3000 hectares
of pasture
land



20,000 sheep

WOODSIDE MOUTAJUP

WOODSIDE MOUTAJUP IS
LOCATED IN THE FOOTHILLS OF
THE GRAMPIONS MOUNTAINS IN
SOUTHEAST AUSTRALIA



The Crawford family, now in its sixth generation of farmers and one of the area's first settlers in 1836, manages 30,000 merino sheep on 800 hectares of grazing land in the foothills of the Grampians Mountains in Australia. 6,000 new trees were planted in 2021. The farm produces superfine wool from 16.5 to 17.5 microns.



800 hectares of
pasture land



30,000 merino sheep



6,000 trees
planted in 2021



CAVAN STATION

CAVAN STATION ON THE
SOUTHERN PLATEAUS OF NSW
IN AUSTRALIA



Cavan Station is a historical farm that has belonged to the same family for generations. 10,000 hectares of land for 40,000 sheep, south of Yass, along the Murrumbidgee River in the Southern Tablelands of NSW. The farm specialises in the production of extremely high quality, RWS-certified superfine wool. They also use regenerative agriculture and animal husbandry practices. Being carbon positive, it sells credits to international companies.



10,000 hectares of
terrain for 40,000
sheep



The best quality
merino

LA PORFIA

THE LA PORFIA FARM IS IN
ARTIGAS, IN NORTHERN URUGUAY.



La Porfia is a farm located in Artigas, in the northern part of Uruguay. It belongs to the Engraw group, which began producing wool top at the end of the 1940s. In that area, pastures are all you can see and rain falls abundantly throughout the year.

The Artola family breeds 20,000 merino sheep, without mulesing, on an area of 12,000 hectares. The extra-fine RWS-certified wool is extraordinarily long and resistant. The Engraw group only accepts selected farms that conform to high standards which promote the objective of respecting animal welfare and the environment. The facility where the wool is washed and combed, and then worked into tops gets 95% of its energy from wind power.



The geographical
conditions and climate
in Uruguay guarantee
the perfect habitat



20,000 merino
sheep are bred
to produce
RWS-certified
extra-fine wool



12,000 hectares
owned



The facility
where the wool is
washed
and combed gets
95% of its energy
from wind power



COCOA

IN THE GACHA REGION OF INNER MONGOLIA, WHERE THE WORLD'S FINEST CASHMERE IS PRODUCED, LIES THE COCOA FARM



Direct negotiations



Harsh winters
and scorching
summers



A territory covering about 1300 square kilometres in the Alashan region of Inner Mongolia hosts 48 breeders who care for about 40,000 goats. This habitat has bitterly cold winters and scorching summers.

Cashmere comes from the ability to resist and adapt to such a hostile climate. This is the finest cashmere in the world, measuring 14.8-15.5 microns, purchased directly from the breeders without intermediaries. In 2021, Cocoa was awarded GCS® and SFA certifications.



3.6 | SUPPLY CHAIN



848,014 KG
PRODUCTION DATA

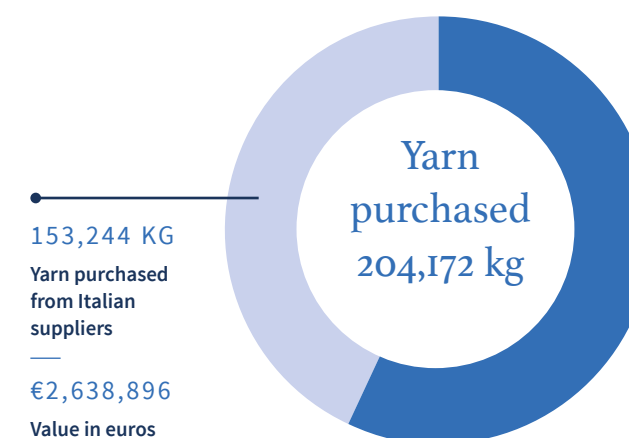


886,306 KG
TOTAL SALES VOLUMES

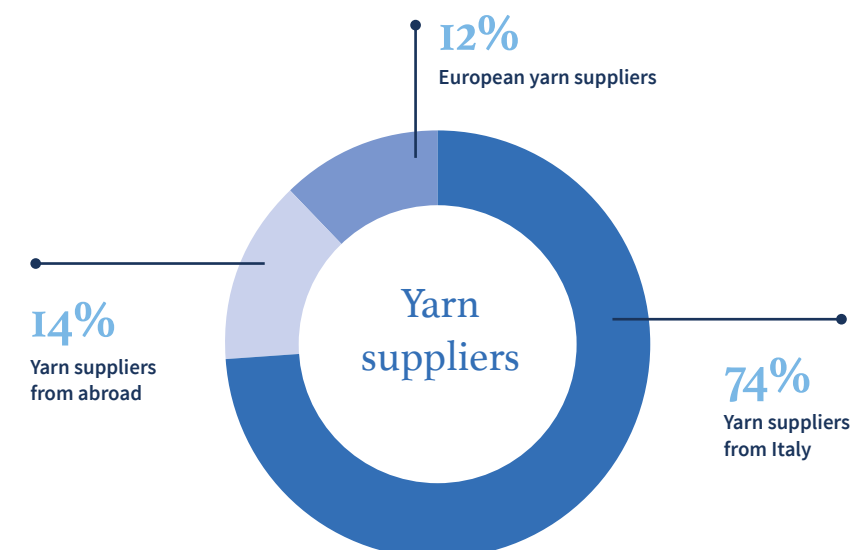


€14,591,908
VALUE DISTRIBUTED TO RAW
MATERIAL SUPPLIERS

In addition to processing high-quality raw material that arrives washed and combed by the Romagnano combing plant of which it is a partner, Botto Giuseppe e Figli SpA purchases yarn from external suppliers, most of which are located in Italy, to be processed internally, generating a direct distribution of value to local companies.



RAW MATERIAL KG/YEAR	2021
WOOL	617,193
MOHAIR WOOL	1,110
CASHMERE	24,888
SILK	57,055
COTTON	10,860
ALPACA	1,127
TOTAL	712,233



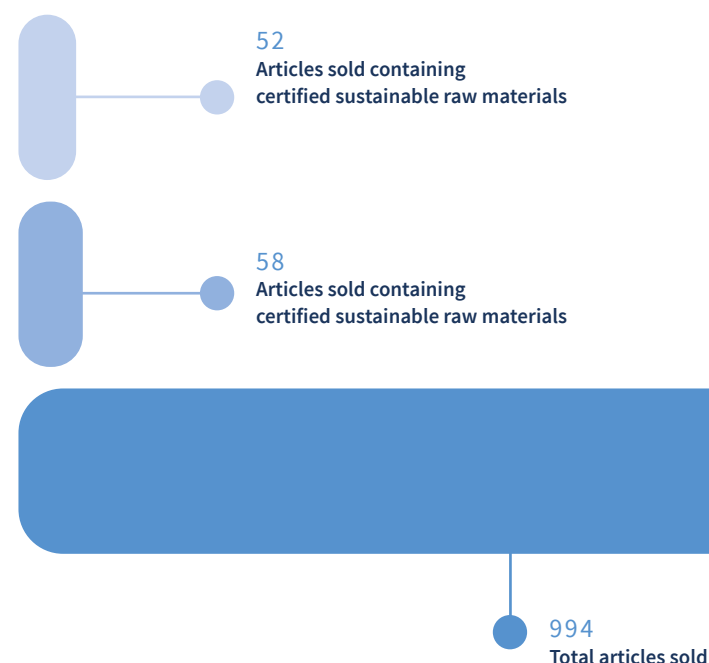


Sales vs Purchases



In order to guarantee efficiency and safety in the transport of its products to the customer, Botto Giuseppe e Figli SpA uses quality materials with the future goal of sourcing more of its products from recycling or reuse

Chart showing articles sold



3.7 | OUR CERTIFICATIONS

BOTTO GIUSEPPE E FIGLI SPA HAS CHOSEN THESE CERTIFICATIONS FOR ITS PROCESSES AND PRODUCTS:



Cradle to Cradle Certified™ is an approach that adapts industrial models to nature, converting production processes and assimilating the materials used to natural elements that must, therefore, be renewable and biodegradable.

The Cradle to Cradle Certified™ certification assesses safety, circularity and responsibility with regard to materials, products, and systems, dividing them into five categories: material health, product circularity, clean air & climate protection, water & soil stewardship, and social fairness. Cradle to Cradle Certified™ plays an important role: connecting the supply chain with all the other actors in the value chain to obtain the highest level of sustainability.



RWS is the quality certification for the origin of wool from controlled farms that pay particular attention to animal wellbeing, the recovery of the natural landscape, and responsible land management. RWS certification guarantees that the wool is carefully selected, traceable and monitored along the entire supply chain, from origin to finished product.



GRS (GLOBAL RECYCLE STANDARD) is recognised as the most prominent international standard for sustainable manufacturing of clothing and textiles made from recycled materials. It is promoted by Textile Exchange, one of the most important international non-profit organisations for responsible and sustainable development in the textile sector. The standard recognises the importance of recycling for the growth of a sustainable production and consumption model, with the aim of encouraging the reduction of resource consumption (virgin raw materials, water and energy) and increasing the quality of recycled products. GRS involves the issuing of a third-party verified environmental statement that ensures the recycled content of their products, both intermediate and finished products, the maintenance of traceability throughout the production chain, restrictions on the use of chemicals, and compliance with environmental and social criteria at all stages of the production process from the recycling of materials, through the subsequent manufacturing stages, to the labelling of the finished product.

Naturalis Fibra yarns obtained Gold certification in 2017

CRADLE TO CRADLE CERTIFIED PRODUCT SCORECARD

MATERIAL HEALTH	PLATINUM
MATERIAL REUTILIZATION	GOLD
RENEWABLE ENERGY & CARBON MANAGEMENT WATER STEWARDSHIP	GOLD
SOCIAL FAIRNESS	GOLD
OVERALL CERTIFICATION LEVEL	GOLD



The Good Cashmere Standard® certifies sustainable cashmere and assesses the level of care and wellbeing of cashmere goats, as well as the living and working conditions of breeders. Certification takes place by means of a mass balance.



Some highly technical yarns mix the properties of cotton with those of silk and wool. In this situation, it is guaranteed that 100% of the cotton purchased and processed comes from BCI-accredited sources, i.e. from cotton farmers who adhere to the world's largest agricultural sustainability programme for cotton.



The HIGG INDEX was developed by the Sustainable Apparel Coalition, an alliance for sustainable production in the clothing, footwear and home textiles sector. It is a standardised supply chain control tool to help brands, retailers and industries understand the environmental, social, and economic impacts of the production and sale of their products, and address any harmful practices in their supply chain.



The whole supply chain is traced, processes where chemicals are used are monitored, and chemical mixtures evaluated according to the requirements of the Project shared with the Ministry of Health and Consumer Associations. The chemical mixtures used, the textile raw materials and the processed and finished articles must comply with the requirements of the National Chamber for Italian Fashion Guidelines.



WoolMark is the certification of pure virgin wool and represents an international production quality mark.

WoolMark Company promotes wool through product quality control, applying a universal certification system with restrictive specifications and defined quality standards.



4sustainability® is an innovative implementation framework and a registered trademark guaranteeing sustainable performance within the fashion & luxury supply chain. Achieving and maintaining the trademark is conditional on the implementation of one or more of the framework's six initiatives identified in line with the UN Sustainable Development Goals. In 2021, Botto Giuseppe e Figli SpA signed up to 4sustainability by undergoing audits for the 4s CHEM, 4s MATERIALS, 4s TRACE and 4s PEOPLE pillars. In the two 4s CHEM and 4s TRACE pillars, Botto Giuseppe e Figli SpA is at Ongoing level; in the 4s PEOPLE pillar, it obtained the Basic level and in the 4s MATERIALS pillar the Advanced level. Audits for the 4s PLANET and 4s CYCLE pillars are planned for 2022.

The goal is to achieve “Basic” level for all six pillars by the end of 2023; reach at least “Advanced” level for Planet, Chemical Management and “Excellence” level for Materials by 2025



Technical yarn production is carried out with the utmost respect for the environment, as the necessary synthetic fibres are mainly sourced from the group to which The LYCRA Company belongs.

The LYCRA Company is an industry leader in developing market-relevant sustainable products that address critical needs in the apparel, textile and personal care sectors.

The Lycra used in the fabrics is Cradle to Cradle Certified™.

Areas of focus include:

- Recycled materials: development of fibres and insulation using recycled content, with comparable performance to virgin fibres.
- Product durability: According to the organisation WRAP (Waste and Resource Action Program), increasing the lifespan of clothing by just 9 months can reduce carbon emissions, waste produced and water use by 20-30% each. Brands can increase the longevity of garments by choosing high-quality fabrics, made from durable fibres that help prevent garment deterioration. This simple step can increase customer satisfaction and loyalty while boosting brand reputation.
- Water and energy savings: products that are easy to produce using less energy and fewer resources, even for cleaning, saving water needed for washing.
- Renewable resources: use of innovative and renewable resources, such as fibres derived from plant-based material.



04 . Social Sustainability

Optimisation and welfare of human capital

(definition)

Optimisation and welfare of human capital refers to all aspects of human resources management aimed at guaranteeing the welfare

4.1 | HUMAN RESOURCES MANAGEMENT



244 employees
76 external collaborators



179 women
141 men



100% permanent contracts for direct employees



6.6% turnover rate



24 scholarships awarded per year



50% cafeteria paid for by the company



issuing of shopping vouchers and commercial agreements in the territory



granting loans to employees at favourable interest rates



100% total number of employees covered by collective labour agreements

When possible, remote work was used, especially for tasks using video terminals; it was useful in offices where shift work was encouraged to avoid having all staff in the same spaces at the same time. The remote communication service was strengthened, for example, by installing video cameras and microphones at several personal employee workstations, and by setting up two special rooms equipped with computers, a projection system, video camera and microphone.

In order to protect its employees, Botto Giuseppe e Figli SpA refers to the National Collective Labour Agreement for the Textile Clothing and Fashion Industry and undertakes to comply with Italian labour law.

The goal by 2025 is to obtain ISO 45.001 certification



2021 sees a recovery after the severe COVID-19 pandemic crisis of 2020; although the number of employees and collaborators is still lower than in the previous year 2020, it is shown to be growing strongly, especially towards the end of the year.

Increased turnover rate, resulting mainly from staff leaving at the beginning of 2021 and joining at the end of 2021

TURNOVER RATE CHART



3%
turnover rate
in 2020

6.6%
turnover rate
in 2021

8.4%
overall turnover in
2021

2019

	<50 YEARS OLD	>50 YEARS OLD	TOTAL
Men	0	6	6
Women	0	7	7
Total		9%	4.8%

2020

	<50 YEARS OLD	>50 YEARS OLD	TOTAL
Men	1	5	6
Women	0	2	2
Total	0.8%	4.8%	3%

2021

	>50 YEARS OLD	TOTAL
Men	3	8
Women	1	8
Total	3.5%	9.2%

Significant increase in students (internships and traineeships) hosted during the year, partly due to the gradual normalisation of the pandemic crisis.



**internships and
traineeships**

13
in 2019

9
in 2020

20
in 2021

RETENTION CHARTS



**human resources
with more
than 20 years'
service**

64%
in 2020

66%
in 2021

2020

	0-10 YEARS	10-20 YEARS	20-30 YEARS	>30 YEARS	TOTAL
Total Employees	60	36	103	69	268
Retention rate	22.4%	13.4%	38.4%	25.7%	100.0%

2021

	0-10 YEARS	10-20 YEARS	20-30 YEARS	>30 YEARS	TOTAL
Total Employees	54	28	99	63	244
Retention rate		11.5%	40.6%	25.8%	100.0%



CHARTS SHOWING WORKFORCE BY CONTRACT TYPE

2019

	PERMANENT CONTRACT	FIXED-TERM CONTRACT	TOTAL	FULL TIME	PART TIME
Men	126	2	128	124	4
Women	145	0	145	121	24
Total		2	273	245	28

2020

	PERMANENT CONTRACT	FIXED-TERM CONTRACT	TOTAL	FULL TIME	PART TIME
Men	123	0	123	119	4
Women	145	0	145	120	25
Total	268	0	268	239	29

2021

	PERMANENT CONTRACT	FIXED-TERM CONTRACT	TOTAL	FULL TIME	PART TIME
Men	113	0	113	110	3
Women	131	0	131	106	25
Total	244	0	244	216	28



All direct employees have a
permanent contract

100%
in 2020

100%
in 2021

CHARTS SHOWING RECRUITMENT RATE

2019

	<50 YEARS OLD	>50 YEARS OLD	TOTAL
Men	6	2	8
Women	4	3	7
Recruitment rate	6.1%	2.4%	4%

2020

	<50 YEARS OLD	>50 YEARS OLD	TOTAL
Men	1	-	1
Women	1	1	2
Recruitment rate	1.3%	0.5%	0.9%

2021

	<50 YEARS OLD	>50 YEARS OLD	TOTAL
Men	3	1	4
Women	1	1	2
Recruitment rate	2.8%	1.1%	1.9%



Hiring rate up
sharply again

4%
in 2020

0.9%
in 2020

1.9%
in 2021

MALE/FEMALE RATIO
IN THE COMPOSITION
OF THE WORKFORCE
AS A WHOLE

Following the 2021 turnover, the needle of the scales shifts slightly in favour of an increase in the female component, moving from 56 to 56.4% of the total.

56.4%
women



men



women

155
in 2020

141
in 2021

194
in 2020

179
in 2021



CHART SHOWING WORKFORCE BY ROLE COVERED

2019

	MEN	WOMEN	% OF TOTAL
Managers	100%	0%	1%
Middle managers	100%	0%	1%
Employees	63%	37%	19%
Manual workers	38%	62%	79%
Total	44%	56%	100%

2020

	MEN	WOMEN	% OF TOTAL
Managers	100%	0%	1%
Middle managers	100%	0%	1%
Employees	63%	37%	19%
Manual workers	38%	62%	79%
Total	44%	56%	100%

2021

	MEN	WOMEN	% OF TOTAL
Managers	100%	0%	1%
Middle managers	100%	0%	1%
Employees	66%	34%	21%
Manual workers	36%	64%	77%
Total	43.6%	56.4%	100%

CHART SHOWING EMPLOYEES IN PROTECTED CATEGORIES

2019

	MEN	WOMEN	% OF TOTAL
Managers	0	0	0
Middle managers	0	0	0
Employees	1	1	2
Manual workers	7	10	17
Total	8	11	19

2020

	MEN	WOMEN	% OF TOTAL
Managers	0	0	0
Middle managers	0	0	0
Employees	0	1	1
Manual workers	5	11	16
Total	5	12	17

2021

	MEN	WOMEN	% OF TOTAL
Managers	0	0	0
Middle managers	0	0	0
Employees	0	1	1
Manual workers	3	11	14
Total	3	12	15

Decrease in the number of employees in protected categories, due to the retirement of 2 manual workers; the percentage of women remains high

4.2 | HEALTH AND SAFETY

Workers are our most valuable asset. Botto Giuseppe e Figli SpA works tirelessly to improve safety at work and safeguard the health of each and every employee

On this basis, a health and safety management system was created internally, to which the entry into force of a number of national and European directives also contributed, including:

- Italian Legislative Decree 626/1994;
- Italian Legislative Decree 81/2008.

The management system itself, following the directives of Italian Legislative Decree 231/2001 (see Art. 6) and Legislative Decree 81/2008 (Art. 30), leading to the drafting of a Company Organisational Model which, by defining specific procedures for the management of safety and environmental issues, formalises activities.

Control of their correct application is the responsibility of the Health and Safety Manager, appointed internally, who works together with the supervisors and all workers in the first instance, and with the help of software built to meet professional needs. The computer program contains all the information needed to manage the aspects of the company's workforce, so that, for example, training, health monitoring, significant anomalies recorded as non-conformities and related remedial actions, accidents, use of chemicals and other requirements are constantly monitored. The analysis of the risks that workers may face in the company are compiled in the Risk Assessment Document; the workplaces, equipment and machines, along with chemicals used in the work are analysed (examples of physical risks) but also the stress of the workers (examples of mental/psychological risks). When critical issues or opportunities for improvement are identified in the form of significant changes in the production process or work organisation, actions to eliminate or reduce risk, along with measures implemented or planned to

improve safety levels are also introduced and recorded in the Risk Assessment Document, covering the formulation of intervention plans, according to priorities and execution times, directly linked to the company's investment and development plans.

Once a year, internal audits are carried out by external consultants specialised in the field of safety at work, which represent an advantage when it comes to maintaining high levels of focus on the applicability and compliance of the Organisational Model, which is subject to further periodic audits by suppliers and customers.

The results of the audits are shared with the management and departmental supervisors, who can intervene if necessary and ensure the required improvements and corrections in line with safety dictates. Workers' Safety Representatives are also part of the chain of disclosure to workers. Workers' Safety Representatives also actively participate in Management Review meetings and during the inspection by the Company Doctor. They are therefore constantly informed about trends in occupational accidents and illnesses, the effectiveness of Personal Protective Equipment (PPE) or occupational safety training programmes. This is a well-established process of good practice that brings any issues that arise to the attention of the management.

The safety of devices i.e. equipment, machines, installations used daily by workers, is an important safety compendium, the conformity of which is regulated by national and European standards verified at the time of purchase or certified by an expert technician.

Maintenance is planned and carried out on an ongoing, regular basis, and this periodic inspection involves substantial investment.

It should be emphasised that staff are trained to ensure constant vigilance, able to detect potential anomalies and dangers on their own by promptly informing their supervisors or the Worker's Safety Representatives.

Employees can submit reports in several ways: directly, by contacting their supervisors or by asking to speak to

In 2021, the Fire Prevention Certificate (FPC) was obtained, issued by the Fire Brigade of the local Biella section after a 20-year process of adaptation to the Fire Prevention Project

someone in the safety/environment/personnel sector. By means of anonymous reporting, using the report box in the company reception, or by contacting the Supervisory Board, using systems that are not accessible to the Company management. Finally, Italian Legislative Decree no. 81/08 as amended stipulates that workers can avoid situations which they consider to be dangerous or are likely to cause accidents and illnesses; they must present the matter to their supervisor and await the outcome of the joint examination between management, the Workers' Safety Representative and the Company Doctor to determine its validity.



HEALTH MONITORING

With the appointment of a Company Doctor, Botto Giuseppe e Figli SpA manages the activities of health monitoring at work, as required by national and European standards, maintaining constant control of the work risks that arise from the natural ageing of the staff employed, as well as intervening promptly in the event of personal problems that could worsen according to the job duties.

The Company Doctor defines a health protocol that includes examinations specific to each task and derived from the Risk Assessment Document, scheduling periodic medical check-ups agreed with the company. The Company Doctor identifies

the critical points to be resolved, reporting any prescriptions assigned to the Health and Safety Manager with the utmost discretion in respect of professional confidentiality.

In addition, every year, the Company Doctor, together with the management, the Health and Safety Manager and the Workers' Safety Representative, inspects the facilities to check that they are in conformity with the company's practices and with the contents of the Risk Assessment Document.

On that occasion, data from periodic check-ups classified according to the different types of suitability issued and the occupational diseases detected are also made available for statistical purposes and on a completely anonymous basis.

In 2021 sees a decrease in total check-ups compared to 2020, but a sharp increase in pre-employment check-ups at the end of 2021. This is a clear sign of recovery and growth in employment

The lower number of examinations carried out in 2020 and 2021 mirrors the problems that emerged from medical check-ups during the Covid-19 pandemic, which were justified by the obvious impossibility of performing spirometry among the types of examinations prescribed for employees, for obvious reasons relating to rules regarding hygiene and infection prevention.

	311 Total number of medical check-ups in 2021	555 Total number of examinations carried out in 2021
2021	SCHEDULED	SPECIAL
Check-ups	306	5
Examinations carried out	550	5



2020

	SCHEDULED	SPECIAL
Check-ups	316	10
Examinations carried out	583	10

We itemise fewer special check-ups and thus more stable health conditions, a figure that does not coincide with the increase in the number of prescriptions given to workers (general index of the average age of the workforce); a figure also linked to the lower number of employees in the company and thus to a lower number of check-ups carried out.

It must be taken into account, however, that the 2021 eligibility values, compared to the pre-pandemic values from 2019, are almost identical, the first sign of a return to normal working conditions.

It is important to note that any worker may voluntarily request a special medical examination if he or she believes that a poor health condition can be traced back to particular work activities. The company arranges, at its own expense, a consultation with the Company Doctor and, at the doctor's request, specialist check-ups to establish the complete health picture.

If, in their final analysis, the Company Doctor believes there to be a connection between the worker's situation and the tasks entrusted to them, Botto Giuseppe e Figli SpA will immediately

2019

	SCHEDULED	SPECIAL
Check-ups	294	6
Examinations carried out	733	6

re-evaluate the risks related to these activities and intervene to improve the health and safety conditions of workers. Ultimately, in 2021, only 3 workers left the company, due to retirement and resignation. Only workers who are exposed to tasks with higher risks, such as noise, exposure to chemicals or handling heavy loads must present themselves for a medical check-up. A far lower number of check-ups than the 14 in 2020. We can confirm that work stability is more constant, less occasional and more secure.

In contrast to recent years, in 2021 one complaint was received for an occupational disease related to hearing disorders; the company took immediate action by making itself available to Inail for the relevant investigations.

2021

	N°		N°		N°
Full suitability	203	Full suitability	256	Full suitability	227
Suitability with provisions	58	Suitability with provisions	56	Suitability with provisions	66
End of relationship	3	End of relationship	14	End of relationship	2



TRAINING

51
training courses
in 2021757
hours of training
in 2021

Most of the planned training activities took place in 2021, 34 out of 37 types, totalling 51 training courses. The courses were held both in the classroom and at the premises of external training organisations, achieving a total coverage of 92% of what was budgeted at the beginning of the year and supplemented as necessary and consistent with the annual target of achieving at least 90% of planned and completed training. The courses involved all staff at both facilities and covered not only general and specific basic training for new recruits, but also updates on job-related risks or the use of work equipment, on activities with risks strictly related to their execution, such as loading and unloading vehicles, supervisory activities for supervisors, workers' safety representatives and those related to emergency management. In 2021, for sustainability training, the company implemented training on company certifications and energy and water consumption, aimed at department managers and production managers. In 2022, training courses will be held for commercial back office staff, designers, raw material managers and some department managers, with plans to extend to customers and suppliers in 2023.

The lessons involved staff for a total of 757 hours of training, delivered by the Health and Safety Manager or experienced external consultants.

Finally, a course on sustainability will be addressed to all workers.

In 2021, fewer training hours were provided than in previous years. The reasons are as follows:

- in 2021, in October/November, almost 60 people terminated their employment contracts;
- at the end of 2021, new recruits arrived who received training at the beginning of 2022 and in addition to the annual updates for all workers, the other employees with safety-related tasks (fork-lift truck drivers, EWP - elevating work platform - operators, qualified persons, instructed persons, fire-prevention emergency team members, first aid officers) did not need to receive updates at all.

TRAINING CHARTS

	2019		2020		2021	
	N° OF COURSE PARTI- CIPATIONS	HOURS OF TRAINING	N° OF COURSE PARTI- CIPATIONS	HOURS OF TRAINING	N° OF COURSE PARTI- CIPATIONS	HOURS OF TRAINING
Valdilana	379	820	336	781	328	687
Tarcento	87	316	85	255	49	70
Total participations	477		421			
Total training hours		1136		1036	377	757



In addition, 20 extraordinary internal training activities were carried out, either directly in the department or with reference to particular activities and minuted separately with special forms, which require in-depth information. Extraordinary training activities include: the breakdown of waste in the dry cleaners, management procedures in the event of a chemical spill, or protocols for managing the company's anti-Covid protocol. Special internal training activities also include those concerning company emergency teams, dedicated to fire and chemical emergency response and first aid for workers. These activities maintain the alertness of the management of the teams, which are monitored in the field, with emergency simulations on an annual basis.

ACCIDENTS

In recent years, the number of accidents in the company shows a very marked downward trend, reflecting the good practices adopted during work activities and the constant monitoring of the application of safety rules by the supervisors and the management.

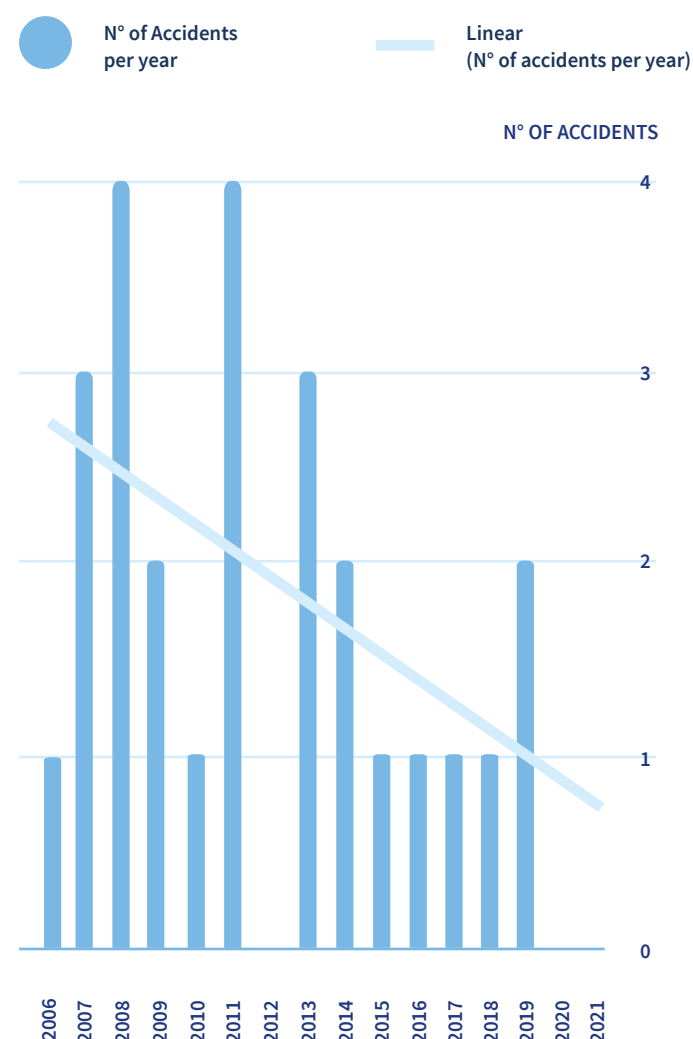
Unlike the previous year, which ended with 0 accidents, one accident occurred at the Valdilana facility in 2021, and while this does not represent an ideal value, it is still a realistically acceptable result.

The Tarcento facility closes with zero accidents for the second year running

Practical exercises give the opportunity to correct any possible anomalies in execution or are an opportunity to pass on the knowledge and skills acquired from more experienced colleagues to younger or less well-trained ones.

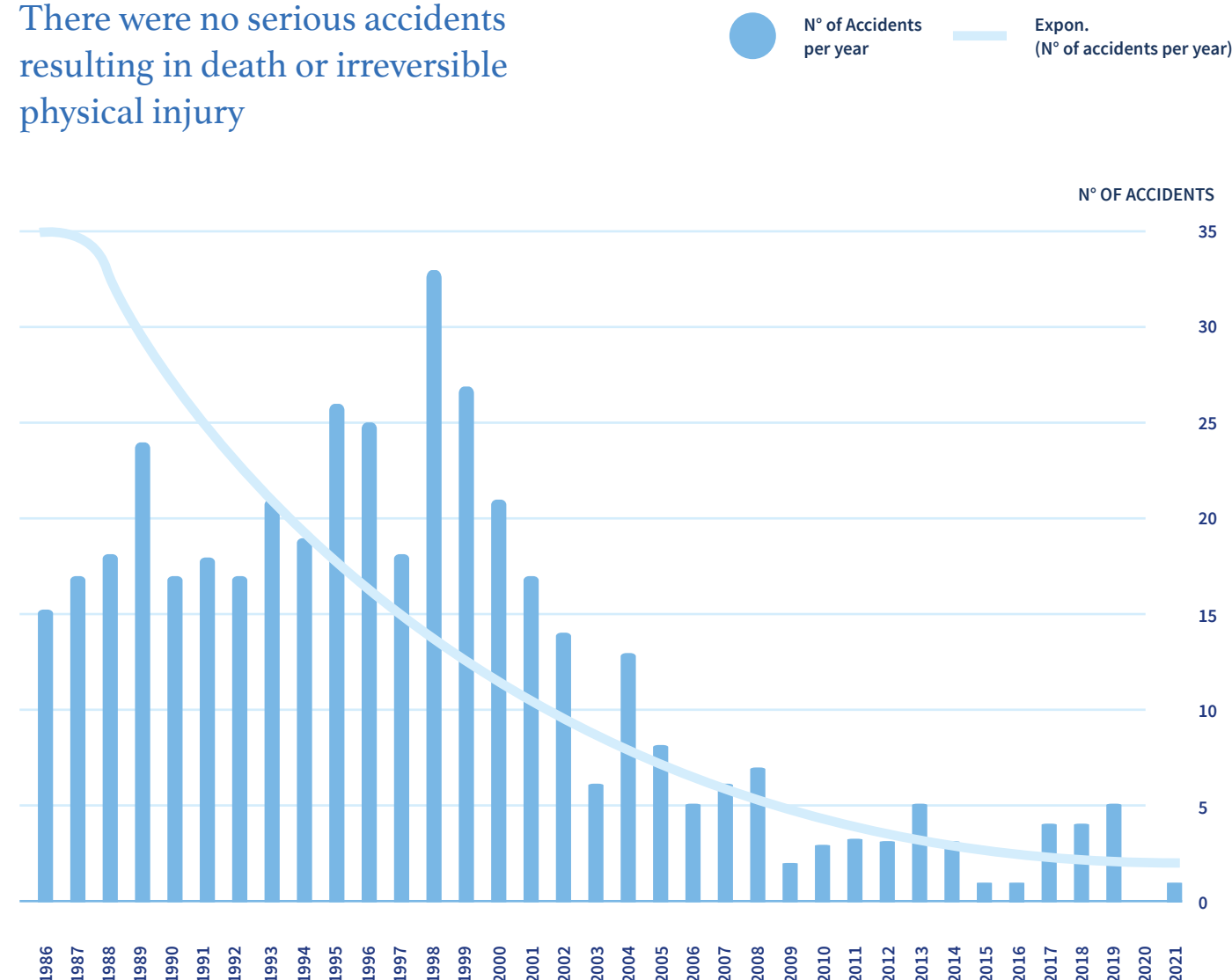
In addition to what was learned in the classroom, it was the task of the Department Manager and their deputies - the Supervisors - to implement the necessary training activities for all workers in cases of new recruitment or job changes.

SUMMARY OF ACCIDENT NUMBERS - CASCAMI SETA



ACCIDENT TRENDS BY YEAR

There were no serious accidents resulting in death or irreversible physical injury





COVID-19 EMERGENCY

In 2021, Botto Giuseppe e Figli SpA continued the fight against the Covid-19 outbreak, following the path undertaken the year before with the company's internal protocol and the resulting Covid-19 Biological Risk Assessment Document.

The Internal Committee, assisted by the Company Doctor, continued to monitor the temperature of both internal workers and external visitors on arrival, constantly checking that the regulations were up-to-date in order to comply with the latest legal provisions. The obligation to use surgical masks within work spaces was pursued consistently and in compliance with the regulations. The company provided workers with masks free of charge and implemented a zero tolerance policy towards anyone who disregarded the obligation.

A specialist company sanitised all the environments in the company on a weekly basis, and the Company Doctor constantly monitored the situation of the most fragile workers, for whom the company also provided FFP2-type face masks, which were also made available to all those in the company who needed to use public transport for work-related travel in Italy and abroad.

05 . Environmental sustainability

Energy management and emission reduction

(definition)

Energy management and consumption reduction refers to the company's commitment to reducing its consumption, to the production of energy from renewable sources, to the purchase of certified "green" energy and to projects to reduce its greenhouse gas emissions as well as those of its production supply chain



5.1 | RESPECT FOR AND PROTECTION OF THE ENVIRONMENT

Botto Giuseppe e Figli SpA works with respect and care for the local area, rich in the resources that contributed to the birth of the textile industry.

Factors such as improved and more efficient manufacturing facilities have contributed to the company's ever-growing success in international markets.

GREEN MISSION

Botto Giuseppe e Figli SpA plans its activities to ensure the best possible balance between economic initiatives and protecting the environment, health, safety, climate and biodiversity, engaging in the research and development of innovative solutions, including the exploitation of alternative energy sources with lower environmental impact and consumption savings.

During the past ten years, Botto Giuseppe e Figli SpA has invested considerable economic and human resources into the development of environmentally sustainable projects. Efficiency and energy savings, producing electricity from renewable sources, cogeneration and optimisation of production processes are and will continue to be strategic issues.

If a global energy assessment is carried out on the production facilities from renewable sources and on the investments in energy efficiency and savings, it can be proudly concluded that Botto Giuseppe e Figli SpA uses 75% electricity from renewable sources within the company and the remainder from cogeneration sources.

All calculations were carried out taking into account consumption in 2012 and normalising them in subsequent years with production changes.

Electricity, water resources, and waste management are the pivotal points for implementing the best virtuous land and natural resource conservation actions. The optimisation, care and wise management of resources translate into important choices such as decisions that aim to improve collective well-being, the reduction of CO₂ emissions into the atmosphere and waste in general to mitigate the impact on the environment.

ISO 14.001 certification: a goal to be reached in 2025

Currently, Botto Giuseppe e Figli SpA has implemented an internal management system that complies with the ISO 45.001 standard for safety and the ISO 14.001 standard for the environment with the aim of certifying them by 2025.



OUR GOALS FOR 2025:

100% sustainable
yarns

Purchases of
100% sustainable
raw materials

SUSTAINABILITY REPORT 2021

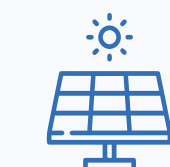


75%
production
from renewable energy



TOTAL ELECTRICAL ENERGY INDEX

2020	2021
3.21 kWh/kg	3.07 kWh/kg



60%
fewer CO₂ emissions
thanks to investments made over the years



GENERAL INDUSTRIAL THERMAL ENERGY INDEX

2020	2021
0.54 m ³ /g	0.47 m ³ /kg



-31.7%
total water consumption
from 2012 to 2021

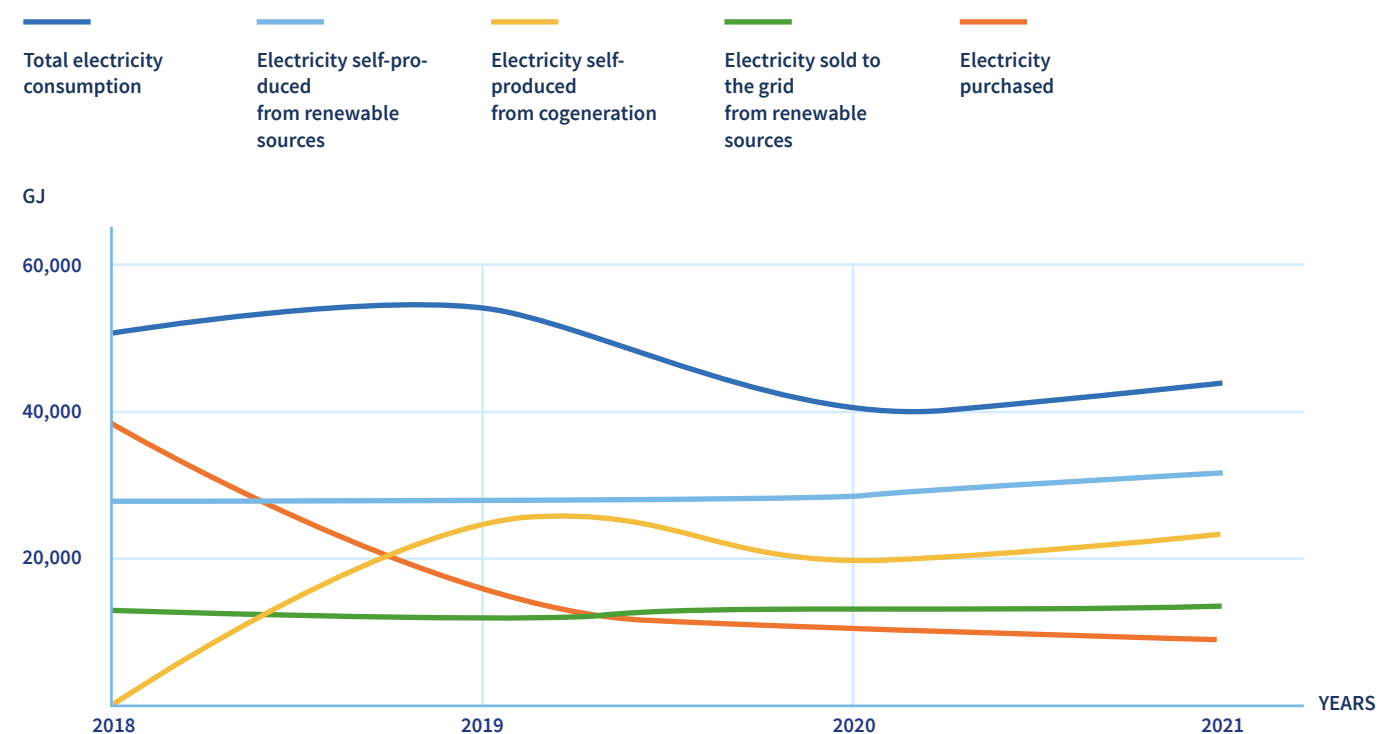
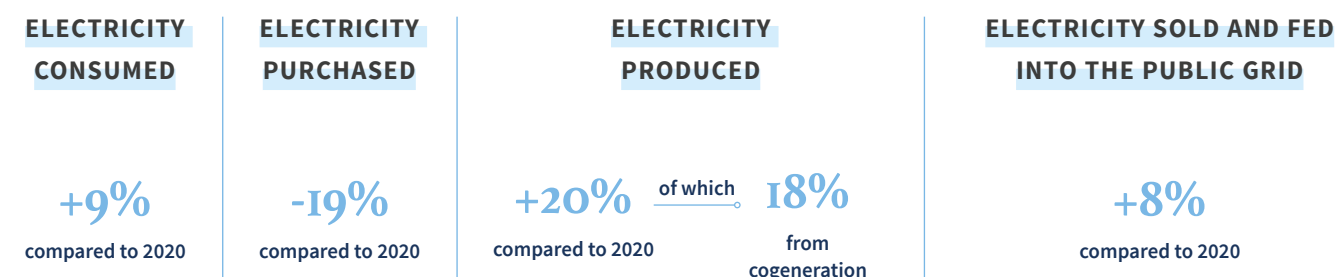


5.2 ENERGY CONSUMPTION

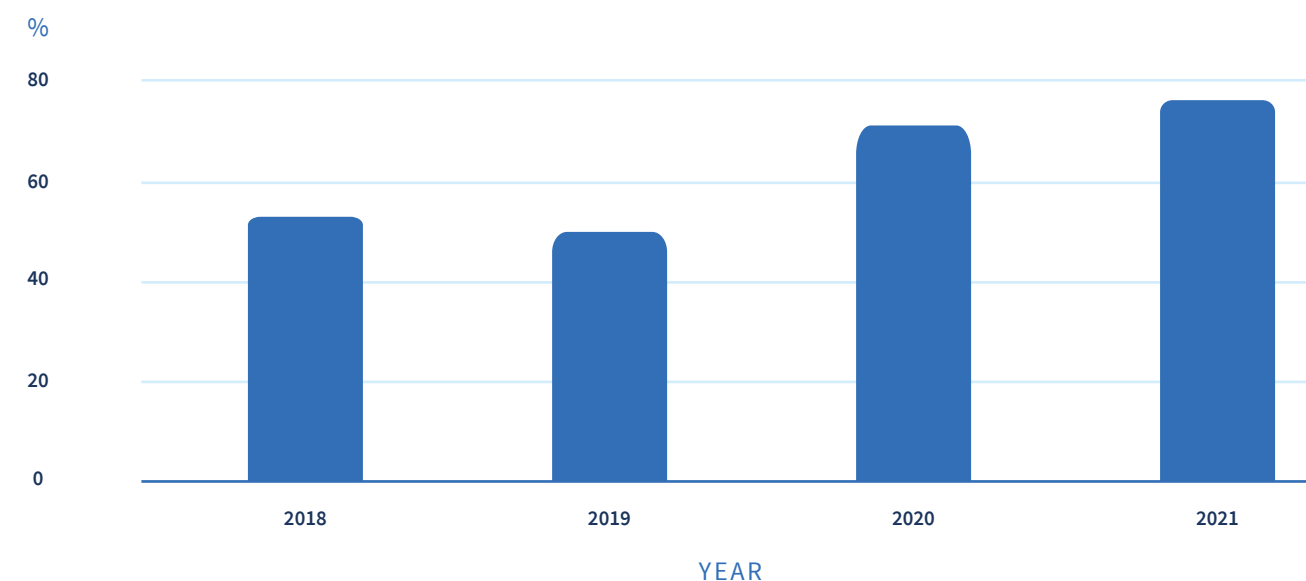
Since the early 2000s, Botto Giuseppe e Figli SpA has implemented a policy aimed at saving energy and self-producing electricity from renewable sources (hydroelectricity and photovoltaic panels)

Constant monitoring of the equipment keeps all critical process variables under control, to ensure maximum reliability while minimising consumption.

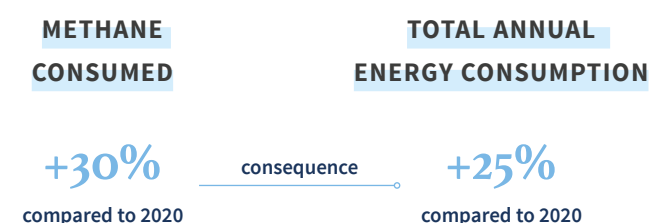
The company is also very attentive to the dynamics of the electricity and gas markets, and pays great attention to the stability and reliability of the suppliers with which contracts are signed, ensuring supplies at competitive prices and with excellent guarantees.



ELECTRICITY SELF-PRODUCED FROM RENEWABLE SOURCES OVER THE YEARS



The amount of methane consumed has increased (+30%). Electricity production from cogeneration is an improvement target for 2022; due to this value, the total annual energy consumption has increased by 25%, which justifies the improvement target set for 2022.



Production of electrical energy from cogeneration is an improvement goal for 2022

In addition, the energy intensity index was recalculated using an in-depth methodology for a more correct calculation of the index itself, revising the data used in the formula used in 2020, which resulted in a more accurate value table.

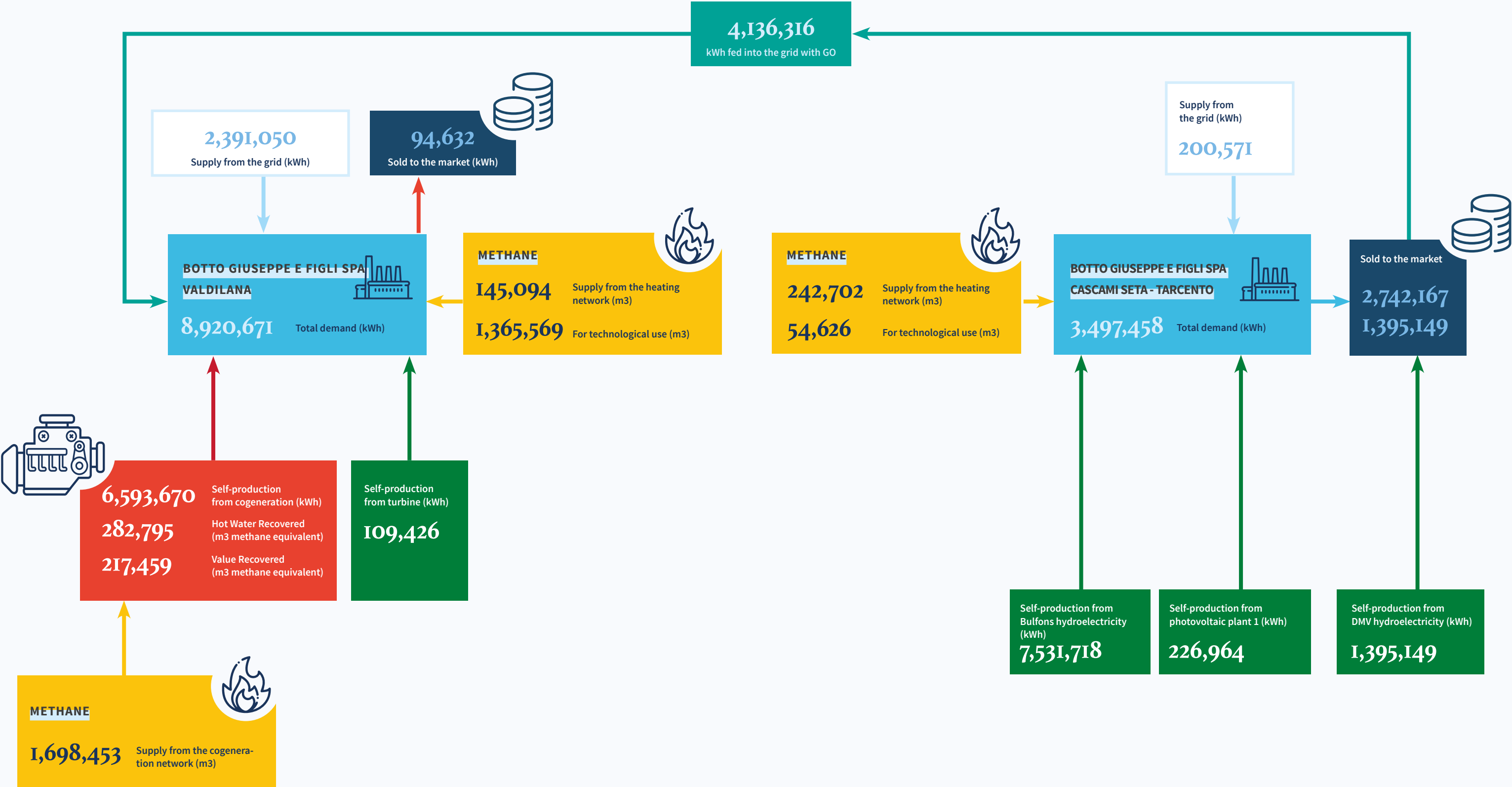
More precisely, the total value of electrical energy consumed, converted into MJ, was considered in relation to the quantity of articles processed in kg. In particular, the latter was evaluated differently.

2021

YEAR	ENERGY INTENSITY INDEX (MJ/KG)
2018	34.02
2019	31.99
2020	34.99
2021	31.68

ENERGY CARRIERS CHART 2021

TOTAL ENERGY REQUIREMENTS OF BOTTO GIUSEPPE E FIGLI SPA	TOTAL PRODUCTION OF ELECTRICITY FROM RENEWABLE SOURCES	TOTAL CO ₂ EMISSIONS FROM ENERGY SOURCES	ENERGY FROM RENEWABLE SOURCES
12,418,129 kWh	9,263,258 kWh	6,950 tonne/year	75%





5.3 ENERGY INTERVENTIONS

INNOVATIONS IN THE VALDILANA FACILITY

By installing inverters on air-conditioning units, replacing the compressed air station with new generation compressors, modernising pumping stations and burners at the thermal power station and replacing fluorescent bulbs with LED bulbs, the company has saved approx. 2,000,000 kWh/year, equal to approx. 813 tonnes/year of CO₂. Heat recovery from condensate re-evaporation, used to heat the feed water to the dyeing tanks, the installation of recuperators on the boiler chimneys, the recovery of compressor cooling water to pre-heat the demineralised water fed to the steam generators, and the installation of continuous combustion control on the steam generators have enabled savings of approximately 300,000 m³ of methane/year, equal to approximately 825 tonnes/year of CO₂.

In 2012, a 22 kW micro-turbine was installed to make use of the hydraulic jump between the industrial water intake, located 70 m above the facility, and the storage tanks serving the departments. In 2021, the turbine produced more than 100,000 kWh, completely self-consumed at the plant, with a CO₂ saving of about 50 tonnes/year. The cogeneration plant, which went into operation in January 2019, saves about 526,000 m³ of methane annually, recovered from the production of hot water and steam by the engine; self-production is about 6,500,000 kWh of electricity, which in 2021 accounted for about 73% of current consumption. The CO₂ saving is approximately 342 tonnes with the use of thermal energy produced by the engine, plus no network losses due to the Joule effect.

2,000,000 kWh

saved as a result of the interventions.

300,000 m³

of methane/year saved
as a result of the interventions.

110,000 kWh

produced by the turbine resulted in
a saving of 50 tonnes/year of CO₂

526,000 m³

of methane/year saved thanks to
the cogeneration plant



INNOVATIONS IN THE TARCENTO FACILITY

The Tarcento facility is completely self-sufficient

The hydroelectric plant serving the facility produces around 8,000,000 kWh/year, equivalent to 3650 tonnes/year of CO₂ saved. Photovoltaic panels are installed on the roofs of the facility, producing around 230,000 kWh/year, equivalent to 112 tonnes/year of CO₂ saved. The facility consumes just under 3,300,000 kWh, the remaining surplus being fed into the grid. In the last decade, energy efficiency measures have been carried out on the air conditioning systems, on lighting with the installation of LED bulbs to replace fluorescent bulbs, and on reducing compressed air leaks. Savings of 1,000,000 kWh have been consolidated, equivalent to approximately 460 tonnes/year of CO₂. In the last year, the outdated heating boiler for the working environments was replaced with a condensing boiler. The expected savings of methane are about 60,000 m³/year, equivalent to about 165 tonnes/year of CO₂. A turbine has been installed to recover the water discharged in order to maintain the minimum vital runoff on the Torre stream. The second plant, known as DMV, will produce around 1,500,000 kWh/year, equivalent to around 740 tonnes/year of CO₂ saved. In 2021, the re-roofing of the manufacturing portion of the facility was completed; 25% had been renovated in 2011 before the photovoltaic plant was installed. The remaining 75% will be completed in 2022 prior to the construction of the second photovoltaic plant.

8,000,000 kWh

produced per year by the hydroelectric power
plant equals a saving of 3,650 tonnes/year of CO₂

230,000 kWh

produced per year by the photovoltaic panels
equals a saving of 112 tonnes/year of CO₂

100,000 kWh

saved per year as a result of the interventions
on the air-conditioning and lighting systems,
amounting to a saving of 460 tonnes/year of CO₂

60,000 m³

of methane/year saved thanks to
the boiler replacement.
The equivalent of 165 tonnes/years of CO₂
saved

1,500,000 kWh

produced per year by the DMV plant
The equivalent of 740 tonnes/years of CO₂
saved





Interventions carried out on the facilities over the years

YEAR	FACILITY	INTERVENTIONS	ENERGY SECTOR
2005	VALDILANA	REFURBISHMENT OF THE HEATING PLANT	THERMAL/ELECTRICAL
2006	VALDILANA	HEAT RECOVERY FROM CONDENSATE RE-EVAPORATION WITH PRE-HEATED WATER DYEING TANKS	THERMAL/ELECTRICAL
2011	TARCENTO	INSTALLATION OF PHOTOVOLTAIC PLANT	ELECTRICAL
2012	VALDILANA	1. INSTALLATION OF 22 KW HYDROELECTRIC TURBINE 2. STENTER CONVERSION FROM THERMAL OIL TO METHANE	ELECTRICAL THERMAL/ELECTRICAL
2013	BOTH	REPLACING FLUORESCENT BULBS WITH LED BULBS	ELECTRICAL
2014	VALDILANA	1. INSTALLATION OF AIR CONDITIONING SYSTEMS 2. BURNER REPLACEMENT ON 3 STEAM GENERATORS	ELECTRICAL THERMAL
2015	1. TARCENTO	1. INSTALLATION OF AIR CONDITIONING SYSTEMS	ELECTRICAL
2015	2. VALDILANA	2. INSTALLATION OF E-POWER ENERGY-SAVING SYSTEM (FINISHING AND WEAVING)	ELECTRICAL
2016	VALDILANA	COMPRESSOR COOLING WATER RECOVERY FOR PREHEATING H2O DEMINERALISER	THERMAL/ELECTRICAL
2017	VALDILANA	INSTALLATION OF HEAT RECOVERY SYSTEMS ON STEAM-GENERATING CHIMNEYS	THERMAL
2018	TARCENTO	INSTALLATION OF DMV TURBINE	ELECTRICAL
2019	BOTH	1. INSTALLATION OF 2ND 350 KW TURBINE (TARCENTO) 2. INSTALLATION OF COGENERATOR (VALDILANA)	ELECTRICAL THERMAL/ELECTRICAL
2020	TARCENTO	INSTALLATION OF CONDENSING BOILER	THERMAL
2021	BOTH	RECS (Renewable Energy Certificates) ACQUIRED	ELECTRICAL
2021	TARCENTO	RE-ROOFING OF THE BUILDING IN WHICH MANUFACTURING IS LOCATED, ALONG WITH INSULATION	THERMAL

5.4 EMISSIONS AND WASTEWATER TREATMENT

EMISSIONS

Botto Giuseppe e Figli SpA keeps a vigilant watch on its emissions, strictly complying with the limits set by Italian and European regulations, recording constant and particularly low emissions compared to the limits themselves.

These results are achieved through constant monitoring of emissions produced by the thermal power plant and departmental burners, which are checked daily by company employees, monthly and every six months by external companies and specialist technicians.

Annual checks are carried out using a qualified laboratory.

There is a general improvement in 2021 compared to 2020, with emitted NOx and CO₂ values down 50%

Dust values, produced by production processes in stenter finishing operations, also remained stable. Emission reductions in heat setting operations improved substantially (-58% compared to the average of the previous three years).

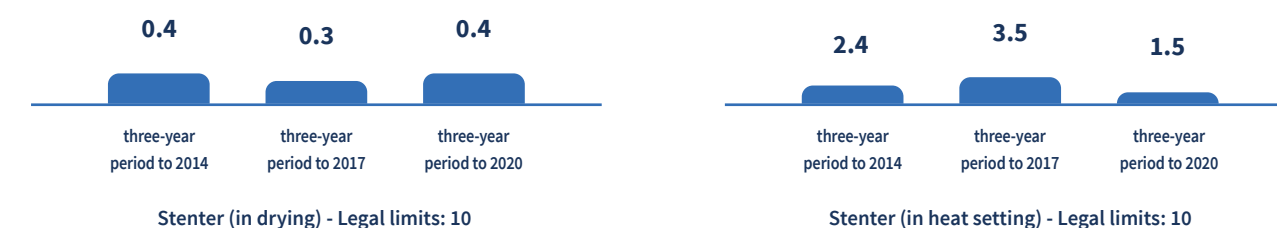
NOx (mg/nm³)

THE LEGAL LIMIT IS 150 MG/NM³.

GENERATORS	2015	2016	2017	2018	2019	2020	2021
NOx (average)	106.5	67.5	63.5	68	72.75	80	78.8

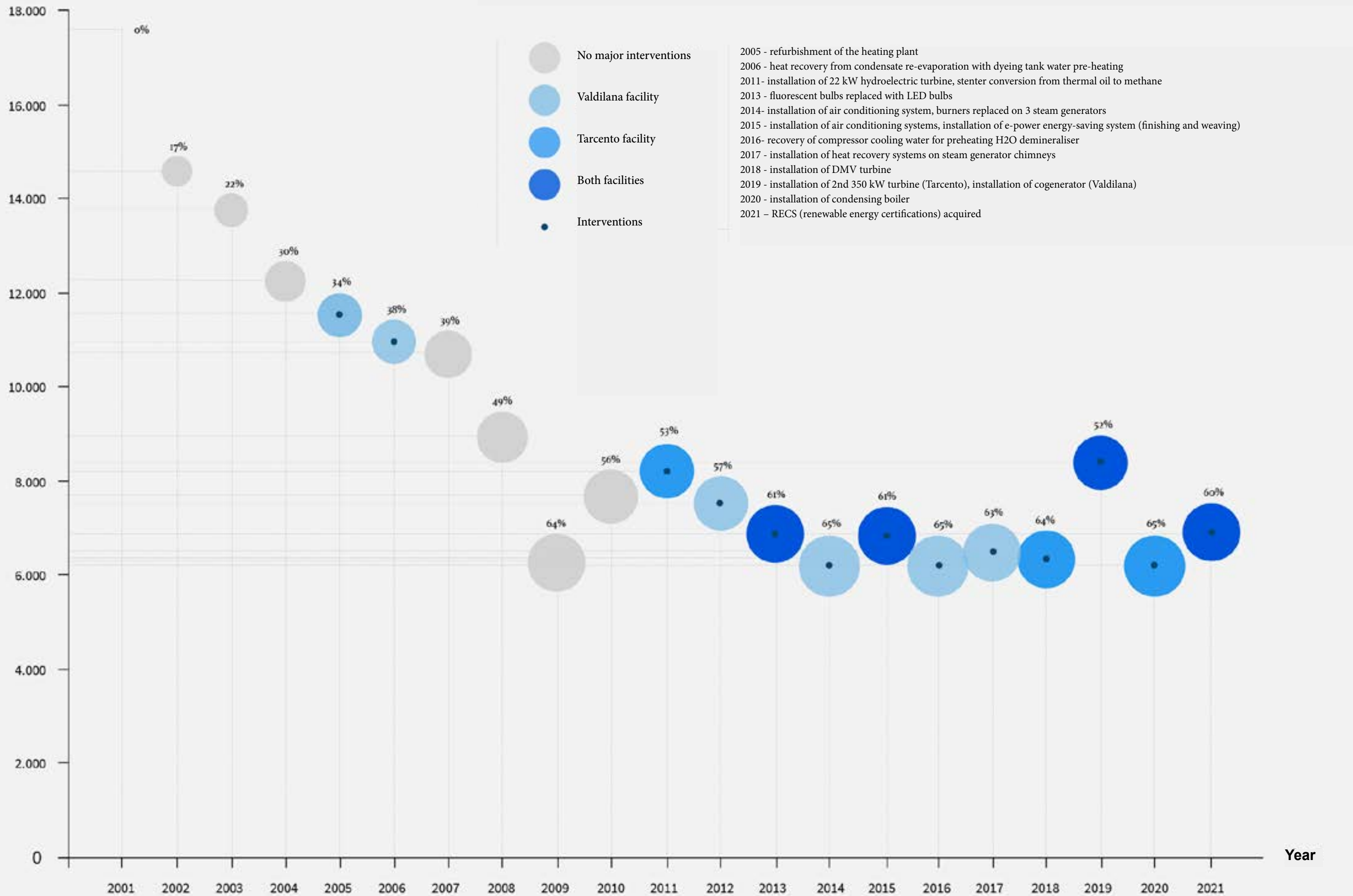
Dust emissions - including oil mists (mg/nm³)

THE GRAPH SHOWS THE COMPARATIVE RESULTS OF THE SELF-CHECKS CARRIED OUT IN THE THREE-YEAR PERIOD FROM 2014 TO 2020.



CO₂ emitted (T)

Reduction in CO₂ emitted in the last 20 years





Botto Giuseppe e Figli SpA is actively engaged in reducing the amount of CO₂ resulting from its production processes.

Since 2005, interventions such as modernising its thermal power plants and replacing boilers with condensing systems, replacing neon bulbs with more durable and efficient LED ones, as well as installing hydroelectric turbines and photovoltaic plants, have enabled the company, in the space of just over 15 years, to reduce its emissions by 60% and to become almost completely self-sufficient with regard to its energy needs. The phasing out of combustion engine-powered company vehicles in favour of hybrid or fully electric vehicles has also contributed to the transition towards a low-CO₂ impact model. As of 2021, the company fleet comprises 23 vehicles, of which 12, more than 50%, are electric or hybrid. The result obtained is not an finishing line, but a goal from which to start again.

The graph above takes into account the impact in kg of CO₂ the company emits from methane and electricity for production activities since 2001 and shows the most important measures implemented up to 2021. In 2019, the turnaround was brought about by the installation of a natural gas cogeneration plant, which was subsequently optimised in terms of consumption and electricity produced, confirming the downward trend of CO₂ emission reduction which had begun in previous years.



GOAL

**Carbon Free
by 2025**

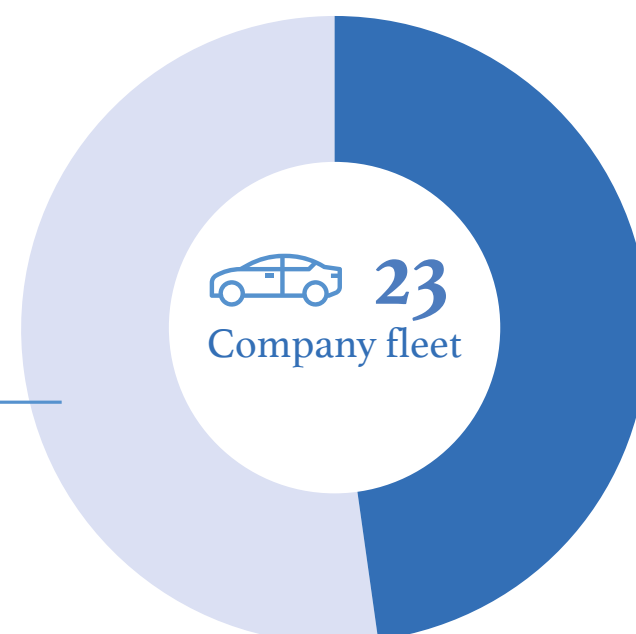
The goal set for the immediate future is to achieve total energy independence, which can be achieved through the expansion of photovoltaic installations, a project to be implemented in 2022, aiming to improve and reduce natural gas requirements by an estimated 10% by 2025

Both of these goals will consequently lead to a further reduction in CO₂ emissions, which are expected to decrease by a further 20% in 2025, compared to the values measured in 2021. With plans to reduce the remaining emissions to zero, Botto Giuseppe e Figli SpA believes it will become a “Carbon Free” company by 2025.



12

ELECTRIC AND HYBRID



A review of the calculation of the total CO₂ emissions produced by both the Valdilana and Tarcento facilities was completed, with the help of external professionals, providing an overview of the impact of the entire production chain, including the measurement of emissions emitted during the pathway of raw materials purchased and finished products shipped to customers. The goal is to provide a value corresponding to the impact in CO₂ emissions per kg of finished product, obtained from data taking into account the specific processing for each article.

With reference to the water intensity index, it is possible to obtain the cubic metres of water consumed per kg of finished product, for each specific article, by applying the same method. These procedures refer to Life Cycle Assessment (LCA), a structured and internationally standardised method that quantifies the potential environmental and human health impacts associated with a good or service from resource consumption and emissions.

The entire life cycle of the system being audited is analysed, from raw material acquisition to end-of-life management. This value will be available in the 2022 sustainability report.



CARBON FOOTPRINT

Botto Giuseppe e Figli SpA has collected data to calculate the carbon footprint of the company's activities. The data collection period from 01/01/2021 to 31/12/2021 takes into account the company's direct and indirect emissions.

In this calculation phase, emissions from the main external processes used in the production process were excluded. The intention is to study data collection in more detail in the coming years.

Approximately 60% of the auxiliaries used during processing and maintenance were excluded from the study, as there is no tabulated reference data to use. A more detailed analysis of the compositions of the chemicals will be necessary in order to include the remaining products in the study.

In calculating the carbon footprint, emissions from the main external processes used in the production process and about 60% of the auxiliaries used during processing and maintenance were excluded

The first table represents the calculation that refers to the GHG Protocol, according to its application in the fashion supply chain. The impact due to the purchase of raw materials falls on the manufacturer of the finished product (brand) and not on the various actors in the supply chain. For this reason, the impact due to the production of raw materials is excluded from the scope 3 indirect emissions classification.

DIRECT GHG EMISSIONS (KG CO ₂ EQ)		INDIRECT GHG EMISSIONS (KG CO ₂ EQ)		TOTAL
Scope 1	Scope 2	Scope 3		
1,289,170.64	4,807,576.59	4,393,879.62		10,490,626.85
12.29%	45.83%	41.88%		100%

Emissions Scope 1: Greenhouse gas (GHG) emissions generated by sources (physical units or processes) of GHG, owned or controlled by the company (e.g. combustion of fossil fuels: boilers, gas turbines, boilers, combustion of fossil fuels for transport, direct emissions from industrial processes). A company's control over emission sources can be financial or operational.

Emissions Scope 2: For example, greenhouse gas emissions from the production of electricity, heat or steam imported and consumed by the company.

Emissions Scope 3: Greenhouse gas emissions, other than GHG emissions from energy consumption, which are a consequence of a company's own activities but which arise from GHG sources, owned or controlled by other companies e.g. logistics systems, purchase of goods and services.

In the second table, the simplified model is shown, following the 4S Planet analysis carried out by Process Factory. The calculation divides emissions into two categories: "From energy sources" and "From other sources". The first figure does not deviate much from the analysis carried out internally on the reduction of CO₂ emissions over the years, which does not report the contribution made by the company's IN and OUT transport. Under "From other sources" are contributions from the use of chemicals, packaging material, waste and in particular transport.

ENERGY SOURCES (KG CO ₂ EQ)	OTHER SOURCES (KG CO ₂ EQ)	SUPPLY CHAIN (KG CO ₂ EQ)	TOTAL
6,092,092.92	4,398,533.92	-	10,490,626.85
58.07%	41.93%	0%	100%

5.5 | CONSUMPTION - WATER RESOURCES

WATER CONSUMPTION MANAGEMENT

Botto Giuseppe e Figli SpA places great value on water resources, which are essential for textile processing, and has always attached great importance to their correct management during industrial processes, by streamlining consumption and encouraging recycling.

The company actively monitors the quality of the water leaving the production sites, with prompt, precise surveillance along the water route.

It is equipped with complex infrastructures for capturing surface water from the Paola and Strona streams, transporting it, storing it and distributing it to production departments.

All these water activities are authorised by specific State Concessions pursuant to the Decree of the President of the Regional Council 29 July 2003 No. 10/R, which regulate the use of public waters for industrial use, setting out precisely the places and methods of abstraction, the maximum quantities that can be taken and the methods of return to the stream.

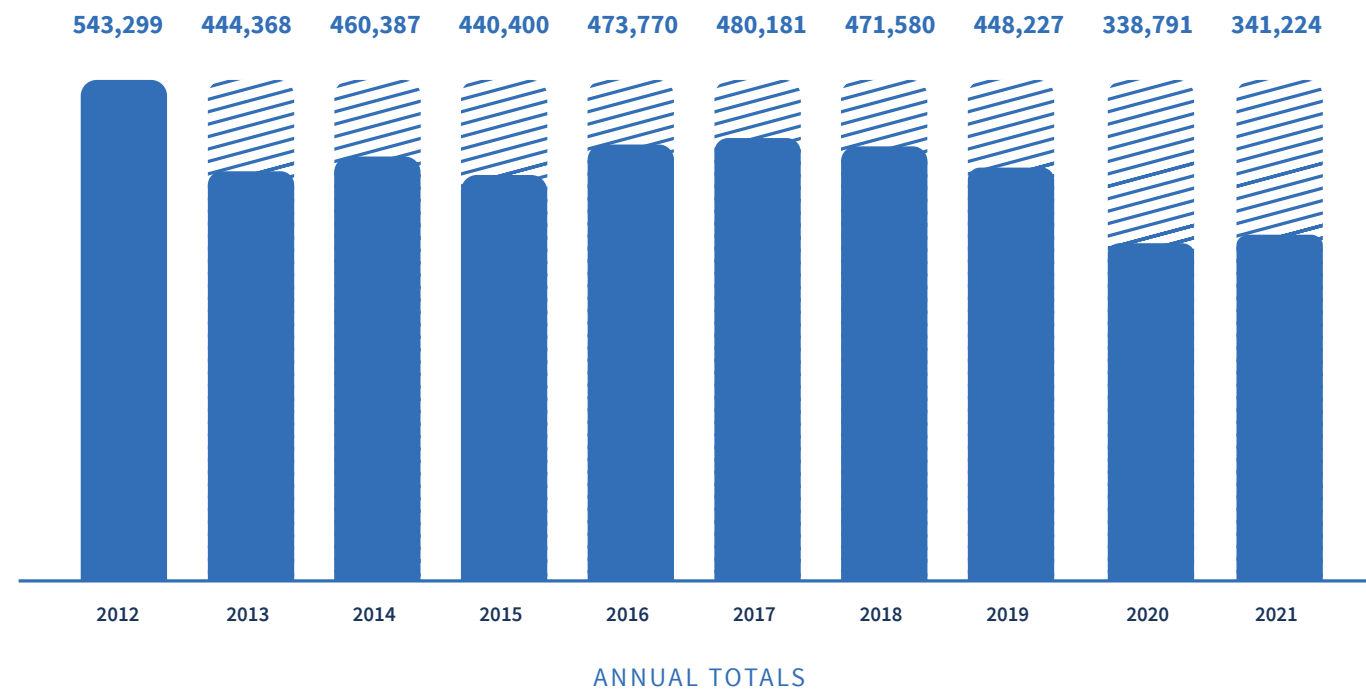
The consumption of process water over the last eight years demonstrates a downward trend



PROCESS WATER CONSUMPTION

The consumption of water as a resource in m3 for 2021 is almost constant compared to that of 2020, with an increase of +0.72% that can be justified by the increase in production in 2021, after the recovery from the forced shutdowns imposed by the 2020 lockdowns.

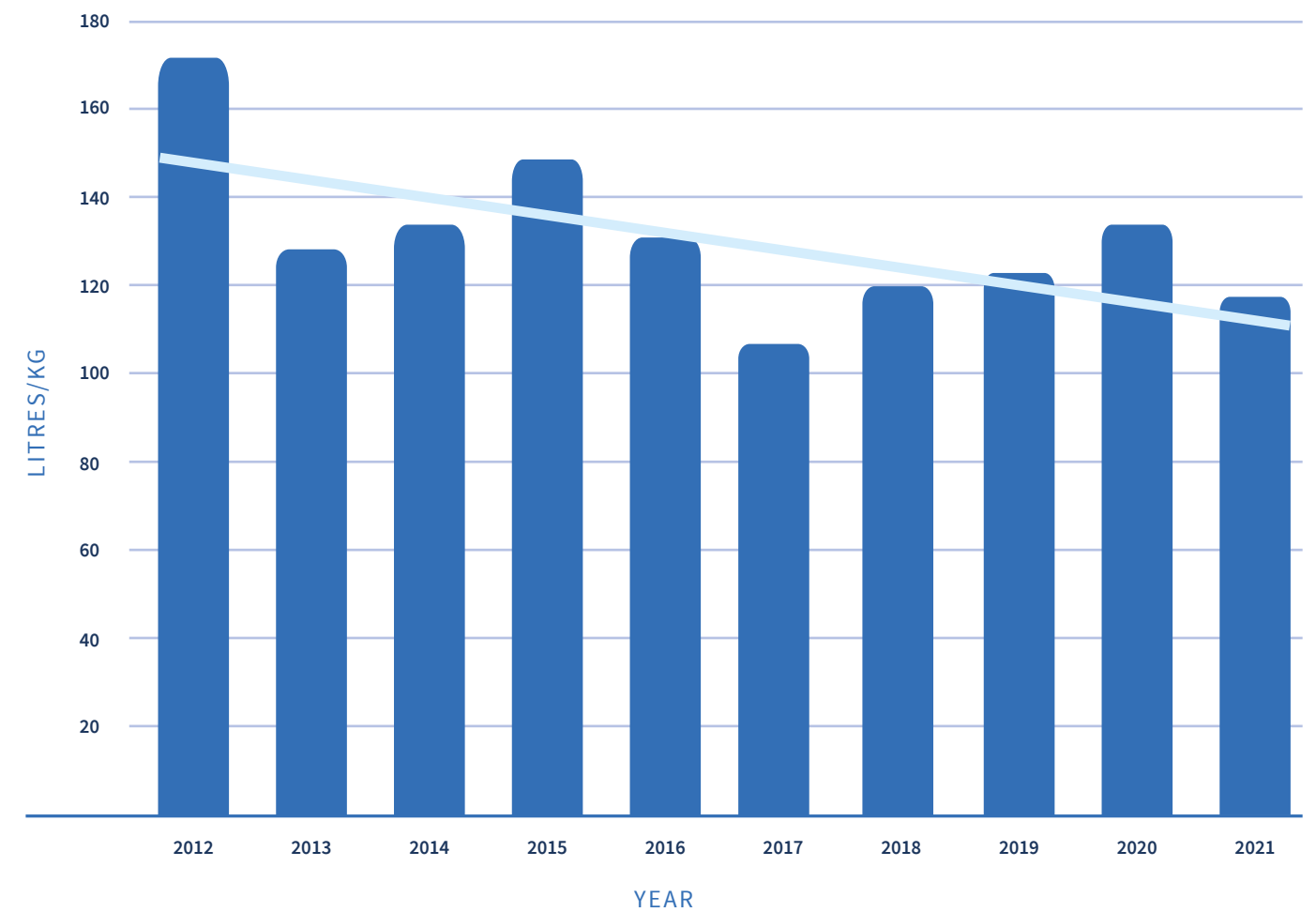
METER TOTAL FOR DEPARTMENTS/M3



Compared to the initial 2012 baseline, 2021 sees a reduction of 31.8% in the water resource abstraction index

If comparing the water intensity index to the previous year 2020, in which there had been an increase, due to the reduction of processed and finished products in the plant as a result of the COVID-19 pandemic and the consequent worsening of productivity related to individual processes, it is still down by 12.7%. This mirrors the prudent management of the resource in terms of the production increases as well.

WATER INTENSITY - ABSTRACTION INDEX



Valdilana and the Tarcento area are not considered “water stress” areas, although it is necessary to be proactive by reducing waste and acting wisely so as not to deplete water resources

In 2021, Botto Giuseppe e Figli SpA increased the number of water consumption meters, in order to more accurately assess consumption and therefore, as of next year, consider actions aimed at facilitating the reduction of water consumption and greater efficiency in production processes as part of the improvement targets.

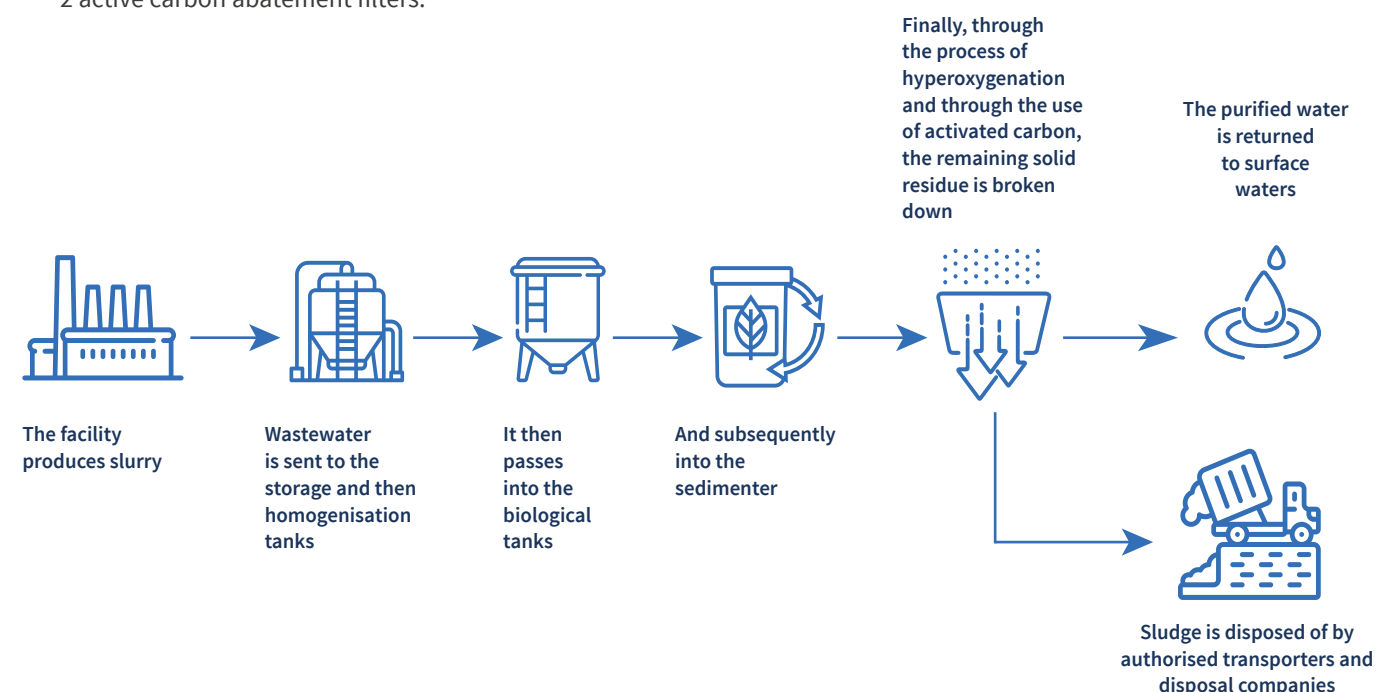
5.6 | PURIFICATION

The company is a direct-discharge manufacturer, as it has its own internal water purification plant.

The plant is made up of:

- 1 storage tank;
- 1 homogenisation tank;
- 1 tank containing biological sludge;
- 1 sedimentation tank;
- 1 tank in which the hyperoxygenation process takes place;
- 2 active carbon abatement filters.

Once a month, an accredited laboratory performs analyses on the wastewater, to ensure that the effluents comply with national and local environmental regulations



In 2019, after adhering to the ZDHC protocol and in order to ensure maximum corporate transparency in the use of chemicals, Botto Giuseppe e Figli SpA carried out analyses on water coming into and out of the treatment plant every six months, according to the ZDHC Wastewater Guidelines v.1.1 and, since 2020, according to the same guidelines v. 2.0. Sampling is carried out by accredited laboratories. The results of the analyses are published in the company profile available on the ZDHC Gateway, on which the company is registered.

All the analyses carried out have proven compliance with the legal limits for all the parameters laid down in the regulations in force and in the customer or voluntary specifications to which Botto Giuseppe e Figli SpA has signed up

Below are the most indicative values needed to monitor possible anomalies in the purification plant, in order to act promptly in the event that analyses reveal results close to the tolerable limit:

PURIFIER DISCHARGE	2018	2019	2020	2021	LIM.
pH	6.7	6.4	6.8	7.1	
COD	23.64	39.64	38.8	36	160
Ammonia	1.93	1.55	1.53	1.26	15
total suspended solids	8.33	8.00	7.36	4.91	80
total phosphorus	0.62	0.69	0.72	0.4	10
total surfactants	0.65	1.01	0.87	0.88	2

For greater safety and protection of the watercourses, Botto Giuseppe e Figli SpA maintains an emergency connection to the CO.R.D.A.R. consortium collector, Valsesia, belonging to the Valdengo (BI) purification plant. This ensures that, even if the purification plant is particularly congested, or following interventions that limit its capacity to handle pollutants, surface or deep waters are never polluted as a result of any spills.

In recent years, there have been no problems with malfunctioning or sewage spills from the purification plant into surface or deep water



5.7 ZDHC - ZERO DISCHARGE OF HAZARDOUS CHEMICALS

The ZDHC foundation oversees and implements the ZDHC Roadmap to Zero programme, a holistic approach to tackling hazardous chemicals in the global textile supply chain.

With the goal of achieving zero hazardous chemicals in water discharges, the ZDHC programme identified targeted actions to be implemented along the value chain of textile industries with safer chemical management. The ZDHC programme currently includes a collaboration of 30 signatory brands, 115 value chain affiliates and 21 associates.

In 2019, Botto Giuseppe e Figli SpA signed up to the ZDHC protocol

ZDHC requires implementing a protocol of activities with which strict adherence to the requirements and constant monitoring of the chemicals in use in the process is exercised. This task is assigned to a Chemical Manager (CM), appointed from among the employees of Botto Giuseppe e Figli SpA, who possesses the necessary knowledge, obtained by following a specific course with experts in the field.

Chemicals are only purchased after receipt of the relevant Safety Data Sheet (SDS) and only after verification by the CM, in accordance with safety regulations and standards, ZDHC and other specifications, and the approval of the Company Doctor. Mapping the production chain has made it possible to identify chemical risk categories, and to apply: for purchasing, the PRSL (Product Restricted Substances List) and for in-house production, the MRSL (Manufacturing Restricted Substances List) to manage and eliminate any toxic and harmful substances still in use from the production line.

The procedure was used to create the Chemical Inventory according to the ZDHC Conformance Guidance.

In order to spread and share adherence to the ZDHC protocol throughout the supply chain, the company has organised training meetings with supervisors and internal employees, online or via communications and information on specifications, with its suppliers.

In order to achieve complete control of the chemical impact along the supply chain, it is necessary to involve all those suppliers who use products or chemicals in production processes. This presupposes a direct collaboration with suppliers who share the values in compliance with the ZDHC PRSL list adopted by Botto Giuseppe e Figli SpA.

In 2021, no anomalies were found in the results of wastewater and sewage analyses, according to the standards of the ZDHC Wastewater Guidelines document

5.8 WASTE MANAGEMENT AND TREATMENT

Compared to the 2018, the benchmark considered in the previous 2020 report, the amount of total waste produced in 2021 decreased by 12%.

Compared to 2020, however, the amount of waste increased by 21%, which was partly justified by the increase in production in 2021 where, unlike the previous year, no lockdowns were imposed by Covid 19 nor, in general, were lower production volumes than usual noted.

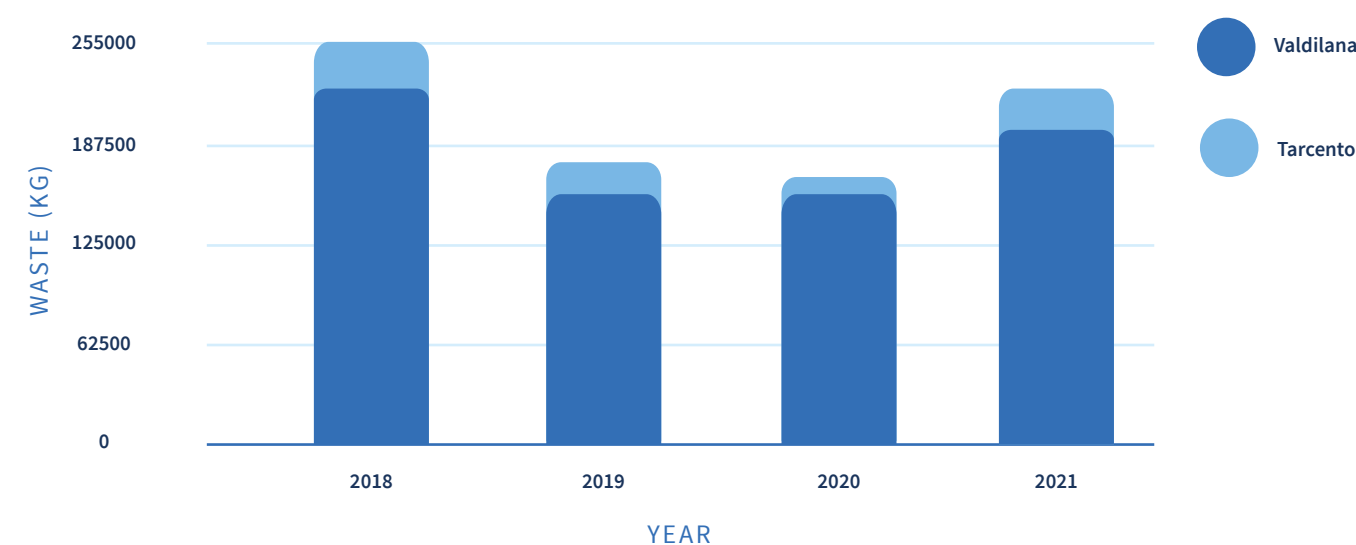
TOTAL AMOUNT OF WASTE PRODUCED

IN 2021

-12%
compared to 2018

+21%
compared to 2020 due
to the increase in production

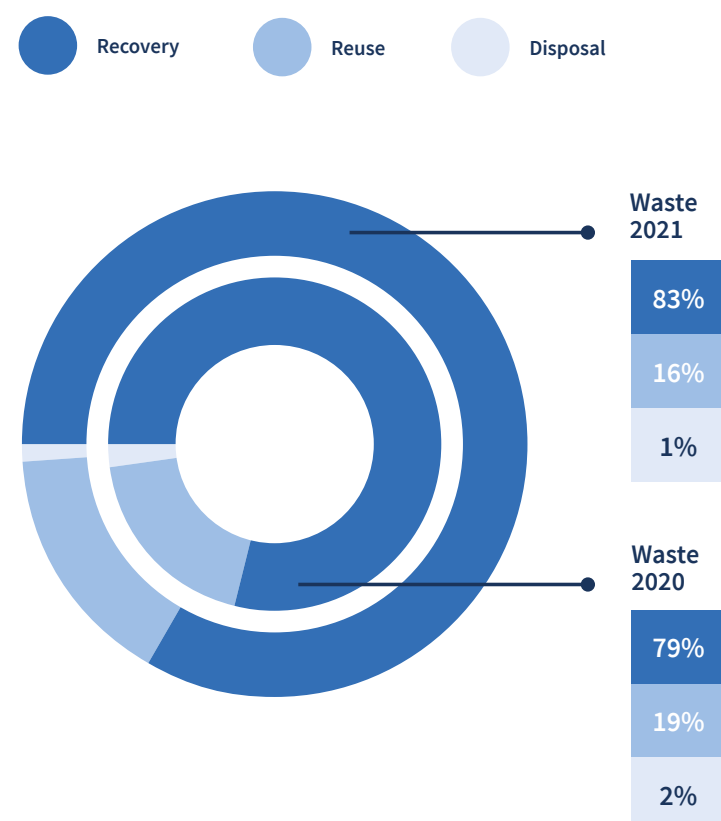
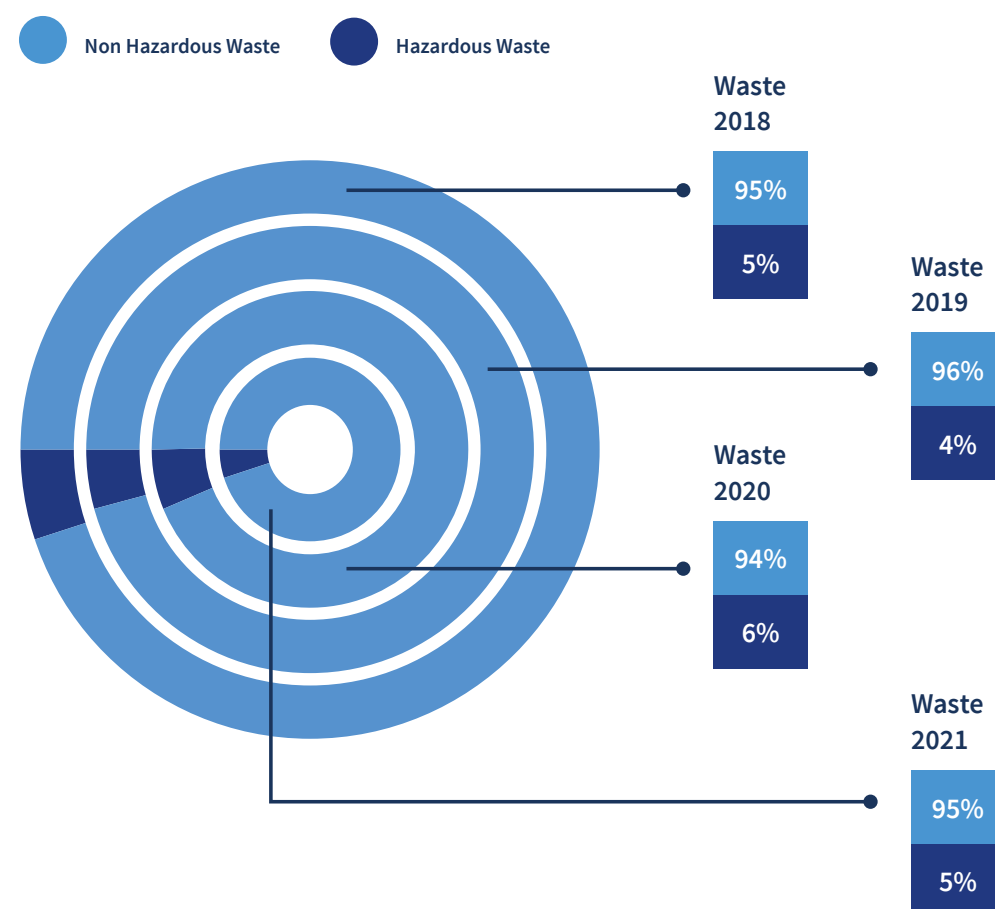
AMOUNT OF WASTE PRODUCED



Several modernisation works were carried out, such as the relocation of the knitwear department next to the control and weaving departments, which increased efficiency and reduced the need for movement, material handling and stock management, with an overall energy reduction

In spite of the increase in the total amount of waste generated, there is evidence of improved results compared to 2020:

Reduction in hazardous waste produced of 1% compared to 2020



Increased the share of waste sent for recovery or reuse (+1% compared to 2020) and reduced waste sent for disposal (only 1% of total produced)

Non-Hazardous

DESCRIPTION OF WASTE	EWG CODE
Waste from processed textile fibres	04.02.22
Paper and cardboard packaging	15.01.01
Plastic packaging	15.01.02
Wooden packaging	15.01.03
Mixed material packaging	15.01.06
Discarded equipment, other than those mentioned from 16.02.09 to 16.02.13	16.02.14
Components removed from discarded equipment, other than those mentioned in 16.02.15	16.02.16
Alkaline batteries (except 16.06.03)	16.06.04
Glass	17.02.02
Iron and steel	17.04.05
Mixed waste from construction and demolition activities, other than those in 170901,170902 and 170903	17.09.04

Hazardous

DESCRIPTION OF WASTE	EWG CODE
Waste from finishing operations, containing organic solvents	04.02.14*
Waste paints and varnishes containing organic solvents or other hazardous substances	08.01.11*
Used waxes and greases	12.01.12*
Other oils for engines, gears and lubrication	13.02.08*
Other solvents and mixtures	14.06.03*
Packaging containing residues of or contaminated by hazardous substances	15.01.10*
Metal packaging containing hazardous solid porous matrices (e.g. asbestos), including empty pressure containers	15.01.11*
Contaminated absorbents, filter materials (including oil filters not otherwise specified), wiping cloths and protective clothing	15.02.02*
Discarded equipment, other than those mentioned from 16.02.09 to 16.02.13	16.02.13*
Lead batteries	16.06.01*
Other insulation materials containing or consisting of hazardous substances	17.06.03*
Fluorescent tubes and other waste containing mercury	20.01.21*

The total amount of hazardous waste generated has decreased, with unsorted waste, paper, cardboard, plastic and iron, and steel accounting for 94.5% of the total amount of non-hazardous waste

Botto Giuseppe e Figli SpA pays the utmost attention to and takes targeted action in the management of waste which, due to the quantities used, has a significant impact. Paper, cardboard, plastic, iron and steel are sent for recovery: the plastic is shredded and turned into pellets to be reused as a recycled product; the remainder is unsorted waste on which Botto Giuseppe e Figli SpA is working to make corrective actions for improvement.

There was a slight deterioration in the waste production index: the increase in the total amount of waste produced was not matched by an increase in the annual finished product due to modernisation work at the facility

WASTE PRODUCTION INDEX



The waste produced is taken away from the company by qualified transporters only, then sent for recovery or disposal at authorised depots. First, each waste is labelled according to the international EWC code, which identifies it as non-hazardous or hazardous and, in the case of the latter, highlights the hazardous characteristics, with a pictogram and explanatory text. For each one, the quantities produced annually derive from the needs that arose in the company during the reference period.

For example, some of this waste is only produced and then disposed of following particular events. For example: EWC 17.09.04 “mixed waste from construction and demolition activities”, while others are handled annually in small quantities such as hazardous waste EWC 15.01.11 “metal packaging containing hazardous solid porous matrices (e.g. asbestos), including empty pressure containers”, i.e. empty canisters of which approximately 25-30 kg are consumed annually.

USE OF HOCKS PRODUCTS

With a focus on sustainability and quality, Botto Giuseppe e Figli SpA purchases decatising satin wrappers from HOCKS. HOCKS is an associate company of IBENA Textilwerke GmbH, based in Bocholt Rhede. The HOCKS decatising wrappers are completely manufactured in the multifunctional textile company according to the specifications of the quality certification system DIN EN ISO 9001:2000 and the integrated environmental management and control system DIN EN ISO 14001.

IBENA’s laboratory is equipped with the most technically advanced testing equipment to ensure a high level of quality and product development, largely in close cooperation with customers and international research institutes

06 . Local Community

Support and development of the local community

(definition)

Support and development of the local community means the company’s commitment to promoting and supporting the economic and social wellbeing of the community



3.9 | THE LOCAL COMMUNITY

Botto Giuseppe e Figli SpA cares about the local community and young people of school age, to whom it opens the doors of its facilities for educational visits, which stopped in 2020 and 2021 due to the pandemic, but will resume in 2022

Botto Giuseppe e Figli SpA pays attention not only to its environmental impact, but also to social issues, and has always contributed to a variety of territorial and extra-territorial initiatives.

It collaborates with and supports organisations and initiatives that work to support less fortunate people, signing up to inclusion projects and sustainable activities on social and environmental issues. During the pandemic, the company provided a shopping voucher for all employees to support them in the particularly difficult period due to the continued forced closure.

Botto Giuseppe e Figli SpA has always financed a charity running race, the proceeds of which are donated to multiple sclerosis research. Due to the pandemic, the event was not held in 2020 or 2021.

Botto Giuseppe e Figli SpA contributed to the refurbishment of the Bulfons church in Tarcento, with repairing the gutter and replacing the central door. The company took care of the Garlanda roundabout, at the entrance to the Valdilana municipality, financing gardening and green maintenance works. In addition, signs sponsoring the LILT association were installed at the same roundabout, a way to raise awareness of the fight against cancer.





GRI Table 2021

GRI	DESCRIPTION	PAGE	REFERENCE
GRI 102: General Disclosures (2016)			
102-1	Name of the organization	4	Introduction
102-2	Activities, brands, products, and services	26	3.2 Markets and products
102-3	Location of headquarters	4	Contact details
102-4	Location of operations	26	3.2 Markets and products
102-5	Ownership and legal form	25	3.1 Governance and integrity
102-6	Markets served	26	3.2 Markets and products
102-7	Scale of the organization	30	3.3 Value creation and distribution
102-8	Information on employees and other workers	47	4.1 Social sustainability
102-9	Supply chain	36-41	3.6 Supply chain
102-10	Significant changes to the organization and its supply chain		No significant changes
102-11	Precautionary principle or approach	23	Ethics, compliance and business integrity
102-12	External initiatives	89	6.1 Local community
102-13	Membership of associations	43	3.7 Certifications
102-14	Statement from senior decision-maker	2	Letter to stakeholders
102-16	Key impacts, risks, and opportunities	25	3.1 Code of ethics
102-18	Governance structure	25	3.1 Governance and integrity
102-40	List of stakeholder groups	18	2.1 Materiality analysis
102-41	Collective bargaining agreements	17	No collective bargaining agreements
102-42	Identifying and selecting stakeholders	17	2.1 Materiality analysis
102-43	Approach to stakeholder engagement	17	2.1 Materiality analysis
102-44	Key topics and concerns raised	17	2.1 Materiality analysis
102-45	Entities included in the consolidated financial statements	18	2.1 Materiality analysis
102-46	Defining report content and topic boundaries	18	2.1 Materiality analysis
102-47	List of material topics	18	2.1 Materiality analysis
102-49	Changes in reporting	4	Introduction
102-50	Reporting period	4	Introduction
102-51	Date of most recent report	4	Introduction
102-52	Reporting cycle	4	Introduction
102-53	Contact point for questions regarding the report	92	Contact details
102-54	Claims of reporting in accordance with the Standards	4	Introduction
102-55	GRI content index	90	Table of contents

GRI	DESCRIPTION	PAGE	REFERENCE
GRI 200: Economic Disclosures			
201-1	Direct economic value generated and distributed	30	3.3 Value creation and distribution
204-1	Proportion of spending on local suppliers	41	3.6 Supply chain
GRI 300: Environmental Disclosure			
301-1	Materials used by weight or volume	41	3.6 Supply chain
301-2	Recycled input materials used	28	3.2 Markets and products
302-1	Energy consumption outside of the organization	64	5.2 Energy
302-3	Energy intensity	65	5.2 Energy
302-4	Reduction of energy consumption	68	5.3 Energy interventions
303-1	Interactions with water as a shared resource	77	5.1 Water resources
303-2	Management of water discharge-related impacts	80	5.4 Water resources
303-3	Water withdrawal	77	5.6 Water resources
303-4	Water discharge	80	5.6 Water resources
303-5	Water consumption	78	5.5 Water resources
305-1	Direct GHG emissions	76	5.4 Emissions and CO2
305-2	Indirect GHG emissions	76	5.4 Emissions and CO2
305-5	Reduction of GHG emissions	68	5.3 Energy interventions
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	71	5.4 Emissions and CO2
306-1	Water discharge by quality and destination	80-81	5.6 Water discharge
306-3	Significant spills	80-82	5.6 Water discharge
306-4	Transport of hazardous waste	85	5.8 Waste
306-5	Water bodies affected by water discharges and/or runoff	77	5.1 Water resources
307-1	Non-compliance with environmental laws and regulations	61	5 Environmental sustainability
GRI 400: Social Disclosures			
401-1	New employee hires and employee turnover	48	5 Environmental sustainability
403-1	Occupational health and safety management system	54	4.2 Health monitoring
403-2	Hazard identification, risk assessment, and incident investigation	54	4.2 Health monitoring
403-3	Occupational health services	55	4 Social sustainability
403-4	Worker participation, consultation, and communication on occupational health and safety	55	4 Social sustainability
403-5	Worker training on occupational health and safety	54	4 Social sustainability
403-6	Promotion of worker health	55	4 Social sustainability



GRI	DESCRIPTION	PAGE	REFERENCE
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	58	4 Social sustainability
403-9	Work-related injuries	59	4.2 Work-related injuries and ill health
403-10	Work-related ill health	56	4.2 Work-related injuries and ill health



SUSTAINABILITY REPORT 2021



Botto Giuseppe e Figli S.p.A

A SUSTAINABLE COMPANY



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