

Our pillars of sustainability.



Our company

Our mission is to provide high **quality products** for **professionals and nature enthusiasts** allowing them to live comfortably and safely new adventures and experiences.

“Ferrino’s history is that of all those who love the great outdoors and nature.”

Since **1870** we have been offering reliable and quality products

We combine the experience of **2** families of entrepreneurs

We have been working uninterruptedly and with commitment for **5** generations

We export our quality to **2500** Italian and foreign stores

We have been the suppliers of choice for governments and humanitarian organizations for **150** years

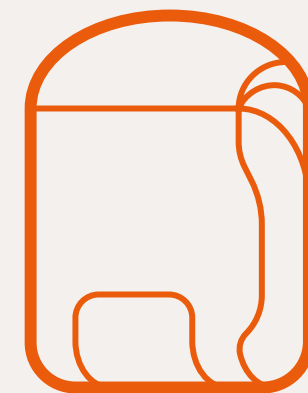
Our way of doing business

Ferrino offers a wide range of products to meet the needs of its clients and support them in their outdoor activities.

Main product categories



Tents



Backpacks



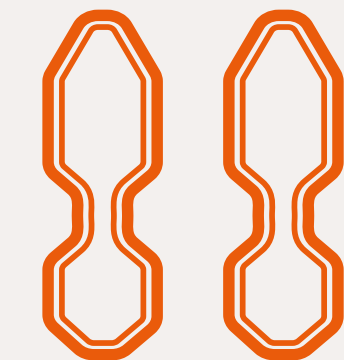
Sleeping bags



Accessories



Clothing



Snow shoes

2/3 intended for outdoor enthusiasts

Two-thirds of our products are intended for outdoor enthusiasts and are distributed in 1200 Italian sports stores and the same number in 40 foreign markets.

1/3 intended for government and humanitarian organizations

One-third is intended for the supply and equipping of government and humanitarian organizations that for years have been choosing us because we can offer them highly sophisticated equipment designed and tailored to their needs.

Our values

Mutual **respect, reliability** and commitment in carrying out all activities, **our trustworthiness in the work we do** and that of our partners and the constant effort for **improvement and innovation** are the founding values of **our family business** and allow us to offer nature enthusiasts the opportunity to experience the great outdoors using products designed and manufactured with the utmost care.

Our values



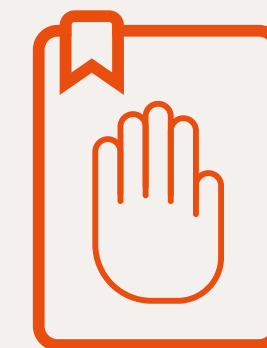
Rationality



Reliability



Respect



Sincerity



Trustworthiness



Constant improvement



Non-confrontational



Trust



Commitment



Long-term
collaboration



Innovation



Durability

Our pillars for sustainability

“Ferrino loves a pristine environment and all the feelings that come with it. For this reason, it believes in a sustainable business, capable of creating value while respecting and safeguarding the environment.”

Our sustainability strategy concerns all aspects of our business and is split into 4 main sectors:



Supply Chain



Products



Planet



People

Supply chain

Growing together

We believe it is important to build long lasting relationships with our suppliers: the combination of different skills and experiences, combined with the desire to **improve and grow together**, allows us to create products of significant value: Ferrino products.

An international supply chain

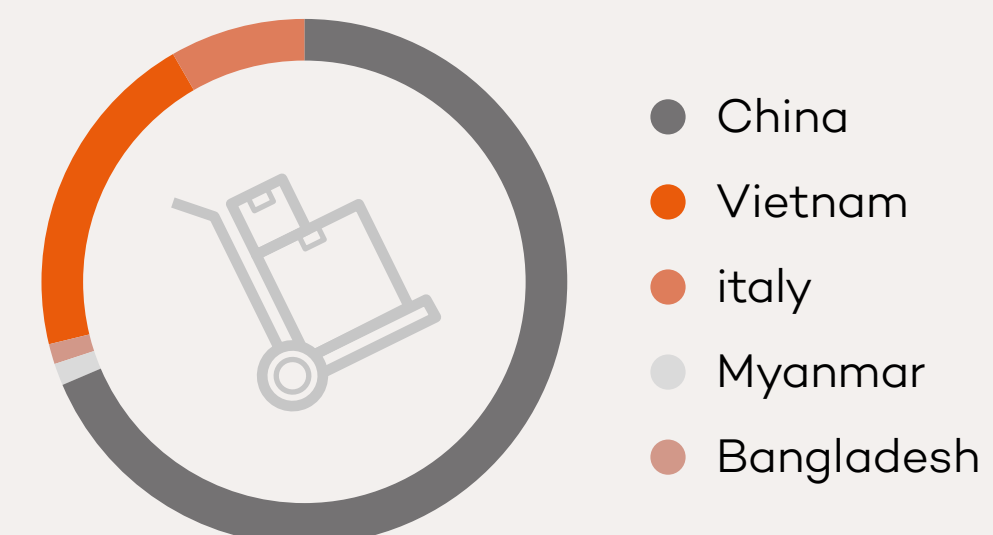
Ferrino's brand products are the result of our **design and know-how**. To make them we choose partners that allow us to guarantee reliable and high quality products. We consider our suppliers to be strategic partners and this is why we establish a **relationship of trust** with them, creating long-term partnerships based on the principles of fairness, responsibility and mutual respect. **This is what we call "Value Suppliers"**.

Seniority of the Value Suppliers



50% of our suppliers have been working with us for more than 10 years

Purchase volume by country



Careful selection

When selecting our suppliers, we prefer large, structured companies with **environmental and/or social certifications**.

Quality control

Thanks to the quality controls carried out at our suppliers' premises and at the Ferrino headquarters, **we check that the products meet our standards**.

Transparency first

In order to establish long lasting relationships, it is essential that objectives and rules are shared. All our suppliers are required to sign and comply with the **Safety Plan** drawn up by Ferrino. A plan that establishes quality requirements, production and raw material quality standards, and the sharing of the code of ethics.

100% of our suppliers respect the Safety Plan.

Purchase volumes from certified Value Suppliers



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



Value Suppliers are what we consider to be our strategic suppliers, fundamental for the success of our company.

51% of our suppliers hold environmental and/or social certificates.

Product

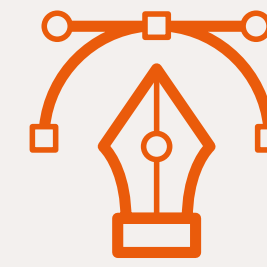
Our design approach

From design to industrialization we work to create safe and **durable** products, ensuring handiness, functionality and aesthetics in an increasingly sustainable way.

We believe in and rely on our internal R&D department. Our experienced team allows us to **design and test** the latest technologies and materials.

12% of employees work at the Research & Development department

Fasi principali



Conceptualization

Product representation through meta-design sketches and notes



3D modeling

Prototype representation through software and CAD programs



Internal prototyping

Team work organization among designers, model makers and dressmakers



Field tests

Product performance checks



Product optimization

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

Safe outdoor

Many mountain professionals come to us to design extremely high-tech products. These collaborations allow us to create **heterogeneous work teams** by combining our product development skills with the increasingly sophisticated **needs of those who work in the field every day.**

HighLab camps

The HighLab camps, created in 1994, allow Ferrino to test the new prototypes at high altitude and to have them tested by enthusiasts to obtain their feedback.

After-sales service

We know how our clients are fond of their products and that is why we provide prompt support by offering a repair service for any Ferrino product, even out of warranty: because we like to think that a valuable **product should never be thrown away.**



Repairs of Ferrino products also out of warranty



Ecodesign solutions for the products of the future



Solid relationship between consumers and products



Up cycling solutions for existing products

“It is not just a tent. It is not just a backpack. It is a trusted friend, a silent companion of many adventures, a guardian of happy memories.”

Our products are tested by professionals and mountain guides, but also by simple nature enthusiasts to ensure that we meet every need.

Planet

Our headquarters

As all outdoor fans, we are committed to preserve the environment and the territory in which we operate. We do this primarily by monitoring and managing the **environmental impact of our headquarters**, through practical actions and the sharing of good practices with our staff.

Sustainability policy

We adopted an **Internal Sustainability Policy** that offers easy good practices to implement to avoid waste and to have less impact on the environment.

In 2008, we installed solar panels on the roof of our headquarters, which today supply 60% of our energy needs.



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.

PFC? No, thanks

PFCs are **chemical substances** widely used in the outdoor sector for the waterproofing of fabrics. Unfortunately, these substances leave residues in the environment that pollute local ecosystems. We want to remove PFCs from all our products and to date we have removed up to 80% of PFCs.

Ecodesign: project Tent-Set

A new concept of tent was born out of our concern for the environment: Tent-set, a hymn to product efficiency and durability. Thanks to the modular composition system it is possible to design **a versatile tent** suitable for the client needs through the combination and replacement of the different elements, **thus reducing resource consumption and quantity of waste.**

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

Product safety goal

Completely remove PFCs from the production of the main Ferrino product categories in 2020.

PFC



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

People

The Ferrino team

We believe that our people make a difference, that they build the **true basis of our excellence**, thanks to the passion, commitment and energy they put into their work every day. For this reason, we built a business model on a human scale, where respect for the needs of the people is heard, appreciated and considered.

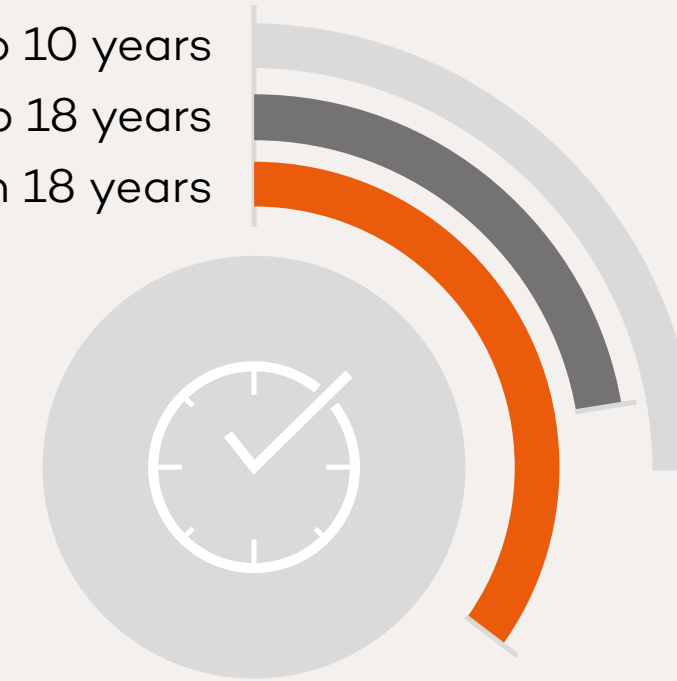
- **Continuous training**
- **Protection of the correct work-life balance also through part-time agreements**
- **Equal remuneration for men and women**

Attracting talent

We believe in the future. We believe in young people. We believe that it is essential to hand down company know-how. Our company is **open to the new generations** with projects of school-work alternation, curricular and extracurricular university internships, assistance for thesis and teaching paths and classroom testimonials.

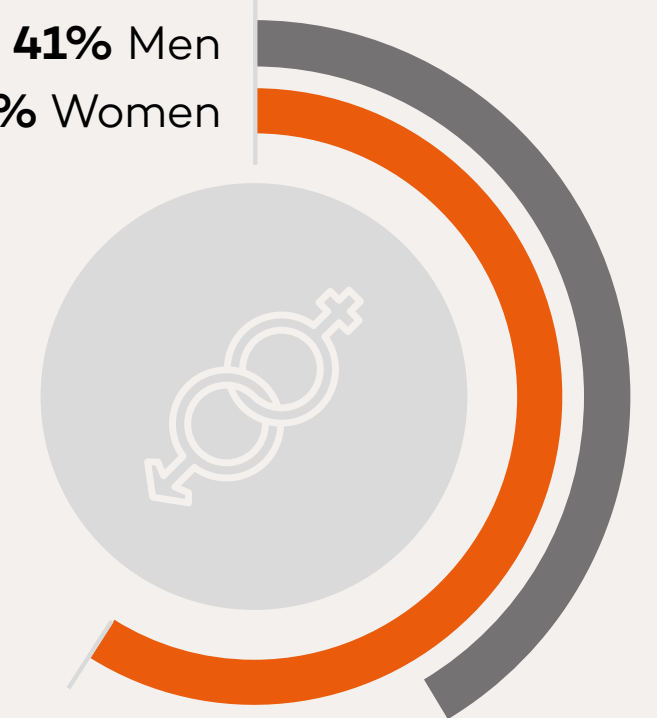
Seniority

25% Up to 10 years
22% From 11 to 18 years
33% More than 18 years



Staff by gender

41% Men
59% Women



Community support

We were born in Piedmont and **we developed strong roots in our territory**. We help the network of associations that work for our community, supporting them in the organization of cultural events and sponsoring **social initiatives**, aimed at making people with disabilities live outdoor experiences.

Promotion of responsible tourism

In 2006, we launched the **T.RES** (Responsible Tourism) project, designed to promote **an ethical way of traveling, respectful of the territory and the customs of those who live there.**

Through various communication activities, we make our clients aware of the need to respect the environment, making us **sponsors of travels that are authentic and never trivial.** Our advice can be found in “The Ten Rules for Responsible Traveling”.

We promote the ten rules for traveling responsibly:



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



Avoid wasting water and energy resources.



Face situations with a spirit of adaptation.



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



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



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



Ask for permission to take pictures or videos.



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



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



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



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