

Sustainability report





CSR Sustainability Report



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Letter from the board

From big adventures to leisure, from professionalism to amateurism, the story of Ferrino is the story of all those who love the great outdoors and nature. For this reason, the protection of the environment and the promotion of sustainable growth are fundamental values for us. Since always we and our contractors have been working paying great attention to these issues.

Pioneers in the promotion of responsible tourism since 2006 under the T.RES brand, over the years we have sponsored many initiatives in favor of the most disadvantaged communities and the harmonious enjoyment of the landscape and nature.

In May 2018, we joined the Sustainability Charter promoted by the European Outdoor Group, the association of reference for the outdoor sector in Europe, which aims at making all companies in the sector aware of the need to undertake a path in the direction of sustainability.

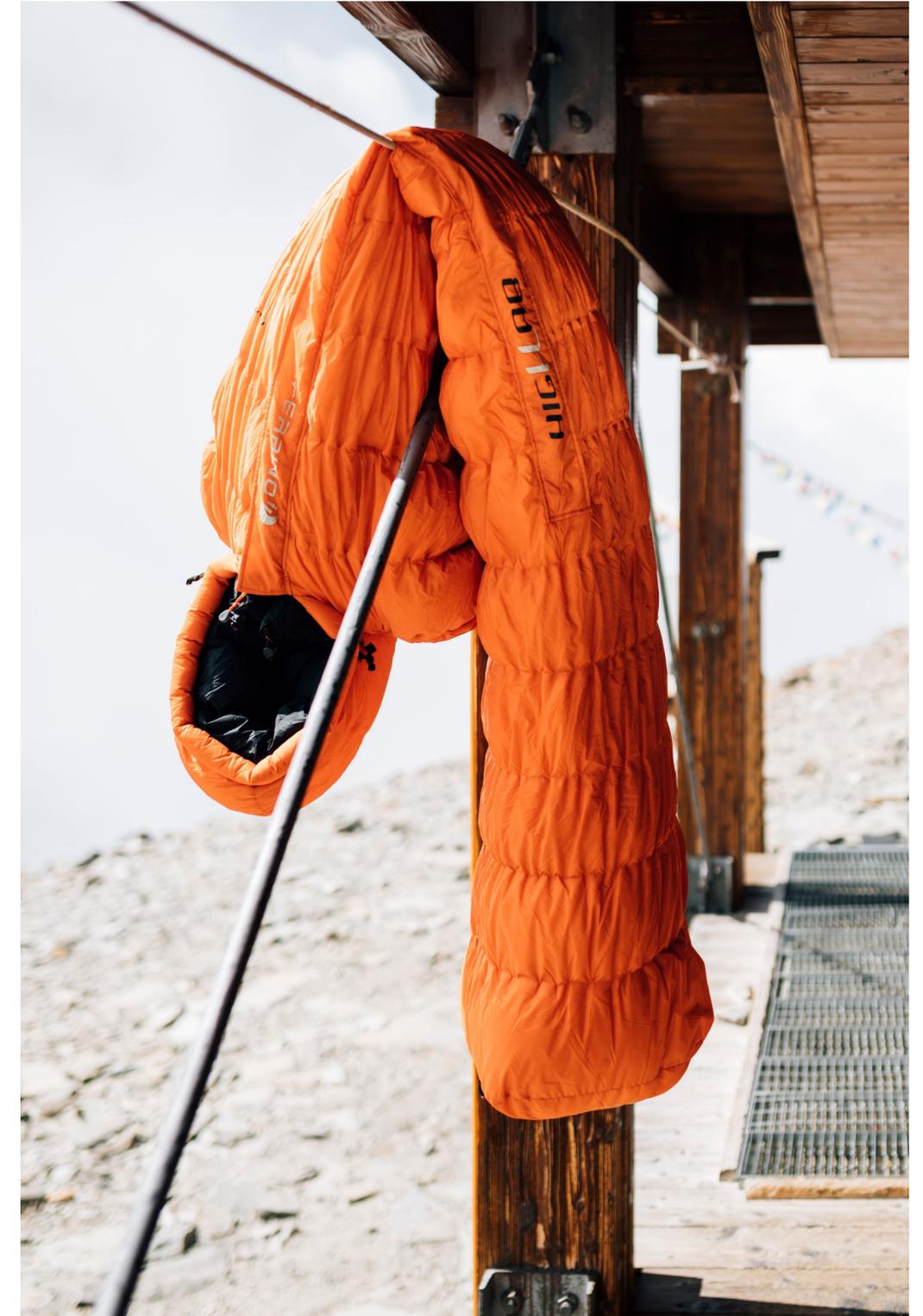
It is in this context that the 2018 Sustainability Report fits in and that we will publish at the end of an intense process of internal analysis in order to share with our stakeholders our organizational model and some of our future objectives.



Anna Ferrino



Augusto Rabajoli





GRI 102-14

1. Introduction and report boundaries

The decision to draw up a **Sustainability Report** is consistent and in line with the urgency to respond to the major international issues addressed by the United Nations within the **Millennium Development Objectives** (MDGs), reference points for all organizations that, at various levels, wishes to address firmly the environmental and socio-economic challenges of our Planet.

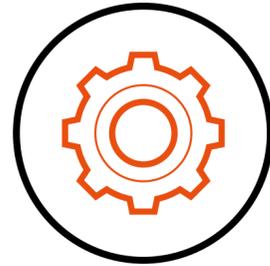
For this purpose, we decided to be inspired by the approach proposed by the **Global Reporting Initiative** (GRI), re-proposing, where possible, some specific guidelines.

In addition, aware of the multifaceted nature of our activities, the report is consistent with the approach of the International Integrated Reporting Council (IIRC), which identifies six essential capitals on which the company works: financial, production, social, intellectual, human, and environmental.

6 Capitals on which to work



Financial



Production



Social



Intellectual



Human



Environmental

The report, in its first edition, refers only to the activities carried out by Ferrino S.p.A. (GRI 102-1, GRI 102 45) at the San Mauro Torinese headquarters (GRI 102-3) in the **2018 GRI 102-50 fiscal year** since - even if we are aware of the impacts generated across the supply chain - we have available partial measuring instruments for monitoring the entire supply chain.

Sustainability indicators



- The Millennium Development
- Objectives are 17 objectives signed
- for the first time in 2000 and
- then proposed again in 2015, by
- 193 countries of the international
- community that mainly concern the
- promotion of human rights and the
- protection of the environment.



- The International Integrated Reporting
- Council (IIRC) is an international
- organization constituted by investors,
- companies and NGOs that developed the
- Integrated Reporting Framework, a process
- that allows both financial and environmental,
- social and governance information to be
- merged into a single document.



- The Global Reporting Initiative
- (GRI) is an international non-
- profit organization that promotes
- sustainability through the
- dissemination of standards for the
- non-financial reporting and it is
- recognized at the international level.

1.1 Notes on the methods

The report is drawn up in accordance with the [Sustainability Reporting Guidelines](#) of the GRI (Global Reporting Initiative) updated according to the 2016 GRI 102-54.

The content [Reporting Principles](#) (Stakeholder Inclusiveness, Sustainability context, Materiality and Completeness) were applied, just as those concerning the quality of information (Balance, Comparability, Accuracy, Timeliness, Clarity, and Reliability) were met.

The instructions regarding the [General Standard Disclosures](#) called for by the GRI Framework were met: the main stakeholders with whom specific focus groups were organized were identified and a materiality matrix was developed.

The summary table, which can be found in the final pages of this Sustainability Report, links the issues covered in the document to specific performance indicators. GRI 102-55

The report, published in Italian and English, is available in the Sustainability page of the website www.ferrino.it and will be published every year. GRI 102-52 For more information on the content of the report please contact: csr@ferrino.it GRI 102-53

The team that made it possible to produce the report comprises: Anna Ferrino, Augusto Rabajoli, Fabio Careggio, Maurizio Cisi and Monica Risso.





2. The Company

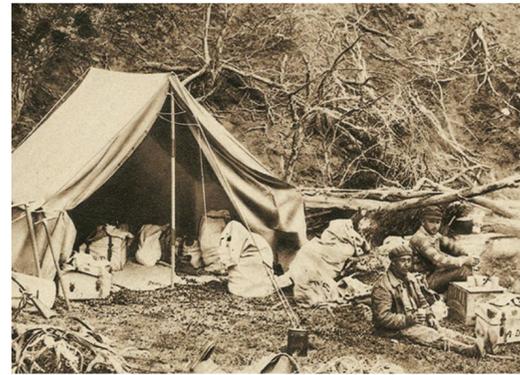
2.1 Background

FERRINO & C. S.p.A. has been operating in the outdoor sector since 1870.

The original business, dedicated to the waterproofing of fabrics, was then expanded by adding the packaging of camping items such as tents, backpacks, bags and other products dedicated to outdoor leisure. The current company structure as a joint-stock company dates back to 1971 and since then the company progressively specialized in quality and reliable products, which is a characteristic universally recognized by the market. The company is managed by two families of entrepreneurs from Turin, Ferrino, now in its fifth generation, and Rabajoli, in its second generation, who have been sharing the same values for 50 years, promoting and valorizing the wealth of knowhow and internal resources in the niche market in which the company operates and projecting its knowhow into the future with a dynamic approach that is open to the world.



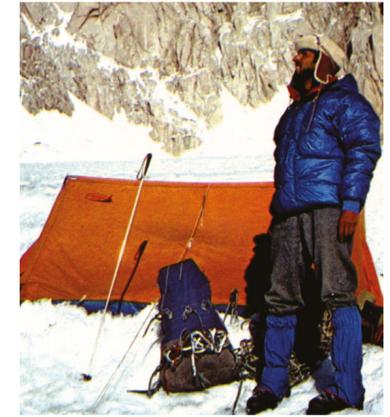
From fabrics to manufacturing: the first tents supplied to explorers and mountaineers. In addition, the company included among its clients the newborn Fiat: it is said that Senator Giovanni Agnelli himself left Ferrino's workshop with a "soft top" under his arm.



The Neghelli tent became a legend: missionary, geographer and explorer Alberto Maria De Agostini used it in his expeditions to Patagonia and Tierra del Fuego.



A new culture was born: living in the open air, "on the road". Ferrino was the natural point of reference for an entire generation.



Ferrino is always at the side of pioneers, with the Afghan isothermal tent that weighs only 7.4 kg. In the subsequent years Trekking was born, a dome tent designed on the analysis of geodetic vaults.

Historical Timeline

1870

1890

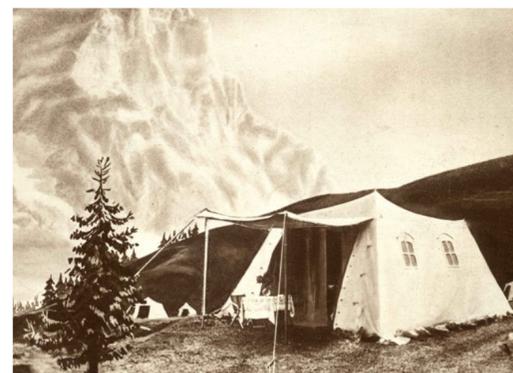
Everything started in a paint workshop in Via Nizza 107 in Turin. Cesare Ferrino had a revolutionary intuition: waterproofing fabrics. Success was immediate across Italy.



1910

1937

These were the years of legendary mountaineering. Technology and research led Ferrino to become an essential part of those great exploits. The Cervino tent was born: the first tent of the series.



1940

1960

Ferrino's technology broke new records. The Alpine tent was born: thanks to the Triplex outer fabric, it could withstand all kinds of winds, even extreme ones.



1973



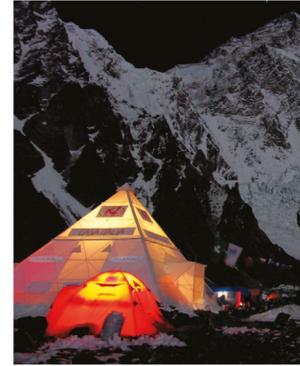
At the Quintino Sella refuge, on Monte Rosa, at an altitude of 3585 meters, HighLab was born: a permanent laboratory at high altitude, where we test new materials and prototypes under severe weather conditions.

1986



Carla Perrotti was able to survive for 24 days in the Chinese desert of Taklimakan thanks to the Ultima tent, the result of the long cooperation between the filmmaker and the company.

1997



50 years later, he relived the legendary K2 expedition. When Silvio Mondinelli shouted "we reached the peak!", Ferrino was with him and with the whole expedition, as technical sponsor.

2002



Cueva de los Cristales, Mexico: Ferrino participated with La Venta in the Naica project, three years of exploration in an environment where it was "impossible" to survive due to the high temperature and humidity. Ferrino participated with Tolomea, a suit that makes it possible to survive 80 minutes in places where man would survive only a few minutes.

1994

Reinhold Messner was the first man who climbed all the mountains of the planet over 8,000 meters in height, completing historical exploits, such as the climbing of the Gasherbrum and the Lhotse. Ferrino supported Messner in the preparation of his exploits, by providing him with cutting edge tents and investing in research and development, to become the first brand that reached the 14 highest peaks on Earth. Great explorers and Ferrino: always a formula that brought to success.

1997

1998

Borge Ousland crossed Antarctica on skis: 2854 km. The Ultima tent allowed him to survive in that white hell.



2004

Ferrino designed the M.L.H Evolution tent for Mike Horn, testing it in the Mercedes wind tunnel. Mike used it to cross Antarctica alone: 20,000 km in 20 months, with temperatures ranging from -15°C to -70°C.

2006





Ferrino acquired the historical Baldas brand, synonym of 100% Made in Italy quality snowshoes.



The year 2010 marked the 140th anniversary of the company. A historic date for the company that shared every achievement through the multi-channel system. The logo was renewed: minimalist, impressive, and original.



Ferrino decided to create a line of clothing designed for climbing and bouldering, especially addressed to young people. Thanks to the collaboration with sports climbing champion Marzio Nardi, the RockSlave trademark was born, with its products of excellent quality and fresh, young and featuring a cool street design.



Full Safe was born, the first backpack on the market that combined the main safety systems in case of avalanche: AirSafe respirator, Air Bag and RECCO reflector. Research and innovation in a single backpack designed for freeride and skiing excursions, born from the collaboration of with the Mountain Rescue and the Mountain Medicine Center of Valle d'Aosta.

2007

2008

2009

2010

2012

2013

2014

Ferrino was at the side of Gnaro Mondinelli, the second Italian after Messner who climbed all the 14 peaks of the Planet with an altitude higher than 8,000 meters without supplemental oxygen. The year in which Gnaro climbed to the top of Broad Peak, completing his exploit, the High Lab Pro team was born, composed of the best mountain professionals, mountain guides and mountain rescue instructors who put their technical skills at the service of the company to test and improve its products.



Ferrino enters the technical clothing market by creating the first HighLab collection.



Ferrino celebrated the first 20 years of La Venta, the association of geographical and speleological exploration that carried out "impossible" exploits in the most hostile places on the planet. A unique experience that contributed to the birth and development of the most prestigious Ferrino products.

2.2 Business model and organizational configuration

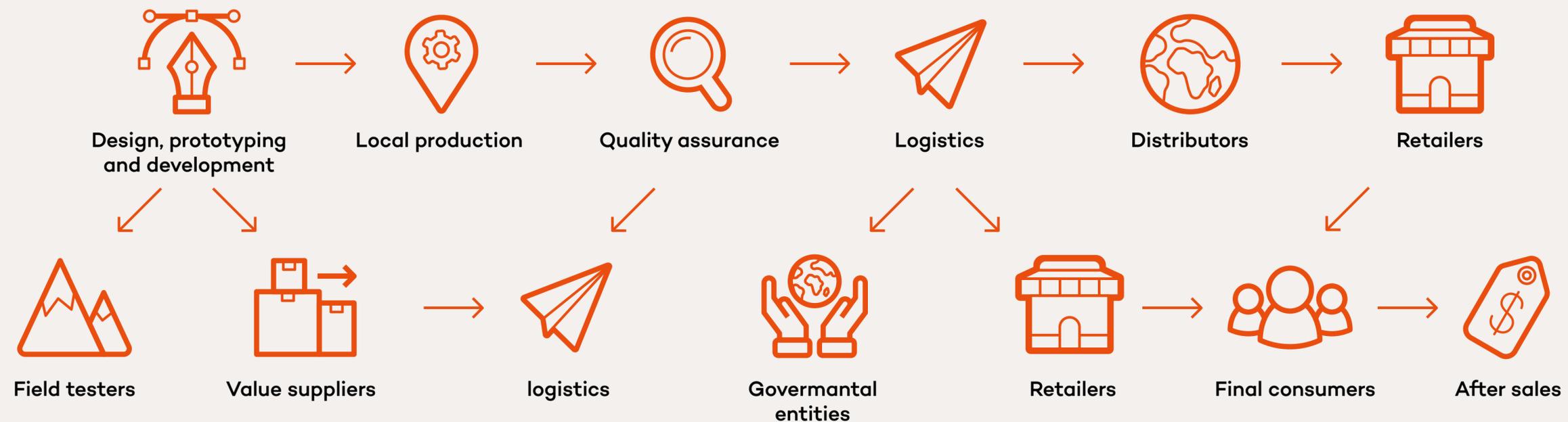
The company headquarters are located in San Mauro Torinese (GRI 102-3) There are administrative and commercial offices, design and prototyping departments, quality control (which is also carried out in Asia) and after-sales service. The in-house manufacturing department manufactures products for the civil protection and the military sector, assembles snowshoes and houses the warehouse of raw materials. A total of sixty people are employed.

The premises are owned by the company and cover an area of 4,000 sq.m, of which about 800 sq.m are dedicated to offices. The company operates on the Italian market and the main international markets. The production of the main items is outsourced and in a small part is made locally. The design and production of prototypes, the flagship of our knowhow, are always carried out at the Ferrino factory in all stages of development,

thus becoming key elements of the process together with the structured quality control system that takes place in part at external suppliers but also with an accurate control on site upon receipt of the production batches. On the internal market Ferrino supplies over 1200 clients and retailers, outdoor sports shops, served through a network of multi-firm agents. In terms of exports, the company mainly uses distributors that develop the business and promote the brand. Where possible, the distributors are supplied directly from the manufacturing sites, significantly reducing the impact of logistics.

Ferrino offers its clients support at every stage of the relationship, both in terms of technical and administrative aspects. After-sales support is provided through a dedicated office, mainly active for the Italian market, while in foreign countries after-sales support is followed directly by the distributor.

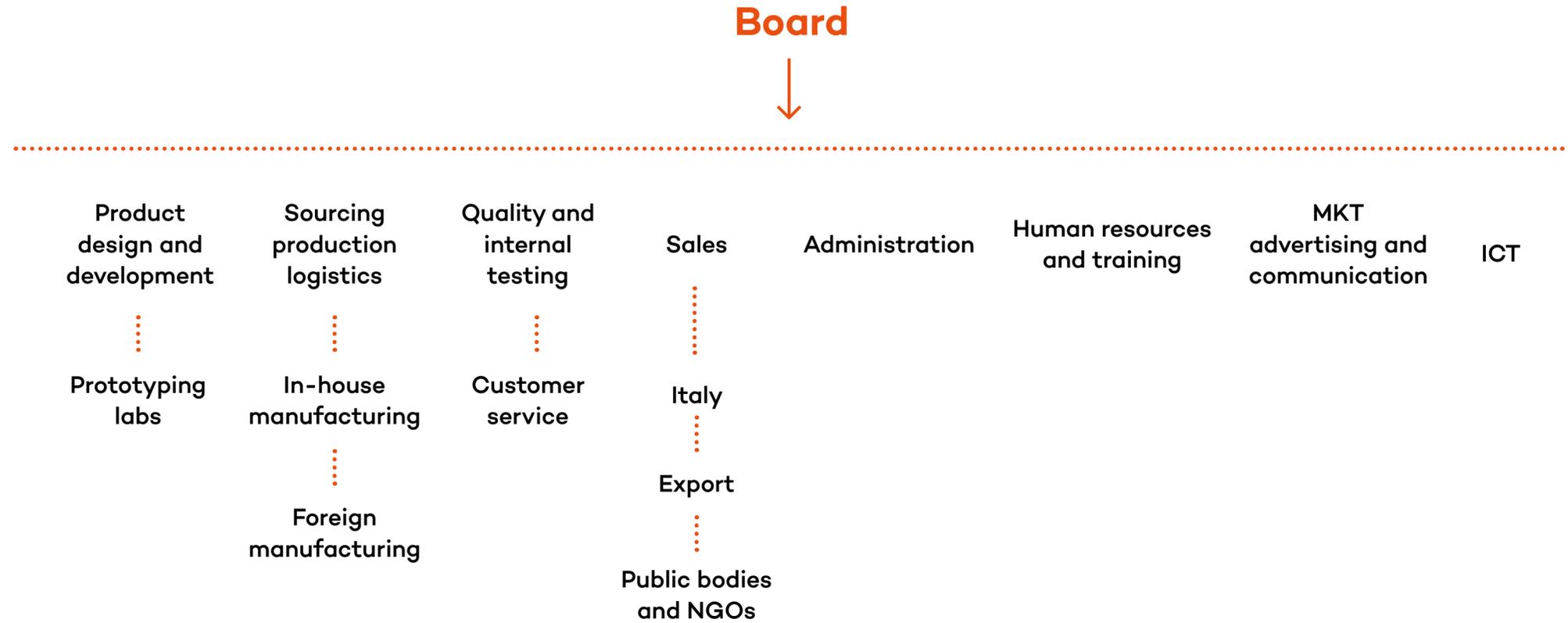
Product Process



Business Units

The business units that describe our internal organization (GRI 102-18) are: **design, purchasing, quality and testing, sales, advertising and communication, ICT and human resources and administration.**

It should be noted that the multidisciplinary nature of the issues dealt with requires the need to involve a team of people with heterogeneous backgrounds and different skills. The composition of the CSR (Corporate Social Responsibility) is shown below:



Organizzazione CSR



2.3 Offering our values to the outdoor market

Ferrino offers the possibility to live the great outdoors thanks to carefully designed products and manufactured with extreme care. We use quality materials that make our products usable 365 days a year, in all weather conditions, on all continents

(tested by professionals and in the lab). It makes no difference whether you are a professional, an enthusiast or just excursionists. We carry out our work with care, fairness and a high sense of responsibility.

Our values



Rationality



Reliability



Respect



Sincerity



Trustworthiness



Constant improvement



Non-confrontational



Trust



Commitment



Long-term collaboration



Innovation

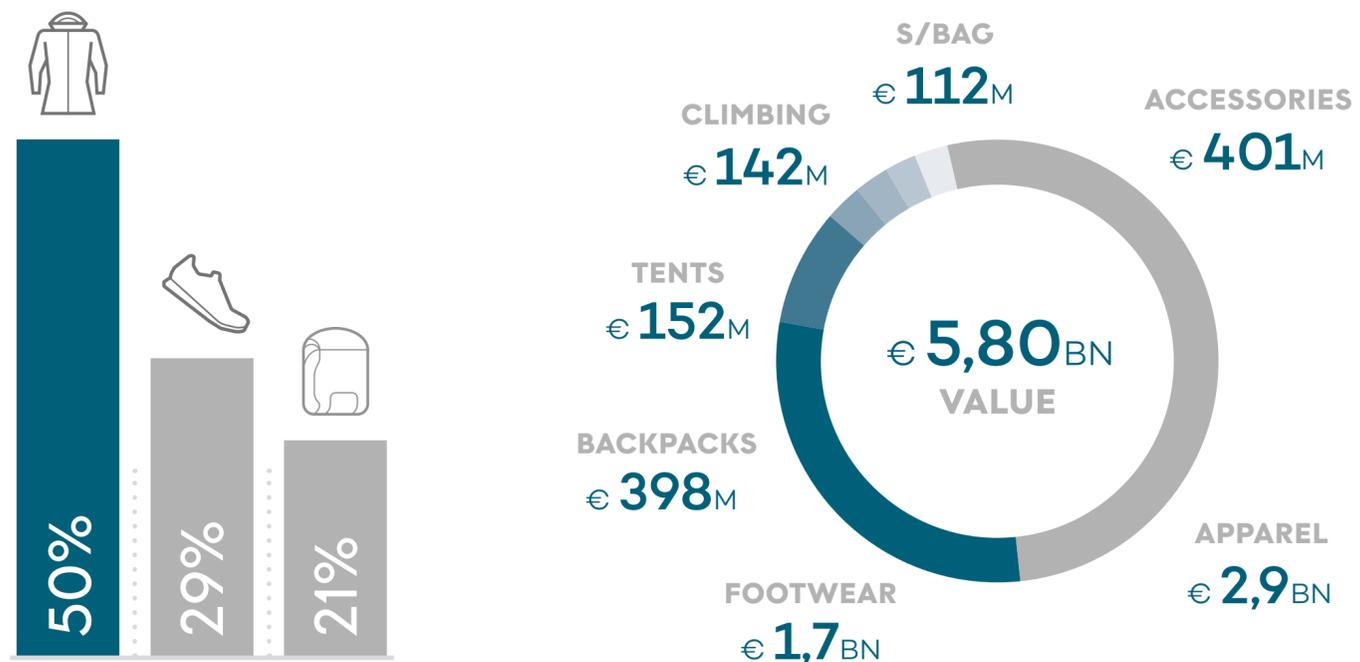


Durability

2.4 Outdoor market

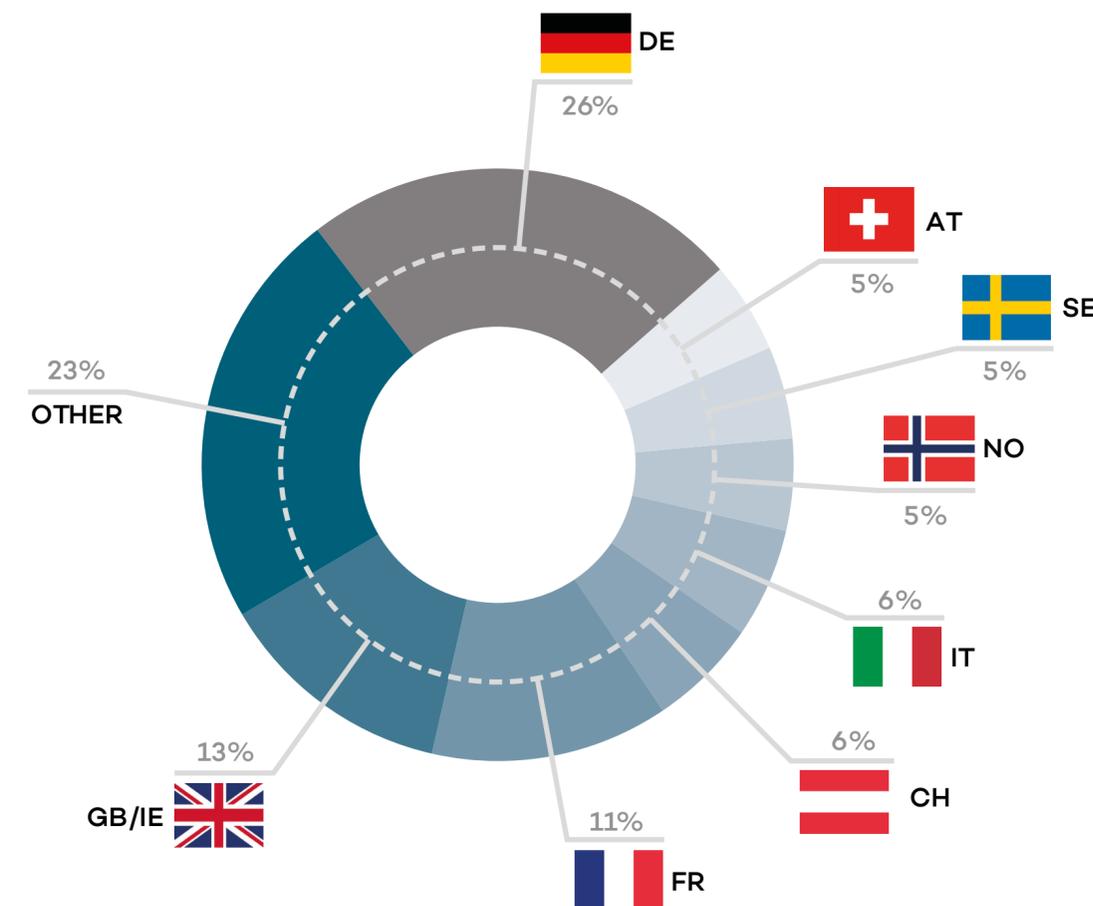


State of trade outdoor market 2018



According to the market statistics of the report drawn up by the European Outdoor Group for the year 2018, the two main product categories of the outdoor market are clothing and footwear, followed by backpacks and accessories. The other product categories that complete the study of the European market are tents, climbing equipment and sleeping bags, as shown in the diagrams.

European market share



The European market share, on the other hand, is mainly represented by Germany (26%), followed by the United Kingdom (13%) and France (11%). Ferrino believes that a dialog with the companies operating in the sector is essential. This is achieved by actively participating in and contributing to the main sector associations such as the European Outdoor Group and Assosport (GRI 102-13).

2.5 Our way of doing business

For Ferrino, the main product categories are tents, backpacks, sleeping bags and outdoor accessories (GRI 102-2).

In particular, the Company operates in two different market sectors: the first is B2C, through the distribution of sports items, and the second is B2B through the supply to government agencies and humanitarian organizations that represented, in 2018, respectively 74% and 26% of the revenues (GRI 102-6). The Italian market represents 53% of revenue, while the foreign markets make up 47%, where among the most important ones stand out France, Spain, Czech Republic, Germany and Chile.

Revenue per sector



- 74% B2C
- 26% B2B

Export revenue



- 53% Italy
- 47% Abroad

2.5.1 The B2C sector

The main product categories are as follows:

TENTS



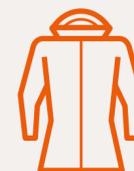
The wide range of tents available can meet the different needs in the outdoor sector, always guaranteeing a high level of quality. 150 Years of design, material selection and field testing are good reasons for choosing a Ferrino tent.

BACKPACKS



They are entirely designed and tested in Italy, and offer ergonomic solutions that can facilitate the experience of the users whether they are men or women, to whom a special range is dedicated. We design backpacks for mountaineering, trekking, hiking, trail running and day-packs. For winter use we offer a line of backpacks with airbags and respirators suitable for free ride and ski touring.

CLOTHING



Light and high performance, a fit and an Italian look, a compact and functional line to live with style and comfort at best the outdoor experience of our clients.

ACCESSORIES



A wide selection of accessories is proposed to be used in combination with the main product categories so that each enthusiast can find at Ferrino a complete answer to his/her needs. (GRI102-2)

SNOWSHOES



A local production that takes place for the most part in Piedmont: only the Trient is made in China. It should be noted how the assembly in-sourcing and the reduced supply chain allowed a reduced logistical impact, the employment and training opportunities for our contractors and the increase in quality resulting from the control of production at every stage.

SLEEPING BAGS



With RDS or synthetic down padding, the wide range meets the most varied needs of use ranging from -45°C to summer temperatures. The sleeping bags are tested in accordance with the European standard EN 13537 201 and the subsequent EN ISO 23537-1-2016 and boast some exclusive construction details that make them particularly performing.

2.5.2 The B2C sector

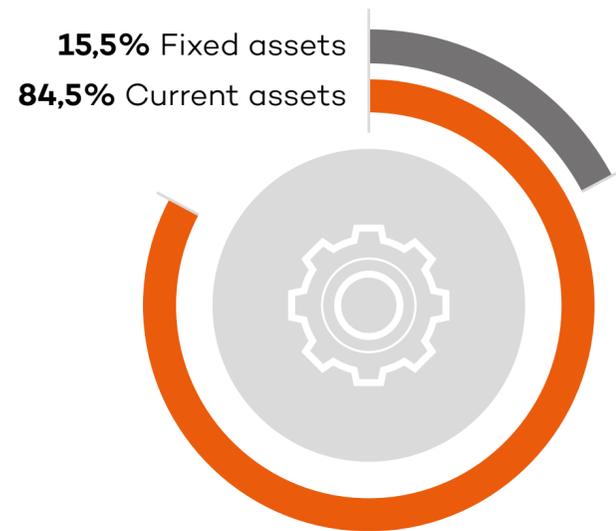
We have always been providing tents and accessories to government agencies and humanitarian organizations operating throughout the globe, including UN agencies, the International Red Cross and international aid and relief organizations for refugees and displaced persons. We are proud to be a company capable of providing concrete and professional aid where there is a need and we are therefore happy that government agencies and humanitarian organizations continue to choose us. For both types of organizations, the majority of orders concern customized products. In these cases, the agency, knowing its own needs and involving the operators who work in the field, finds in Ferrino a partner capable of designing products that meet the demands and peculiarities of the activities of these organizations.



The Multipurpose Unit tent developed within the European project S(P)EEDKITSRapid deployable kits as seeds for self-recovery is an example of how Ferrino is able to identify the needs of its partners and turn them into practical solutions. The Multipurpose Unit tent is an innovative shelter solution for emergencies and is the result of the successful cooperation between the research group of the Politecnico di Milano, Ferrino and the experts of the Shelter Research Unit of the IFRC.

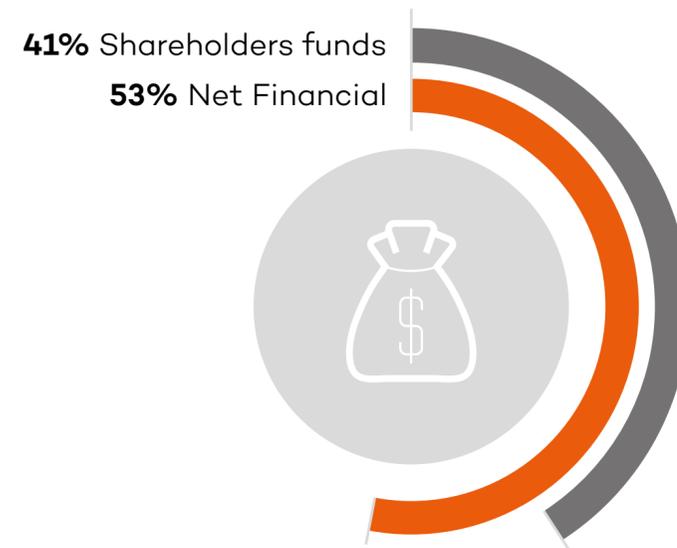


2.5.3 The economic and financial structure



Manufacturing capital

Most of the manufacturing capital consists of current assets while while in minor part consists of fixed assets.



Financial capital

41% of the financial capital, is constituted by Shareholders funds and 53% by net financial position. The added value generated is not detailed herein since it is considered strategic and sensitive for the company (GRI 201-1).



2.6 Stakeholder map

In our sustainability report, we drew up a very careful mapping of the Ferrino S.p.A. stakeholders.

The parties on which to assess the economic, social and environmental aspects of the activity were identified. These parties are those that in turn affect the activity of the company and the achievement of its objectives. In accordance with Mitchell’s theory, stakeholders are considered to be the focus of attention of the management and company, first of all since they are the legitimate bearers of needs and requests. Focusing on the ability to influence the company behavior, 4 groups of stakeholders were identified keeping in mind the degree of importance of the resources provided (an element that contributes to identify their power) and on the basis of the level of urgency with which said parties demand attention to their requests 102-42. Therefore “The Map of Ferrino S.p.A. stakeholders” is the representation of the four categories into which the stakeholders were subdivided, in accordance with Mitchell’s theory.

Map of Ferrino S.p.A. stakeholders



● 1. The first group includes stakeholders who have high expectations and without their constant and continuous participation the Company purposes would not be achieved. The primary stakeholders are constituted by clients, employees, contractors and shareholders.

● 3. At the third priority level there are stakeholders that, even though they have some expectations towards the company, cannot affect its behavior as non-core suppliers, financiers, logistics suppliers and the Environment.

● 2. The second group is constituted by stakeholders deemed not essential, but that have an interest in the company because they are affected by its activities such as value suppliers, retailers, distributors, Government agencies and Humanitarian organizations.

● 4. Finally, as a last group, there are all the other parties that the Company cannot ignore, but whose expectations do not affect the company behavior.

Value suppliers

Value Suppliers are defined herein as the suppliers that for Ferrino are core, such as strategic and essential for the company activities

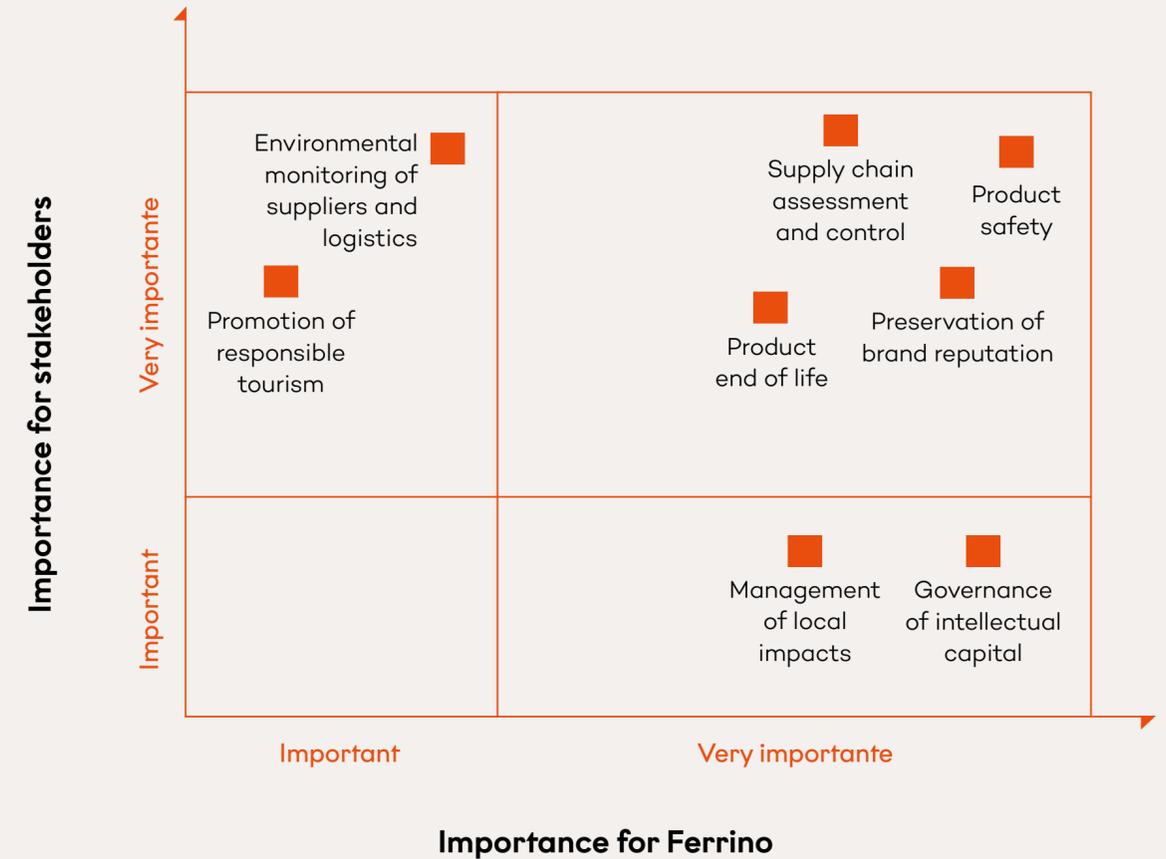
2.7 Our priorities

Through the Materiality matrix, the company identifies the main distinctive features of its activities and positions them according to a scale of importance, clarifying which are the activities that it considers essential for the sustainability of its business and highlighting the elements on which it believes that it must concentrate its resources. The Materiality analysis allowed the definition of the reporting and control issues included in the Sustainability Report. The steps applied for defining the Materiality matrix were:

1. Identification and analysis of the main aspects that affect the creation of value;
2. Identification of the most relevant aspects for internal and external stakeholders:
 - Focus group addressed to internal stakeholders and dedicated to the sharing of relevant issues identified at the beginning with the directors.
4. Internal validation by the directors in order to ensure that the elements identified represent a reasonable and balanced approach.

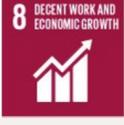
The assessment of the relevance for the company and its stakeholders on the main aspects related to the activity is represented in the following Materiality map.

Materiality map



The Materiality map positions the areas that the Company, in cooperation with the stakeholders, identified as most urgent and in which a commitment is necessary in the short term. The issues identified are also consistent with some of the Sustainable Development objectives promoted by the United Nations, which will therefore be included throughout the report, a sign of a local and circumscribed commitment, but included in the broader framework of policies promoted on a global scale by the international community.

Goals for sustainable development

SDG of reference	Topics	Slogan
	Supply chain assessment and control	“Constant monitoring of our suppliers”
	Environmental monitoring and logistics providers	“Transfers are important and we pay attention”
	Product safety	“We care about the safety of our products”
	Product end of life	“A valuable product that is never thrown away”
 	Management of local impacts	“We optimize our consumption and limit our impacts.”
 	Governance and intellectual capital valorization	“We have skills to convey”
	Preservation of brand reputation	“Our brand embodies values: we want to safeguard it”
	Promotion of Sustainable Tourism	“We encourage and support outdoor tourism”





3. Supply chain

3.1. Supply chain

Ferrino works with trusted and suitably qualified suppliers, operating in accordance with specific quality plans based on the supplier own self-control systems and our own inspection visits. After being designed internally, Ferrino purchases the finished product from its suppliers (Value Suppliers) most of which are located in the Far East. The product is then sent to the final client after the last quality checks carried out at our headquarters (“PROO Organizational Configuration”). In general, with our suppliers, especially our core suppliers, named here Value Suppliers, it is our custom to establish long-term relationships, based on principles of fairness, responsibility and mutual respect, as demonstrated by the diagram dedicated to the seniority of our Value Suppliers.

Our Suppliers



Value suppliers

Direct suppliers of “core” finished products.



Material suppliers

Indirect suppliers of raw materials and components

• Value Brand • No Brand



Ferrino local plant suppliers

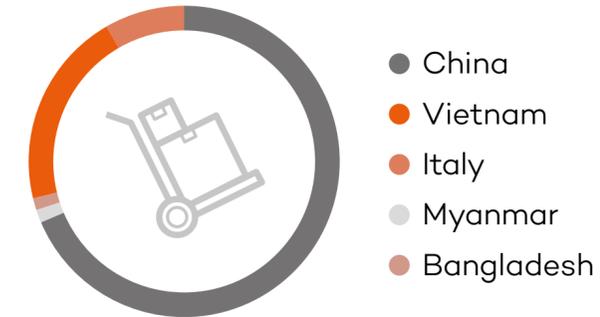
Suppliers of raw materials and components



No core suppliers

Headquarter Service Providers

Purchase volume by country



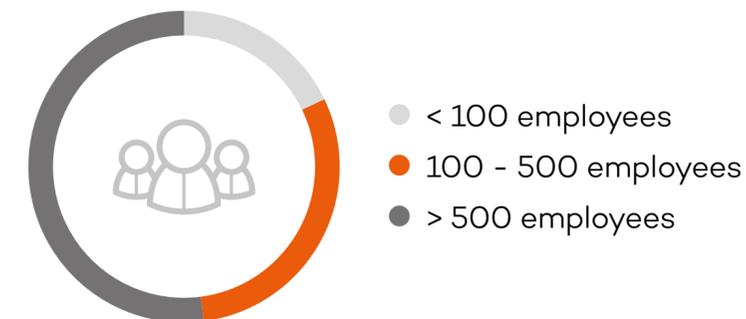
The countries of origin of our Value Suppliers are: China, Bangladesh, Myanmar, Vietnam (GRI 102-4) and, for 9%, Italy (GRI 204-1).

Seniority of the Value Suppliers



Suppliers are considered real strategic partners and this is why it is customary to favor continuity with our Value Suppliers: almost half of them have been working with Ferrino for more than 10 years.

Purchase volumes and size of our Value Suppliers



Ferrino is aware of the greater risks associated with outsourced production and, in addition to maintain continuity with Value Suppliers, it favors larger and more structured suppliers as they are more capable of meeting environmental and social sustainability criteria. For this reason, more than half of the Value Suppliers have more than 500 employees, while only a minority has less than 100 employees.



3.2. Selection of suppliers

Ferrino considers the contribution of suppliers as essential; suppliers are selected and assessed on the basis of the necessary technical, organizational and safety requirements. Each Ferrino supplier is required to report and comply with the product quality plans that provide all the required indications and qualitative compliance requirements. In this regard, specific inspections are carried out by on-site personnel, specific certifications are requested and, thanks to a constantly updated system of indicators and assessments, a ranking is established for the selection of suppliers.

In addition, all suppliers are required to sign the Safety Plan, a document that establishes the safety requirements of all materials used including compliance with REACH, the European regulation governing the use of chemicals in finished products. Since the purpose is to guarantee the respect of values also by suppliers, preference is given in their selection to those that have high environmental and social standards, possibly certified by internationally recognized bodies. For this purpose, if the purchase volumes are considered, 51% of them comes from Value Suppliers that have at least one environmental and/or social certification.

Purchase volumes from certified Value Suppliers

- **51%** Certified Value Suppliers
- **49%** Non-certified value suppliers



The main certifications of our Value Suppliers



It is the environmental standard of reference for the textile sector, aimed at protecting the consumer and minimizing environmental impacts.



The Business Social Compliance Initiative (BSCI) consists of a methodology aimed at assisting companies in the responsible management of the supply chain. It is based on the principles of worker rights defined by the international community, the United Nations, the ILO and the OECD.



The Fair Wear Foundation (FWF) is a non-profit organization that supports, through the issuance of a certification, the companies belonging to clothing and fashion sector, in ensuring the respect of human and workers' rights in the countries of production.



It is a voluntary international standard promoted by the International Organization for Standardization that certifies that the organization adopted a management system to monitor the impacts of its activities on the environment.



Occupational Health and Safety Assessment Series (OHSAS18001), is a voluntary international standard promoted by the British Standard Institution that certifies that the organization adopted a management system to monitor the safety and health of workers.



RDS (Responsible Down Standard) is a voluntary certification that ensures that the feathers used in padded products come from geese and ducks raised in accordance with the principles and criteria of animal well-being.



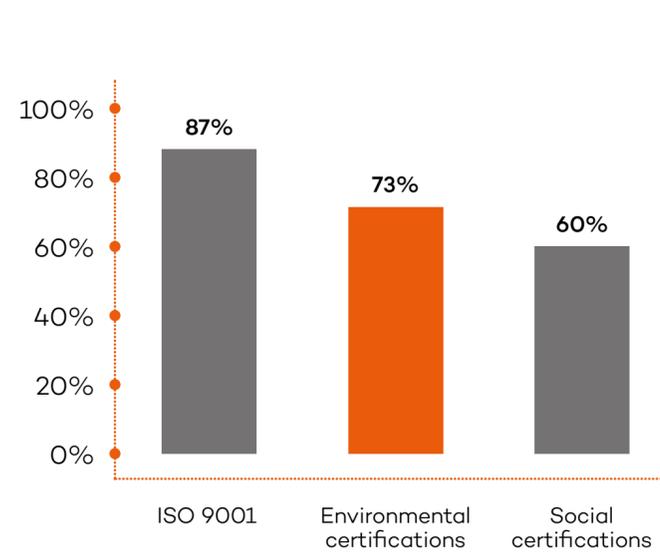
The REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) regulation concerns the registration, assessment, authorization and restriction of chemicals within the European Union and the establishment of the European Agency for Chemicals.



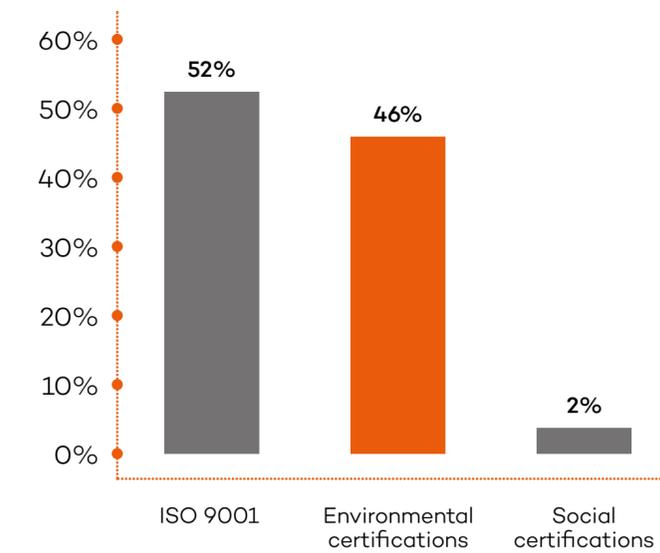
It is a voluntary international standard promoted by Social Accountability International that certifies that the organization adopted a management system to monitor the condition of workers.

If we consider the Value Suppliers of equipment, in particular tents and backpacks, there is a widespread presence of voluntary certifications (concerning quality, social aspect and environment), although there are margins for improvement that we intend to address in the near future.

Tent value suppliers



Backpack value suppliers

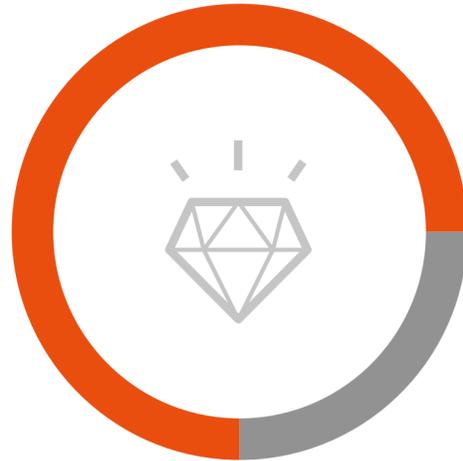


ISO9001

It is a voluntary international standard promoted by the International Organization for Standardization and certifies that the organization adopted management system for quality to ensure the level of quality of product and service that it states to hold.

I value brand

- **75%** Certified value brands
- **25%** Non-certified value brands



The main certifications of our Value Brands:



Another category of strategic suppliers are Value brands, indirect suppliers of high quality raw materials and components that allow the creation of a product with excellent technical performance.

Also for this category of Value Suppliers, it is considered essential not only the presence of undisputed technical and qualitative characteristics, but also the ability of these suppliers to guarantee high environmental and social standards. For this reason, 75% of the chosen value brands have one or more environmental or social certifications.

No brand values

Finally, there are Value no brand, indirect suppliers of unbranded raw materials, from which our direct suppliers buy. Even though there are no direct relationships with these non-branded suppliers, we understand the need to know them in depth and monitor their performance, whether economic, environmental or social.



OEKO-TEX STANDARD 100

It is an international standard that is certified by the body by the same name, specific for the textile sector that governs the use of chemicals in fabrics to protect the final consumer.

Our objectives for assessing and monitoring the supply chain

Monitoring of the environmental and social performance of our suppliers, through the provision of an ad hoc questionnaire, aimed at identifying their strengths and weaknesses. In the long term, for the selection of suppliers, we will include as an essential requirement and no longer preferential, the achievement of a certain score in the questionnaire or the possession of environmental and social certifications.



4. Product

The products are the result of our work, passion, experience and cooperation. From prototyping to performance and quality tests, starting from the careful choice of raw materials and care in the packaging, we want to offer a durable and quality product while respecting the people who work in the company and at our suppliers and the environment. Finally, with the after-sales service we extend the product life, limiting its impact in term of disposal.



4.1 Design, prototypes and development

The beating heart of Ferrino is the Research & Development department, competent people, full of passion for the outdoors, who develop and design the products and that, in the Turin headquarters, represent about 12% of the workforce employed. The Research & Development Department is a distinctive element, of absolute technical and stylistic value, and this is why it is not outsourced.

Ferrino has always paid attention and invested its resources in the field of research with the aim at transferring the knowledge acquired through studies and experimentation to the different production realities, contributing to technological innovation and industrial development in the reference sector.

The research projects, also carried out in collaboration with external realities, cover a wide range of topics, but in particular what differentiates Ferrino in the R&D field is its long experience and internal prototyping, which allows it to be fast and flexible in the creation of prototypes, without having to depend on supplier's sample rooms.

This also allows the reduction of transportation by plane of the samples and resources needed for the design process.

Main Stages



Conceptualization

Product representation through meta-design sketches and notes



3D modeling

Prototype representation through software and CAD programs



Internal Prototyping and Pattern Creation

Team work among designers, model makers and dressmakers



Field tests

Product performance checks



Product optimization

Final review of the prototype to industrialize it, improving its performance

In 2017 and 2018, a number of research projects were carried out, including:

1. A partnership with the Politecnico di Milano

A partnership with the Politecnico di Milano for the development of an innovative tent for civil protection. (point 2.5.2)

2. The development of a lightweight backpack with the Alpride anti-avalanche system.

Ferrino has been committed for many years to design backpacks that can provide protection in the event of an avalanche accident. The line called Safe is the result of a multi-year development project with a structured team constituted by the company R&D department supported by representatives of the Alpine Rescue, the Mountain Medicine Center of the Aosta Hospital, the Eurac of Bolzano and other research centers such as CNR and the University of Padua for the field test stage. Over the years, we first proposed backpacks with airbags, and then we designed Air Safe, which helps breathing and acts to protect the airways from possible obstructions in the event of an avalanche and then avoiding that the user can breathe air saturated with carbon dioxide with consequent asphyxiation. Subsequently Ferrino became the first brand in the world to combine 3 safety systems in a single backpack, The Full safe, guarantees the freeride enthusiasts the highest level of protection possible by including 3 safety devices in

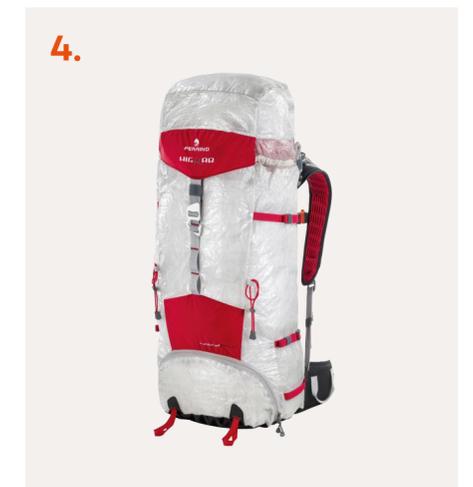
a single backpack and more precisely the airbag, the Airsafe respirator and the Recco reflector. The partner for the airbag is Alpride which is considered to be the best system among those currently on the market also because it is investing more in the development of this technology and with which the latest product that will expand the range was created: the New Full Safe 30+5 with Alpride E1 airbag system completely electric, which will replace the use of cylinders that had to be disposed of after use or reloaded with high transport costs.

3. The development of a line of totally waterproof backpacks, in partnership with Outdry.

The waterproofing technology is based on a lamination process that takes place through the combined action of pressure and temperature. The waterproofing membrane is heat-sealed inside the backpack, adjusting itself to the backpack shape, perfectly sealing the seams. This process gives the backpack absolute waterproofness (10,000 mm of water column). Currently, Outdry technology was replaced by the Hdry system with identical characteristics.

4. The radical line of backpacks made of Cubic Tech CTF3

an ultra-lightweight composite fabric made of high-tenacity DSM DYNEEMA fiber, for which the company received an honorable mention at the Compasso d'Oro dello Sport in 2017.



4.2 Field Tests

Our products are tested by experienced mountain guides or outdoor professionals who help to offer maximum performance in perfect safety.

Moreover, thanks to the FERRINO HIGHLAB CHAMPIES, real laboratories “on the field”, Ferrino wishes to collect feedbacks on the products from all those who want to try free of charge our equipment and become a Ferrino tester for one day. By leaving their feedbacks, clients help to increasingly improve the company range and to reach **our main objective: to design products that allow professional and non-professional users to live nature in full comfort and safety.** The Ferrino fields are located at 3585, 2640, 1850 and 1700 meters above sea level, in **Piedmont, Valle d’Aosta and Friuli-Venezia Giulia** and are open to anyone who wants to participate in these workshops or is curious to try the experience of sleeping in a tent surrounded by nature, in total safety, with material provided free of charge.



4.3.1 Product safety and international standards (Product safety) GRI 416-1

As mentioned in the previous point 3.4, Ferrino requires compliance with the safety plan and monitors the quality of the raw materials and finished product in the various stages of the production cycle.

PFCs, chemical substances widely used in the outdoor sector for the water repellency of technical fabrics and which were the subject matter of recent Greenpeace campaigns, are a typical recent example. In recent years, in fact, it was found that these substances release traces in the environment capable of affecting the immune system and fertility. That is why we want to face the challenge of doing everything possible to remove them from production by the end of 2020, always trying to guarantee the performance expectations of the products.

% of PFC free products	2018 season	2019 season	2020 season
Apparel	40% PFC free	80% PFC free	100% PFC free
Tents	50% PFC free	80% PFC free	100% PFC free
Backpack and travel line	NO PFC FREE	80% PFC free	100% PFC free
Sleeping bags	50% PFC free	80% PFC free	100% PFC free
Rainwear	NO PFC FREE	NO PFC FREE	100% PFC free

PFC



Chemical compounds widely used in the outdoor sector for the fabric water-repellent treatment.

Objectives for product safety

By 2020, the aim is to remove all PFCs from the production of the main product categories.

4.3.2 Quality assurance & product durability

Ferrino is very severe and precise with regard to quality control, in Italy as well as in all production sites around the world. It is also committed to check that our products comply with national and international regulations, guaranteeing high quality and durability standards. **Since 1998 it has been certified UNI ISO 9001.**

To guarantee these standards, the first step is the selection of raw materials as described in the previous chapters; for this reason, in many cases branded components (Value Brands) that are able to satisfy our quality requirements are chosen, or NO Brand materials, that were carefully checked before using them, so that they comply with the required quality standards, are chosen.

The second step is the inspection of the ordered products at the supplier carried out by internal staff. Ferrino checks almost all of its production, thanks to the collaboration of its quality inspectors residing in Asia.

Once the production batch has been received in Italy, it will be subjected to an additional statistical quality inspection before being sent to the final clients. In particular, this double inspection system proved to be very effective in checking and preventing any quality discrepancies in order to achieve continuous improvement.

4.4 After sales (Product end of life)

Ferrino has always dedicated a well organized department to customer service, which in 2015 received the Award for the best after-sales service in the Outdoor sector in Italy (GRI 301-3). Consumers also contact Ferrino to handle any repairs that are not covered by the warranty. Since it is essential to extend the life cycle of the products as much as possible, the service therefore carries out repairs on any type of Ferrino product. There is a strong relationship that binds consumers to our products and for this reason we try to support them, recommending solutions that guarantee durability without affecting performance.



Repairs of any type of Ferrino product out of warranty



Increase the emotional relationship that links consumers to products



Ecodesign solutions for the products of the future



Up cycling solutions for existing products

Objectives for product end of life

After-sales and repair service of Ferrino is always available to provide valuable suggestions to optimize the maintenance of our products and to manage their repairs. We are also exploring upcycling solutions to be proposed. We recently launched our first eco-design project (Tent Set).



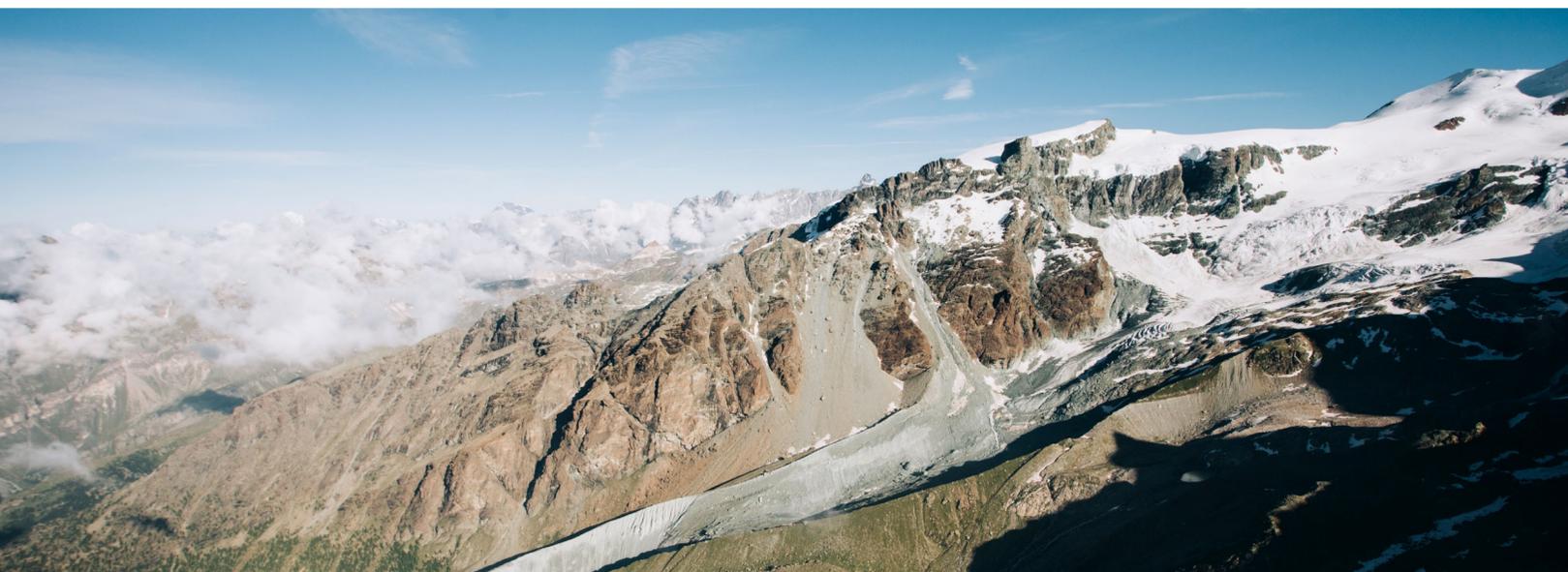
5. Planet

Like all outdoor enthusiasts, Ferrino likes the pristine environment, and the emotions it gives. For this reason, it believes in a sustainable business, capable of creating value while respecting and safeguarding the environment. Therefore, at our headquarters, we adopted an internal code of conduct shared by all the staff, with which we are committed ourselves to the responsible and careful use of resources. However, we are aware that the major impacts of the activity are related to production, which takes place largely in Asia. Even though it is currently not possible to monitor 100% of the social and environmental impact of the supply chain, we structured internal processes of control and selection of suppliers in order to guarantee a finished product that complies as much as possible with our values.

5.1 Our sustainability policy-Think global act local (local impact management)



Ferrino wishes to leave to future generations a planet better than the existing one. For this reason we decided to adopt an internal policy, in which we share with our staff some good practices aimed at a responsible use of resources.



Objectives respect to local impact management

Adopting an internal environmental policy Ferrino intends to improve the quality and usability of the spaces, limiting the impacts that the activity generates on the environment. Moreover, in the long term, through a constant monitoring, Ferrino intends to identify the areas of greatest criticality on which to focus its efforts.

Internal Sustainability Policy of Ferrino S.P.A. at the San Mauro Torinese headquarters:



Limiting energy consumption, for example, by checking that the lights are turned off every time one leaves a room.



Heating and cooling down the workplaces responsibly thus helping to reduce the negative impact on the environment and the production of greenhouse gases and particulates.



Differentiating waste by helping to reduce the proportion of non-recyclable waste sent to the landfill.



Limiting printing on paper by favoring the electronic exchange of documents and the use of on-screen documents.



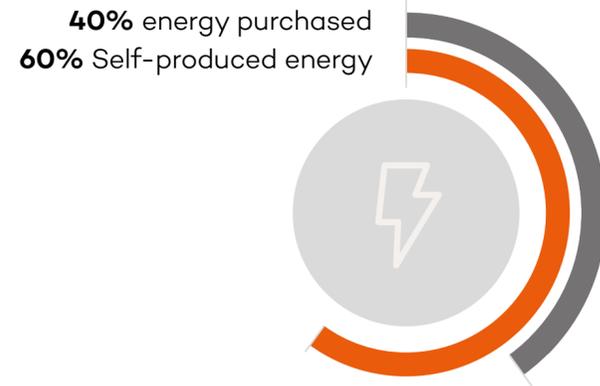
Promoting the consumption of water from internal sources (big bottles, tap water) by progressively reducing the use of water bottles and disposable containers.

5.2 Energy

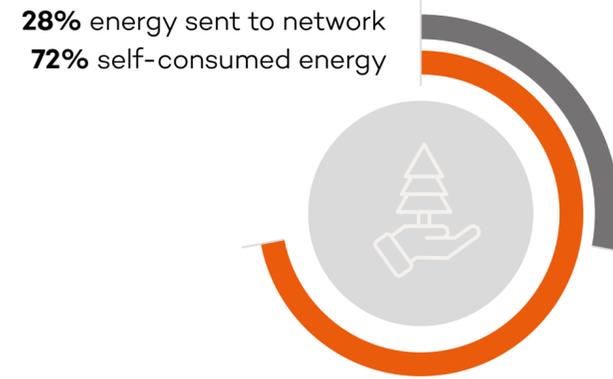


Since 2008 we installed solar panels on the roof of our headquarters. **About 60% of our energy needs is supplied by the aforementioned solar panels.** The portion of electricity that is not consumed internally is sent to the electrical network.

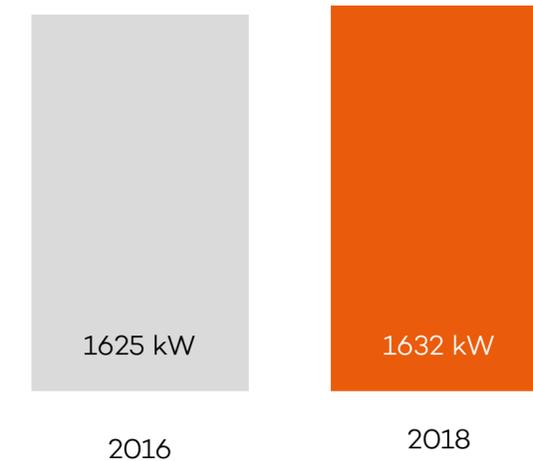
Consumption of electricity



Consumption of self-produced energy from renewable sources



Energy intensity



TEP

Ton-Oil Equivalent (TOP) is a unit of measurement that indicates the amount of energy released by the combustion of a ton of crude oil. (1 TOP= 6.84 barrels).

Thanks to the solar panels installed, 30.04 tons of CO2 are saved each year, corresponding to six Turin-Sydney flights and 100 barrels of oil.

5.47 equivalent emissions
 ↓
 30.94 emissions of CO2 saved
 ↓
 6 flights saved



6.84 equivalent barrels
 ↓
 14.72 TOE saved per year
 ↓
 100 barrels saved



5.3 Transportation (Monitoring logistics impact)



Ferrino has a relationship of trust and continuity with its logistics suppliers, true strategic partners for its business. For this reason, they are chosen with care, considering their efficiency, reliability but also their sensitivity towards the environment and the impacts generated. In fact, 67% of them is ISO 14001 certified, an indication of the will to improve the reduction of environmental emissions caused by their activities (GRI 308-1).

Logistics suppliers

67% Certified ISO14001
33% Non-certified



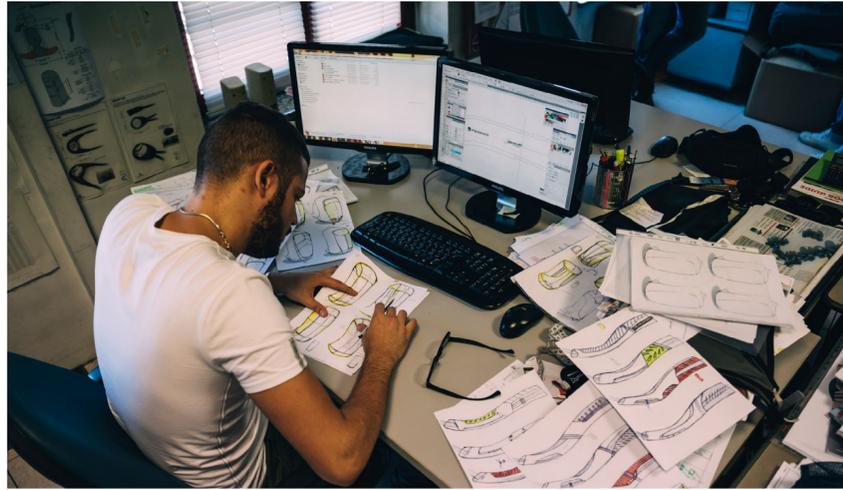


6. People

Ferrino considers its contractors to be essential, as they bring value and a source of competitive advantage for the development of the Company. For this reason, the Company believes that Human Resources management policies are a strategic tool.

To this end, it pursues actions aimed at developing and maintaining the skills of its personnel (with training, recruitment and support actions), as well as maintaining the level of motivation. Furthermore, Ferrino considers the commitment to health and safety at work a priority.

6.1 Human resources and intellectual property capital



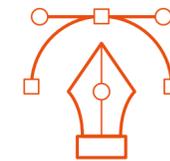
The staff consists of 59 employees, of whom the turnover rate for the period was 3% (GRI 401-1). All employees are covered by a national collective agreement and by an internal supplementary one (GRI 102-41).

In addition, Ferrino maintains a constant dialog with worker representatives on many issues concerning the life of the Company, in full compliance with the provisions required by the National Labor Collective Agreement and company agreements.

This made it possible to achieve a high degree of sharing on the fairness of the working conditions, safety and equal opportunities.



Management
(4)



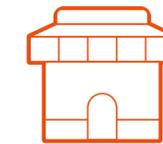
Design, prototyping and development
(8)



Local production
(13)



Quality assurance
(4)



Sales
(10)



After sales
(3)



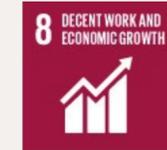
General services
(17)

6.1.1 Out team and its people

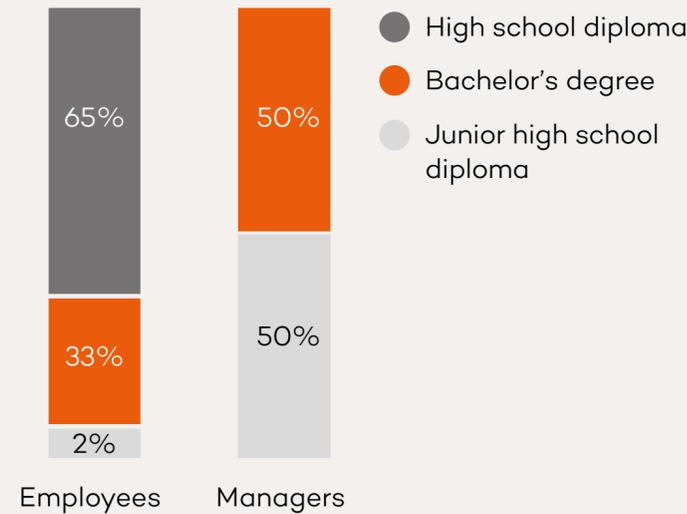
71% of Ferrino personnel holds educational qualifications at the secondary or university degree level. Considering employees and managers, 65% of them holds a diploma, while 33% holds a university degree.

The workforce, with the experience gained over the years, has a generally high seniority. In fact, 52% of the staff have been working at Ferrino for more than 18 years. In addition, an in-depth analysis has been carried out on the personal data of the staff, which is reported to the right.

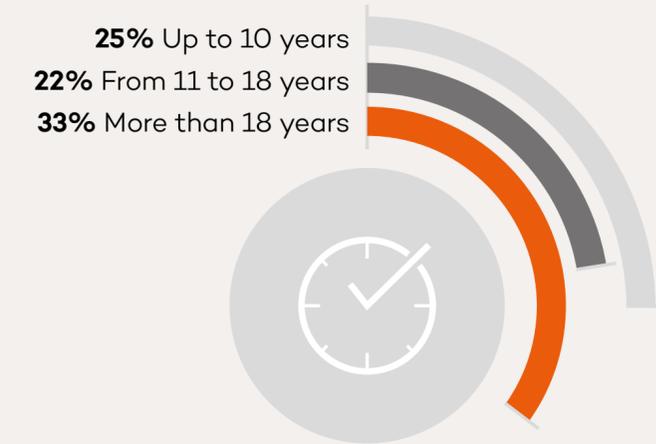
For Ferrino, women represent 59% of the staff employed and often hold key skills for the company, the result of long and valuable experience. It is important to highlight that there is equal remuneration for people with the same role and different gender. Ferrino is also very careful to allow its resources to reconcile work/life time with private life through the option of part-time work.



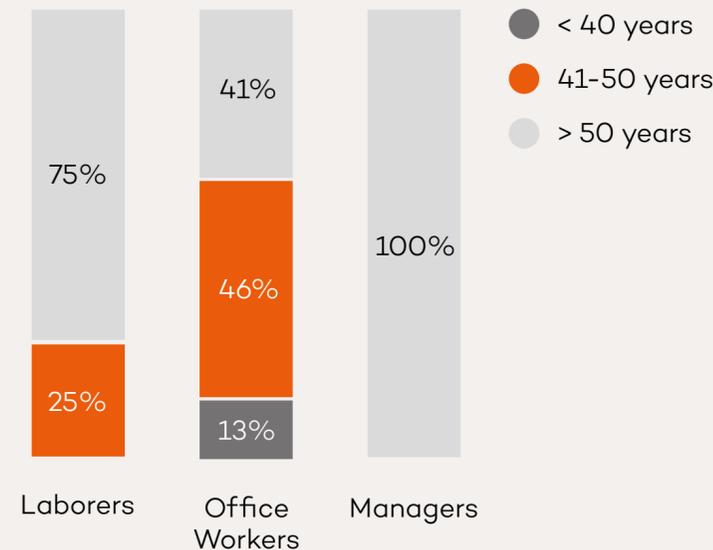
Educational qualification of employees and managers



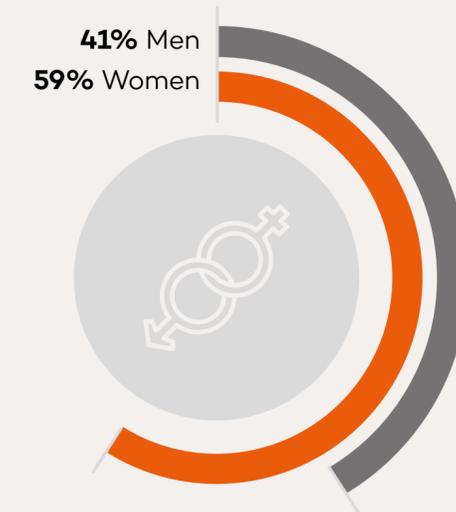
Seniority



Staff by age groups



Staff by gender



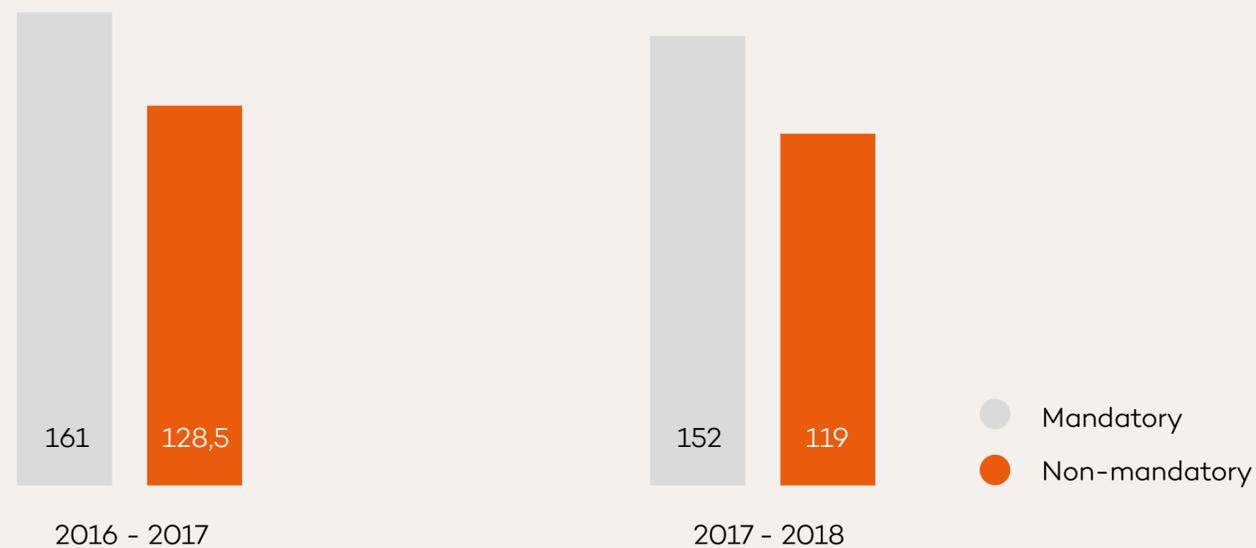
GRI 404-1

6.1.2 Intellectual capital GRI 404-1 (Governance and intellectual capital valorization)

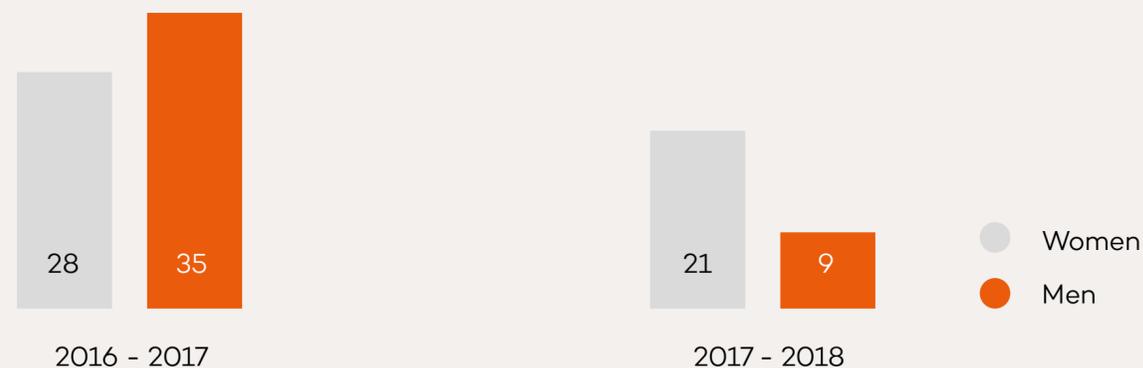
Training is considered a fundamental and necessary element to face an increasingly competitive and globalized market. For this reason Ferrino tried to involve the staff in different training sessions beyond the regulatory requirements. In the last two years Ferrino invested 271 hours in training, 44% of which was not mandatory, with a particular focus on the following areas:

- Updating of digital strategy and ICT, such as the development of web tools for e-commerce.
- Language skill development area dedicated to deepening language skills for business.
- Process & Value engineering, such as the update dedicated to product design.

Training



Staff involved in training



6.2 Ferrino, the local community and disability

Ferrino is a company traditionally rooted in the territory that constantly interacts through the participation in cultural events, debates, conferences, shows, exhibitions and sporting events, also organized in partnership with public bodies and associations. These activities are supervised by the company department dedicated to communication. We are always ready to collaborate with local Training Bodies such as Universities and Secondary Schools in order to be able to know and introduce ourselves to the young talents of the future. Specifically for this reason, in agreement with the universities, Ferrino welcomes young people on curricular and extracurricular internships with a high rate of conversion into employment agreement. These final year students or recent graduates are offered the support and provision of the company R&D structure for degree theses and the availability for research activities by providing data and information to support their study. We are open to make our history available and 6 times a year on average, at the invitation of the teachers we are ready to explain the company story. In addition, we also opened our doors to students alternating school and work. In addition, we support Foundations and Bodies of the Third Sector in developing training plans for some projects of excellence such as Talents for Export of the CRT Foundation and Alumni to China, to support the activity of connection with local companies to encourage the inclusion in companies

in Piedmont of young people with specific skills.

The excitement of the outdoors is strong and deep. This is why we try to make sure that the outdoors is accessible to all those who wish it. Ferrino works with some associations that try to make the lives of people with disabilities as rich and adventurous as those of a normal person. Ferrino has been collaborating for many years with ABLE TO ENJOY, a project conceived by Danilo Ragona that promotes an active lifestyle for people with disabilities, designing wheelchairs and objects that facilitate their mobility and the practice of sports activities. Ferrino supported the project by designing textile products to equip wheelchairs and facilitate their transport and functionality, as well as providing equipment for outdoor activities. Together with the FREEWHITE Association and FISIP, it promotes the sporting activities of disabled children, such as skiing, snowboarding, mountain biking and windsurfing, providing technical material useful for these activities. We are technical partners of the trips that FIAT AUTONOMY organizes to allow people with motor, sensory or intellectual limitations to move in the outdoor environment by staying in Ferrino camps equipped with tents. We also opened the doors of the company to the young people of the B-LIVE association, created to give an opportunity for growth to young people suffering from serious diseases.



6.3 Ferrino promotes responsible tourism (Promotion of sustainable tourism)

Defender of our Planet, Ferrino is always particularly close to those who promote new types of tourism, in the name of environmental protection and dialog among peoples. In 2006 the project T.RES (Responsible Tourism) was born, designed to promote an ethical way of traveling, respectful of the territory and the customs of those who live there. Tourism that becomes the symbol of the universal principles of fairness, sustainability and tolerance.



We promote the ten rules for traveling responsibly:



Inform yourself on the history, culture and customs of the destination country.



Face situations with a spirit of adaptation.



Be respectful of the culture of the country that hosts you.



Ask for permission to take pictures or videos.



Avoid disposable products; disposing of waste in the appropriate containers, not outside of them.



Avoid wasting water and energy resources.



If possible, move on foot, by bike or by public transports.



Respect the planet's ecosystem: avoid the use of products made using endangered flora and fauna.



Buy local products to promote the economy of the country that hosts you.



Try to experience everyday life, learn a few words of the local language, visit not only tourist destinations.

6.4 Ferrino side by side with responsible travelers and those promoting environmental protection actions.

In addition of being active in the territory, we join and support some associations involved in environmental remediation and restoration projects including EOCA (European Outdoor Conservation Group), [Association for Conservation](#). As a member of EOCA, the reference association for these projects, Ferrino supported two environmental conservation projects: a project to save the Marsican Bear from extinction and one to support the chimpanzee in Uganda.

Moreover, since action and awareness in the fight against climate change are considered to be of fundamental urgency, we support the project On the Trail of the Glaciers, promoted by the landscape photographer Fabiano Ventura. On the Trail of the Glaciers is a photographic-scientific project dedicated to the documentation of the changes of the most important glacial masses of the planet in the last 100 years through the technique of “repeat photography” - a photographic comparison between historical and modern images obtained from the same point of camera shooting. In 2018 the project team made a stop in the Himalayas thanks to the technical support of a number of institutions and companies, including Ferrino, which supplied technical equipment and clothing for expedition.

The project complies with the values of respect for the environment of the company, which for its culture, believes that an effort to raise public awareness on this issue, often underestimated at a global level, is essential. Another project to which Ferrino joined is the Seva project aimed at reforesting the area of Madagascar and Treedom, an ethno-cultural analysis by Emanuele Confortin in the Himalaya area.



6.5 Our Ambassadors and our committment to the great outdoors

(Preservation of the brand reputation)

Great experience, ability to listen and willingness to develop customized products for their exploits, **that is why Ferrino has always been a reference point for professionals.** In the eighties, the production of special tents for Reinhold Messner expeditions is one of many examples.

Mountaineers, explorers, freeriders and outdoor professionals: extraordinary people, with whom Ferrino designs - in detail - every new exploit. Today, as in the past, Ferrino supports many Ambassadors in the following areas: mountain explorer, land explorer and trail running.

Mountain Explorers



Silvio Mondinelli



Marco Confortola



Giampaolo Corona



Enrico Mosetti



Markus Pucher

Land Explorers



Alban Michon



Carla Perrotti



Michele Pontrandolfo

Ferrino Women Team

Trail Runners



Monica Guilera I Sala



Mireia Soler



Alyssa Clark



Luisa Balsamo



Maria Lastri



Ina Forchthammer



Alena Shevchuk



Mariya Maltseva



Alice Modignani Fasoli



Katia Figini



Scilla Tonetti

7. Appendix | 7.1 Report Profile, GRI 102-54

GRI indicators	GRI Index	Chapter/Paragraph
Strategy and analysis		
Chairman's Statement	102-14	Letter from the Board
Organizational Profile		
Name of the Company	102-1	1. Introduction and report boundaries
Brands, products and main principles	102-2	4. Products 2.5 Our way of doing business
Headquarters of the Company	102-3	1. Introduction and report boundaries
Countries where the company operates	102-4	3.3 Supply chain
Legal form	102-5	1. Introduction and report boundaries
Markets served	102-6	2.5 Our way of doing business
Description of the workforce	102-8	6.1.1 Our team and its people
Supply chain description	102-9	3.3 Supply chain
Charters and principles signed by the company	102-12	Letter from the Board
Associations joined by the company	102-16	2.4 Our business model 6.5 Ferrino in the world
Staff under a collective bargaining agreement	102-41	6.1 Human resources capital and intellectual property capital

GRI indicators	GRI Index	Chapter/Paragraph
Material aspects and report boundaries		
Companies included in the unified statement	102-45	1. Introduction and report boundaries
Principles defining the report	102-46	3.2 Our priorities
Identification of the material aspects	102-47	3.2 Our priorities
Stakeholders engagement		
The company's stakeholders	102-40	3.1 Stakeholders map
Principles to identify the stakeholders	102-42	3.1 Stakeholders map
Stakeholders engagement	102-43	3.2 Our priorities
Report profile		
Report reference period	102-50	1. Introduction and report boundaries
Report frequency	102-52	1.1 Methodology remarks
Contacts for more information on the report	102-53	1.1 Methodology remarks
GRI content table	102-55	1.1 Methodology remarks 7.1 Report profile

GRI content table	GRI Index	Chapter/Paragraph
Governance		
Company and governance	102-18	2.2 The corporate configuration
Ethical principles and integrity		
Principles and values of the company	102-16	2.2 Our values
Financial aspects		
Direct economic value generated and distributed one	201-1	2.4 Our business model
Purchases from local suppliers	204-1	3.3 Supply chain
Environmental aspects		
Raw materials used	301-1	4.4 Raw materials
Recovered products and packaging	301-3	4.6 Packaging 4.5 After sales
Energy consumption	302-2	5.2 Energy
Energy intensity	302-3	5.2 Energy
Selection of suppliers based on environmental performance principles	308-1	3.4 Value suppliers selection 5.3 Transportation

GRI content table	GRI Index	Chapter/Paragraph
Social aspects		
Training hours per year and per gender	404-1	6.1.2 Training, education and value
Turnover rate	401-1	6.1 Human resources capital and intellectual property capital
Operations in which the local community has been involved	413-1	6.2 Ferrino and the local community
Selection of suppliers based on social performance principles	414-1	3.4 Value suppliers selection
Product responsibility		
Product for which stricter safety targets are set	416-1	4.2.1 Product safety and international standards

7.2 Glossary

BLUESIGN

It is the environmental standard of reference for the textile sector, aimed at protecting the consumer and minimizing environmental impacts. The bluesign® standard offers an independent approval system for the textile industry, which takes into account the entire production process, promoting the reduction of environmental impact and protecting human health. The areas covered by the standard are: Resource Productivity, Consumer Safety, Greenhouse Gas Emissions, Water Emissions, Health and Safety in the Workplace.

BSCI

The Business Social Compliance Initiative (BSCI) consists of a methodology aimed at assisting companies in the responsible management of the supply chain with particular attention to the protection of the health and safety of workers in third countries of production. It is based on the principles of worker rights defined by the international community, the United Nations, the ILO and the OECD.

INTELLECTUAL PROPERTY CAPITAL

The Integrated Reporting Initiative defines intellectual capital as “Intangible assets corresponding to corporate capital and the value of knowledge. They include: - Intellectual property, such as patents, copyrights, software, rights and licenses - Organizational capital, such as implicit knowledge, systems, procedures and protocols”.

HUMAN RESOURCES CAPITAL

The Integrated Reporting Initiative defines the intellectual capital, as “Skills, abilities and experience of people and their motivation to innovate, which include: - Sharing and support of governance model, risk and ethical value management approach, - Ability to understand, develop, and implement an organization strategy - Loyalty and commitment for improving processes, goods, and services, including their ability to lead, manage, and cooperate”.

FWF

The Fair Wear Foundation (FWF) is a Dutch non-profit organization that supports, through the issuance of a certification, the companies belonging to clothing and fashion sector, in ensuring the respect of human and worker rights in the countries of production. Some of the aspects that are considered by the institution are: voluntary work, child labor, hygienic working conditions and freedom of association.

GLOBAL COMPACT

The Global Compact is a United Nations initiative founded in 2004 with the purpose of involving companies in pursuing responsible business in the areas of human rights, environmental work and the fight against corruption. As of today, 9,830 companies have joined the organization and 161 countries are represented.

GRI (GLOBAL REPORTING INITIATIVE)

The acronym GRI, Global Reporting Initiative, refers to an international non-profit organization founded in 1997 that promotes sustainability through the development of frameworks for non-financial reporting.

INTERNATIONAL INTEGRATED REPORTING COUNCIL (IIRC)

It is an international organization constituted by investors, companies and NGOs that developed the framework of integrated reporting, which aims at assisting organizations in reporting processes, not limited to economic and financial aspects, but including the interconnections among purely accounting, social, environmental and governance information.

ISO14001

It is a voluntary international standard promoted by the International Organization for Standardization that certifies that the organization adopted a management system to monitor the impacts of its activities on the environment. The standard can be used both for certification and for self-declaration and as a guideline for establishing, implementing and improving an environmental management system.

ISO9001

It is a voluntary international standard applicable to any type of organization, promoted by the International Organization for Standardization and certifies that the organization adopted management system for quality to ensure the level of quality of product and service that it states to hold.

OEKO-TEX STANDARD 100

It is an independent and uniform control and certification system at international level that is certified by the body by the same name, specific to the textile sector that regulates the use of chemicals in fabrics to protect the final consumer. The prerequisite for the certification of products according to the STANDARD 100 by OEKO-TEX® is that all components of an item must comply with the required criteria - such as, in addition to the external material, sewing threads, padding, prints, etc., and buttons, zips, studs, etc. for non-textile accessories.

OHSAS 18001

Occupational Health and Safety Assessment Series (OHSAS18001), is a voluntary international standard promoted by the British Standard Institution that certifies that the organization adopted a management system to monitor the safety and health of workers. The BS OHSAS 18001 standard identifies the requirements for an Occupational Health and Safety Management System (SGSSL), to allow an organization to control its risks and improve its performance.

PFC

The PFCs are fluorocarbons, sometimes called perfluorocarbons (PFCs), and are chemical compounds constituted by fluorine and carbon. They are widely used in the outdoor sector in the waterproofing treatment of fabrics. Since their persistence and non-biodegradability in the environment was demonstrated, alternative measures are being taken to ensure similar performance.

RDS

RDS (Responsible Down Standard) is a voluntary certification that ensures that the feathers used in padded products come from geese and ducks raised in accordance with the principles and criteria of animal well-being. The prerequisite for the certification of products according to the STANDARD 100 by OEKO-TEX® is that all components of an item must comply with the required criteria - such as, in addition to the external material, sewing threads, padding, prints, etc., and buttons, zips, studs, etc. for non-textile accessories.

REACH

The REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) regulation concerns the registration, assessment, authorization and restriction of chemicals within the European Union and the establishment of the European Agency for Chemicals. The regulations, approved in 2006, require the registration of all substances produced in or imported into the European Union in quantities greater than one ton per year.

SA8000

It is a voluntary international standard promoted by Social Accountability International that certifies that the organization established a management system to monitor the conditions of workers with particular attention to respect for human rights, respect for worker rights, protection against exploitation of children, guarantees of safety and health at the workplace.

TEP

Ton-Oil Equivalent (TOP) is a unit of measurement that indicates the amount of energy released by the combustion of a ton of crude oil. This measurement unit was used to facilitate comparison between different energy sources and oil.



CSR Sustainability Report

