

# Sustainability Report





CSR Sustainability Report



2022

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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 2022 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 **Millenium Development Goals** (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.

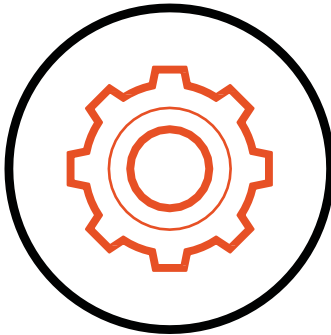
In addition, aware of the multifaceted nature of our activities, the report is consistent with the approach of the International Integrated Reporting Council (IIRC), which identifies six essential capitals on which the company works: financial, production, social, intellectual, human, and environmental.



# 6 Capitals on which to work



Financial



Production



Social



Intellectual



Human



Environmental

The report, in its second 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 **2022 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 Index



The Millenium Development Goals 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 Intiative (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 methodology

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](http://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](mailto:csr@ferrino.it) GRI102-53.

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







## 2. Company

### 2.1 History

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.



# Historical Timeline



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.

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.



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.

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.



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

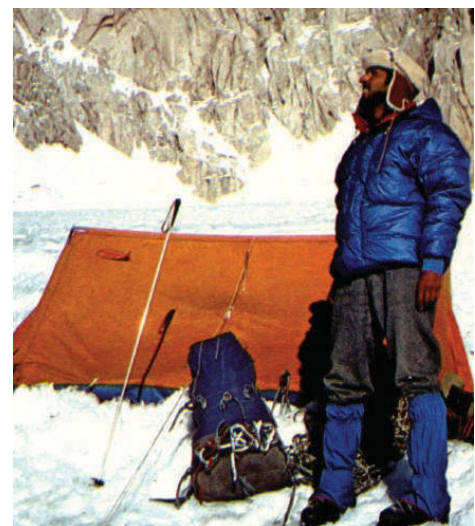
1940

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.







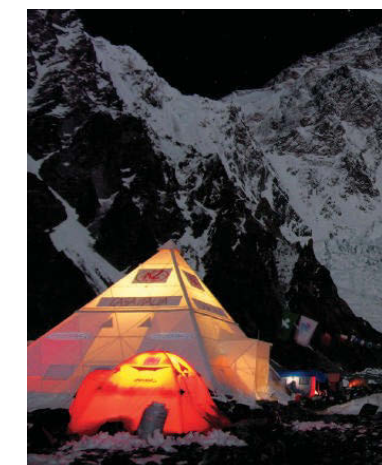
Ferrino is always at the side of pioneers, with the Afghan isothermal tent that weighs only 7.4 kg. In the subsequent years Trekking was born, a dome tent designed on the analysis of geodetic vaults.



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.



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.



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

1973



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 rand that reached the 14 highest peaks on Earth. Great explorers and Ferrino: always a formula that brought to success

1986

1994

1997



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

1998

2022



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.

2004



2006



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.

2007

Ferrino was at the side of Gnaro Mondinelli, the second Italian after Messner to climb 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 acquired the historical Baldas brand, synonym of 100% Made in Italy quality snowshoes

2008



2009

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



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.

2010

2012

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.



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.



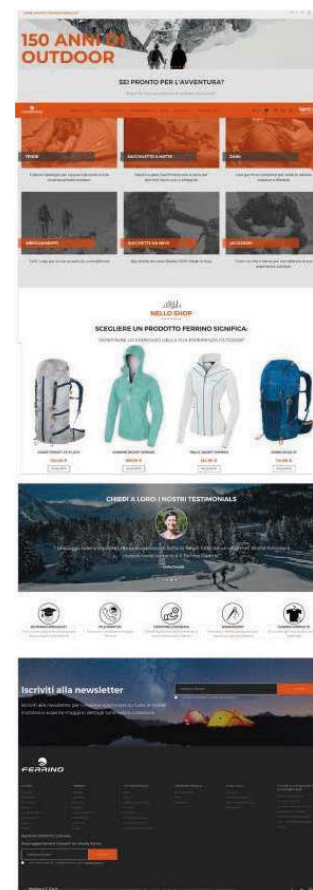


Full Safe was born, the first backpack on the market that combined the main safety systems in case of avalanche: AirSafe respirator, Air Bag and RECCO reflector. Research and innovation in a single backpack designed for freeride and skiing excursions, born from the collaboration of with the Mountain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

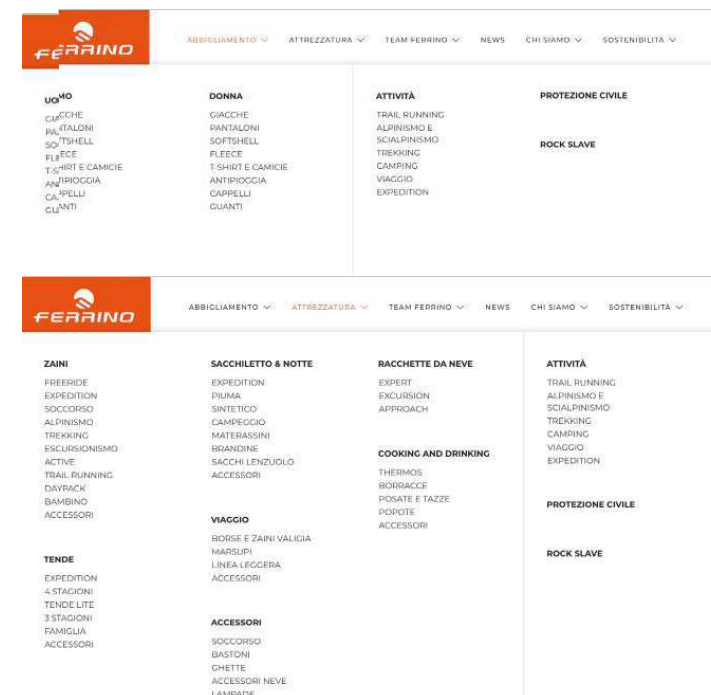


TentSet is the eco design project that changes the experience of buying a tent: it is an innovative modular system that in six simple steps, with the help of a configurator, allows the user to create his own tent. Once the first one has been designed, it will be possible to replace components to change its function, optimizing the cost and reducing waste, and adapting the product to future needs.

2014



2018



Ferrino renews its website and targets the online market by launching the new e-commerce site on March 8, 2018.

2019

2020



2020 is the year of Ferrino's 150th anniversary: a story made up of people, passion, products, mountaineering achievements, explorations and respect for the environment. The impressive company archives have been completely digitalized with the aim of preserving and sharing the brand's important heritage.

To be Continued



## 2.2 Business model and organizational configuration

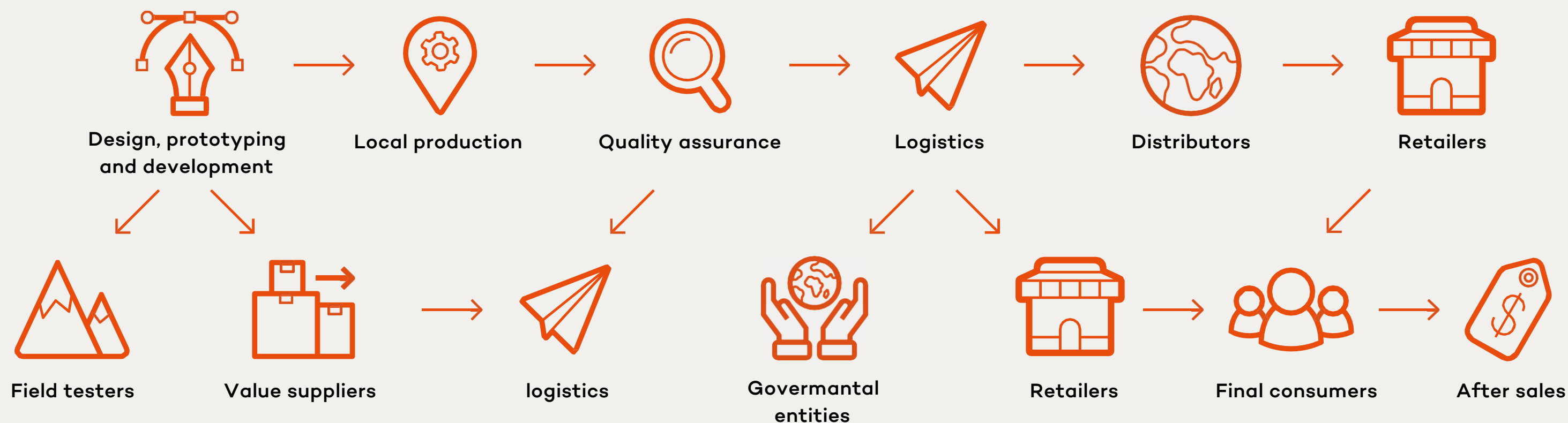
The company headquarters are located in San Mauro Torinese (GRI 102-3) There are administrative and commercial offices, design and prototyping departments, quality control (which is also carried out in Asia) and after-sales service. The in-house manufacturing department manufactures products for the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

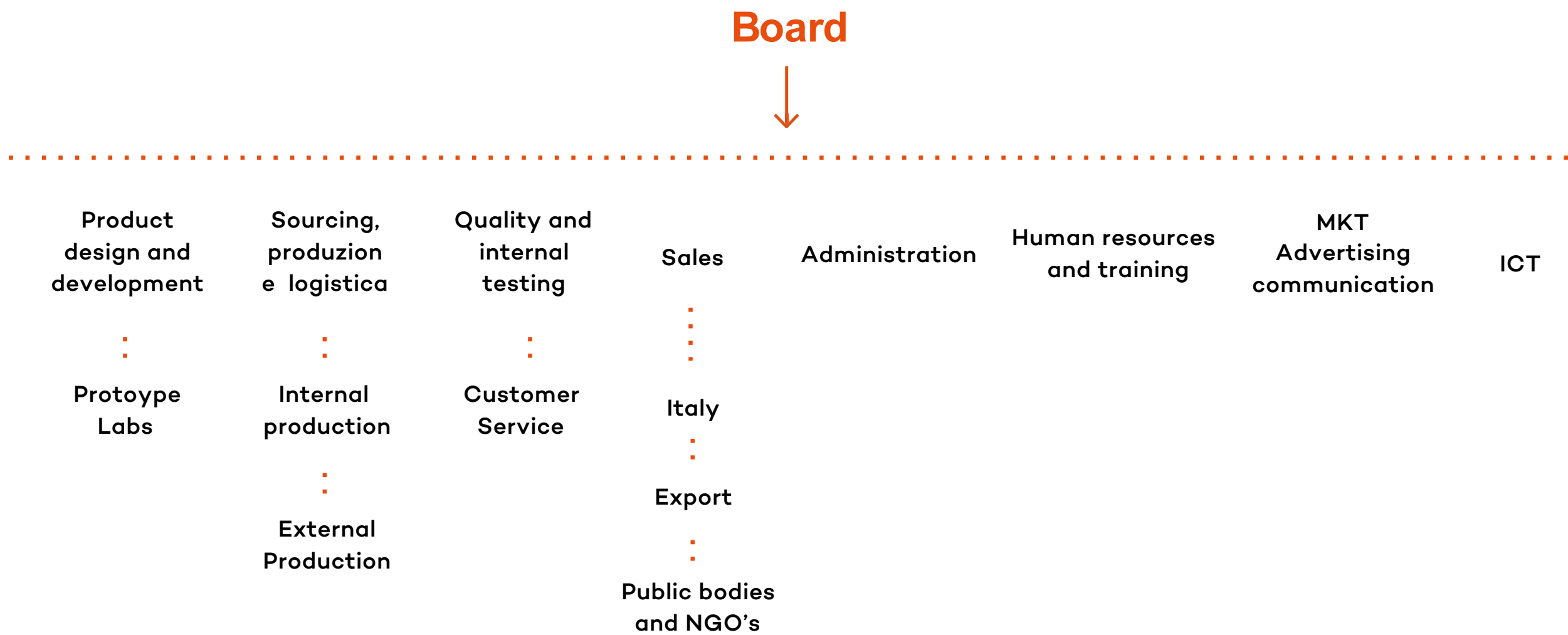




Business Unit

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:



CSR Organization





## 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



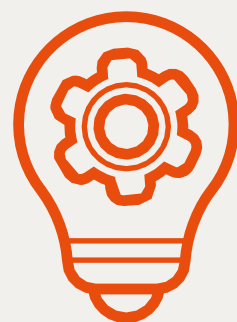
trust



Commitment



Long-term  
collaboration



Innovation



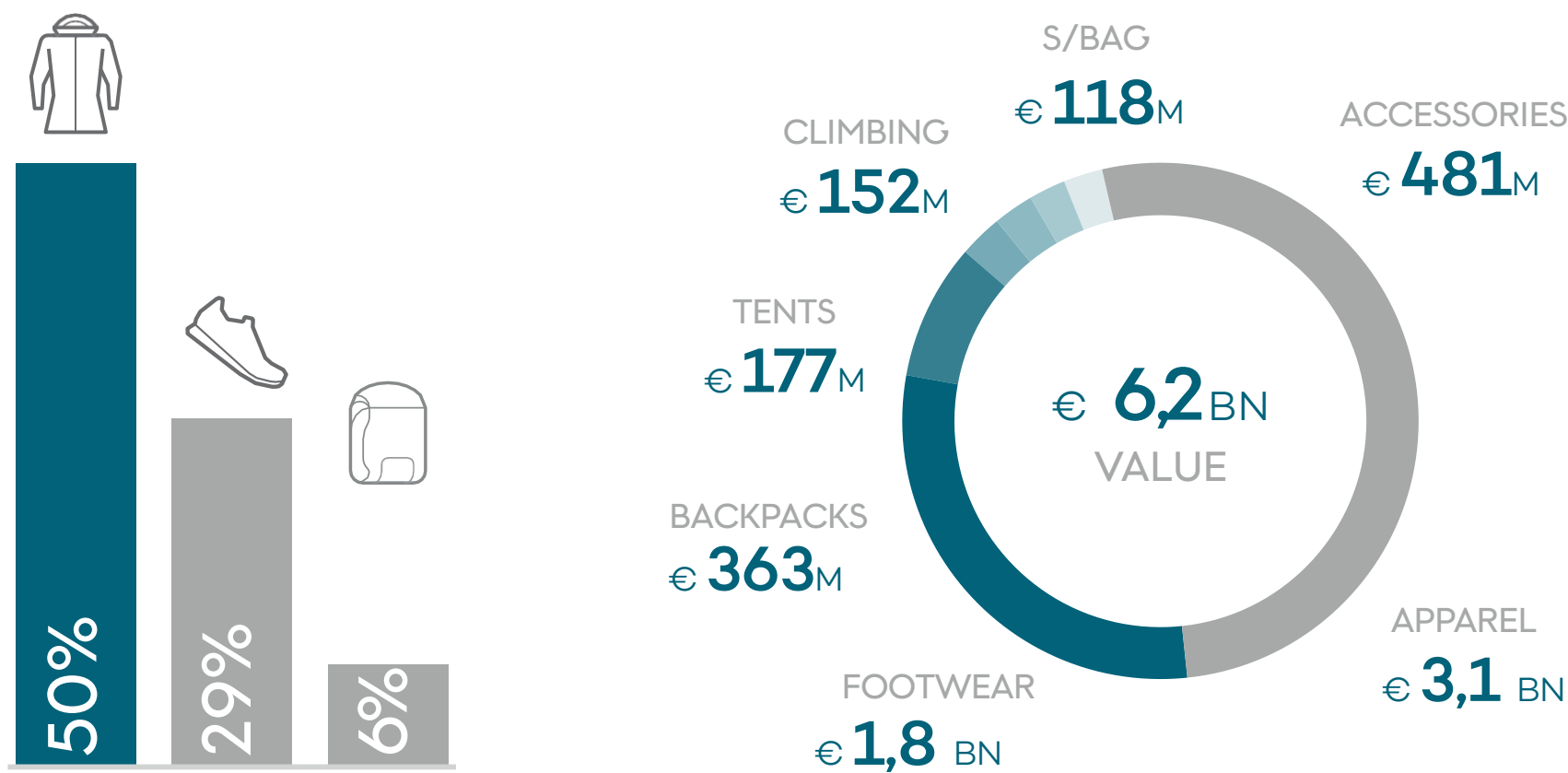
Durability



# 2.4 The outdoor market

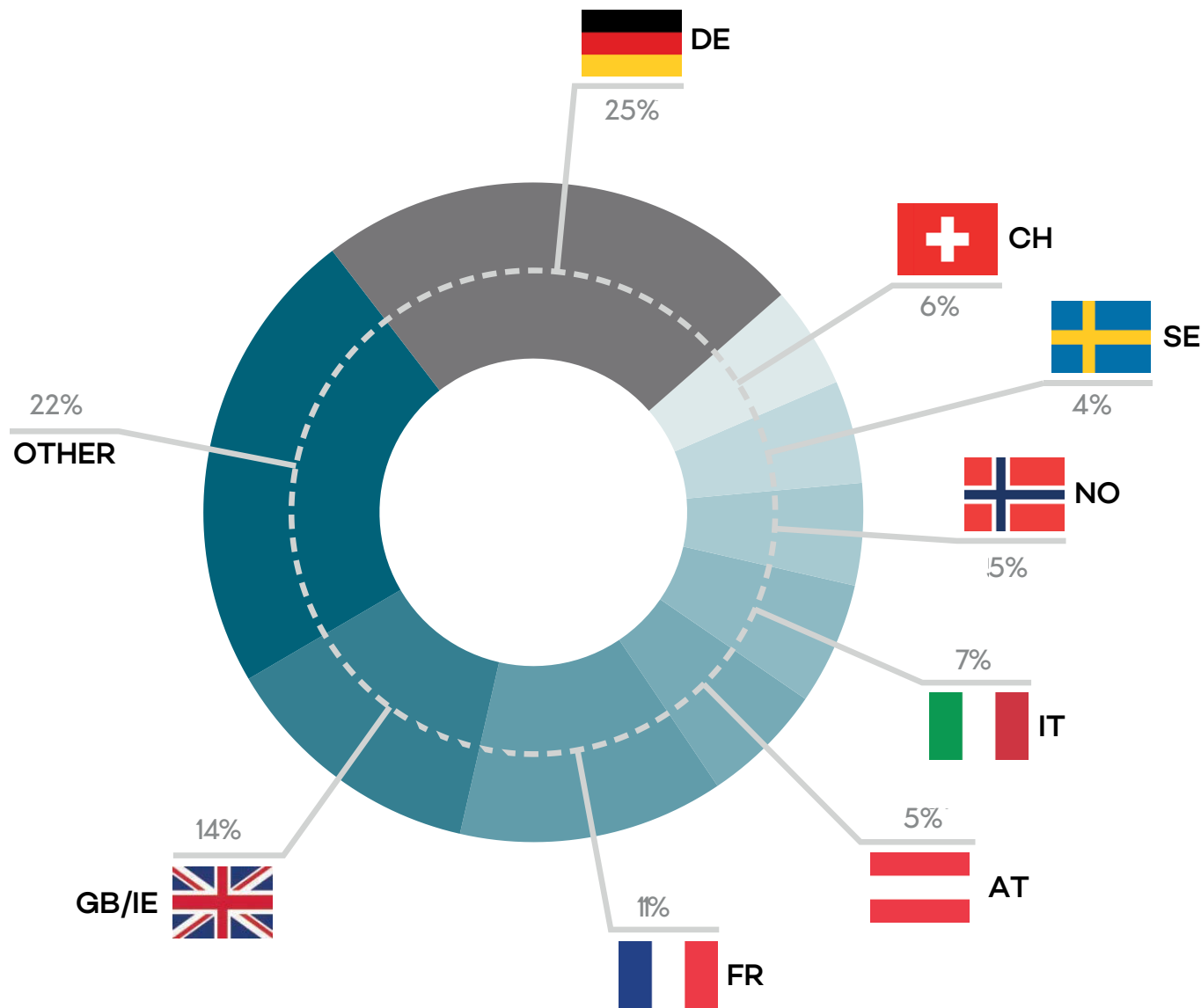


## State of trade outdoor market 2021



According to the market statistics of the report drawn up by the European Outdoor Group for the year 2021, 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 (25%), followed by the United Kingdom (14%) 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 2022, 49% and 51% of revenues respectively (GRI 102-6).

The Italian market accounts for 52% of revenues and the export share is 48%. Among the most important countries are France, Spain, Czech Republic, Germany and Chile.

Revenue per sector



● 49% B2C  
● 51% B2B

Export Share



● 52% Italy  
● 48% Abroad

## 2.5.1 The B2C sector

The main product categories are as follows

### TENDE



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



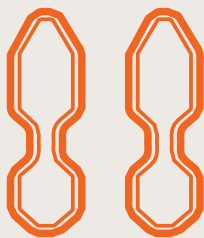
Light and high performance, a fit and an Italian look, a compact and functional line to live with style and comfort at best the outdoor experience of our clients.

### 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)

### SNOW SHOES



A local production that takes place mostly 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 B2B 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.



In 2019, following a call for tenders by UNICEF, Ferrino designs a fast set-up, pneumatic field tent, able to meet the “accommodation” needs required for the intervention teams that UNICEF sends into the field in case of humanitarian emergencies. Staff Accommodation is a project developed by Ferrino and approved by UNICEF: a tent that can be used in two different versions. The first module, “living”, can sleep two people in individual quarters, furnished with field equipment (camp beds, lockers, tables, chairs), wiring and conditioning system. The second, “office” is an operating unit for meetings and for the organisation of field activities, complete with office systems and equipment (desks, chairs, lockers).



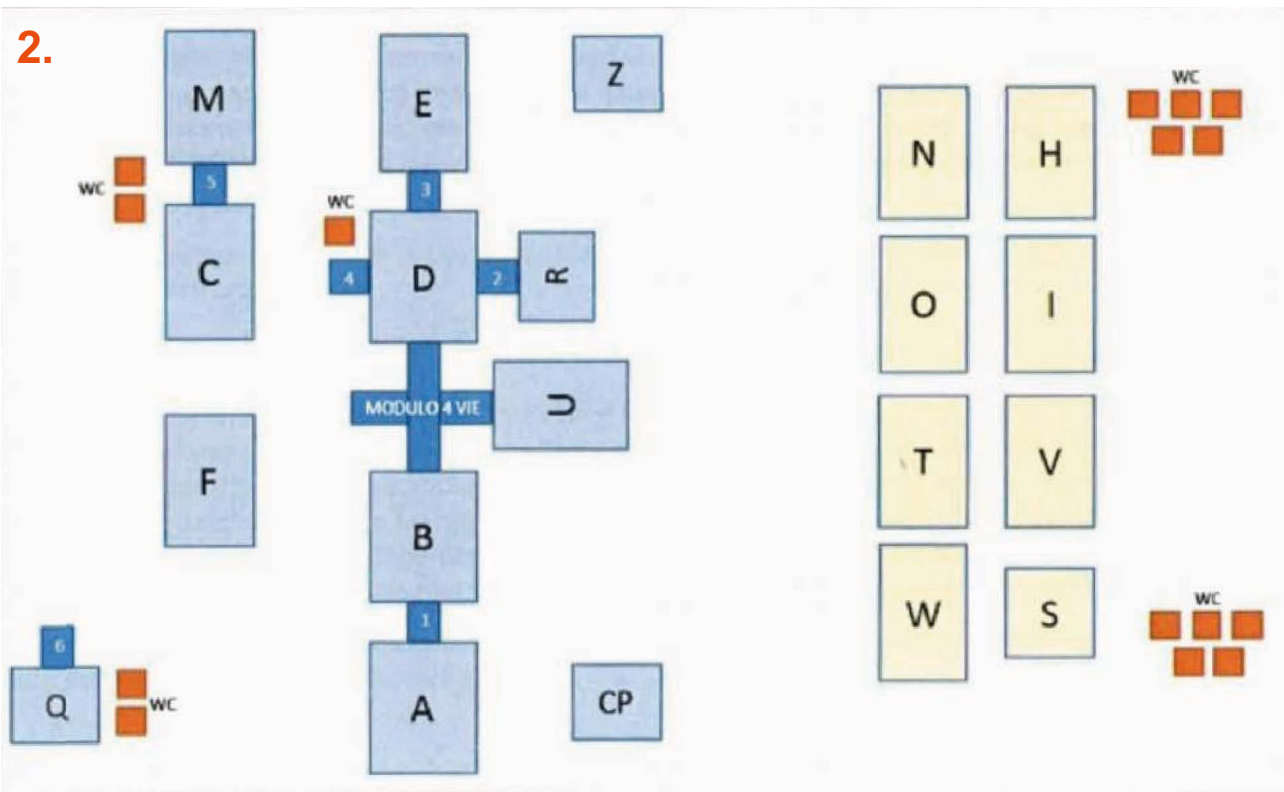


# 2.5.2.1 Ferrino's role in the Covid-19 emergency

For many years, Ferrino has been designing and supplying tents and equipment for entities and humanitarian organisations operating in emergency management. The Covid-19 pandemic that is affecting this moment in history, has seen us constantly working alongside these organisations in order to satisfy the demands of those working on the front line. We have been working ceaselessly in production to provide the tents necessary to manage the emergency.

## Access triage to hospital facilities

Pneutex, easy set-up, inflatable tents with 4 arches, as already supplied to the Civil Protection, have been set up outside various Italian hospital for pre-triage purposes. This has made it possible to facilitate and improve safe hospital access to patients.



## 2. Torino Esposizioni field hospital

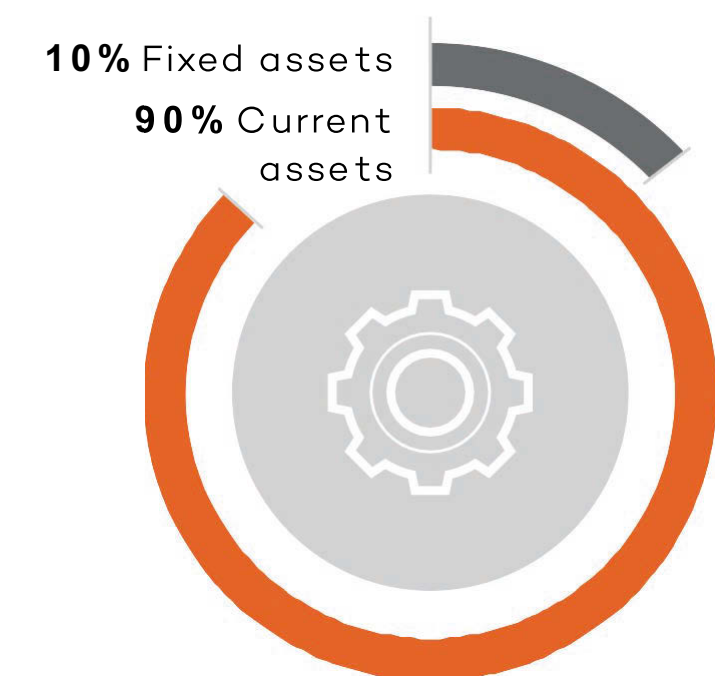
The EMT-2 (Emergency Medical Team) team, together with the Civil Protection, has commissioned a second field hospital, the twin of the one used in case of international catastrophes and emergencies, as happened in 2019, when Typhoon Idai hit Mozambique, and technicians from EMT-2 intervened to help the local populations, using our hospital.

We have been able to speed up our spring production to allow for early delivery in order to use the facilities for the Covid emergency. Made using Montana tents used together with 2- and 4-way connecting models. The layout below illustrates the different functions of the 20 Montana 19-29-39 and Plus tents with service tents, shower sets and folding sinks. It is a full structure that can operate independently but which, during Covid has been increased by a further 18 Montana tents to create actual wards for patients affected by the virus, during use at Pavilion 5 at Torino Esposizioni.

Video: <https://www.facebook.com/watch/?v=130053028632786>

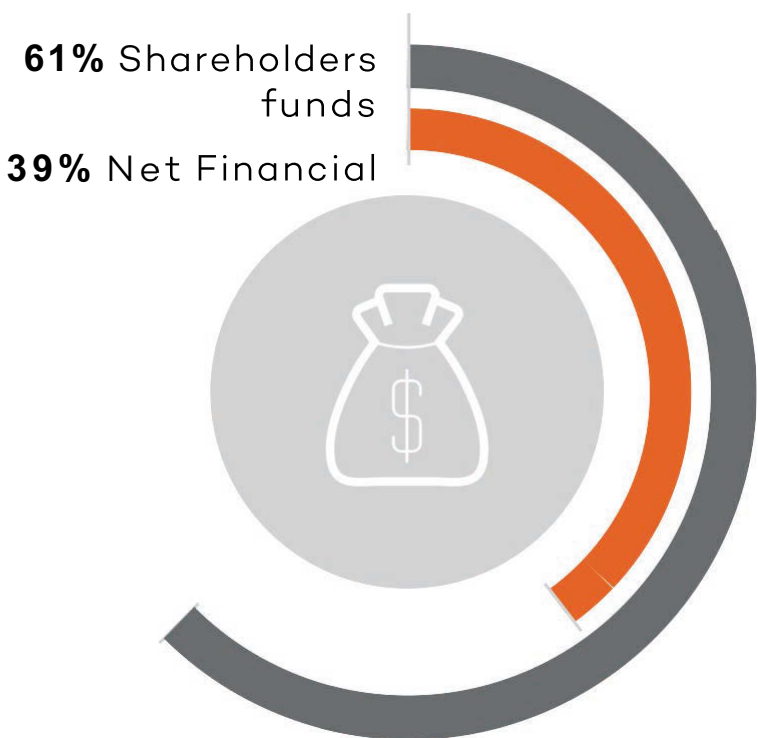


# 2.5.3 Economic and financial structure



## Manufacturing Capital

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



## Financial Capital

The financial capital is composed by 61% shareholders funds and 39% 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

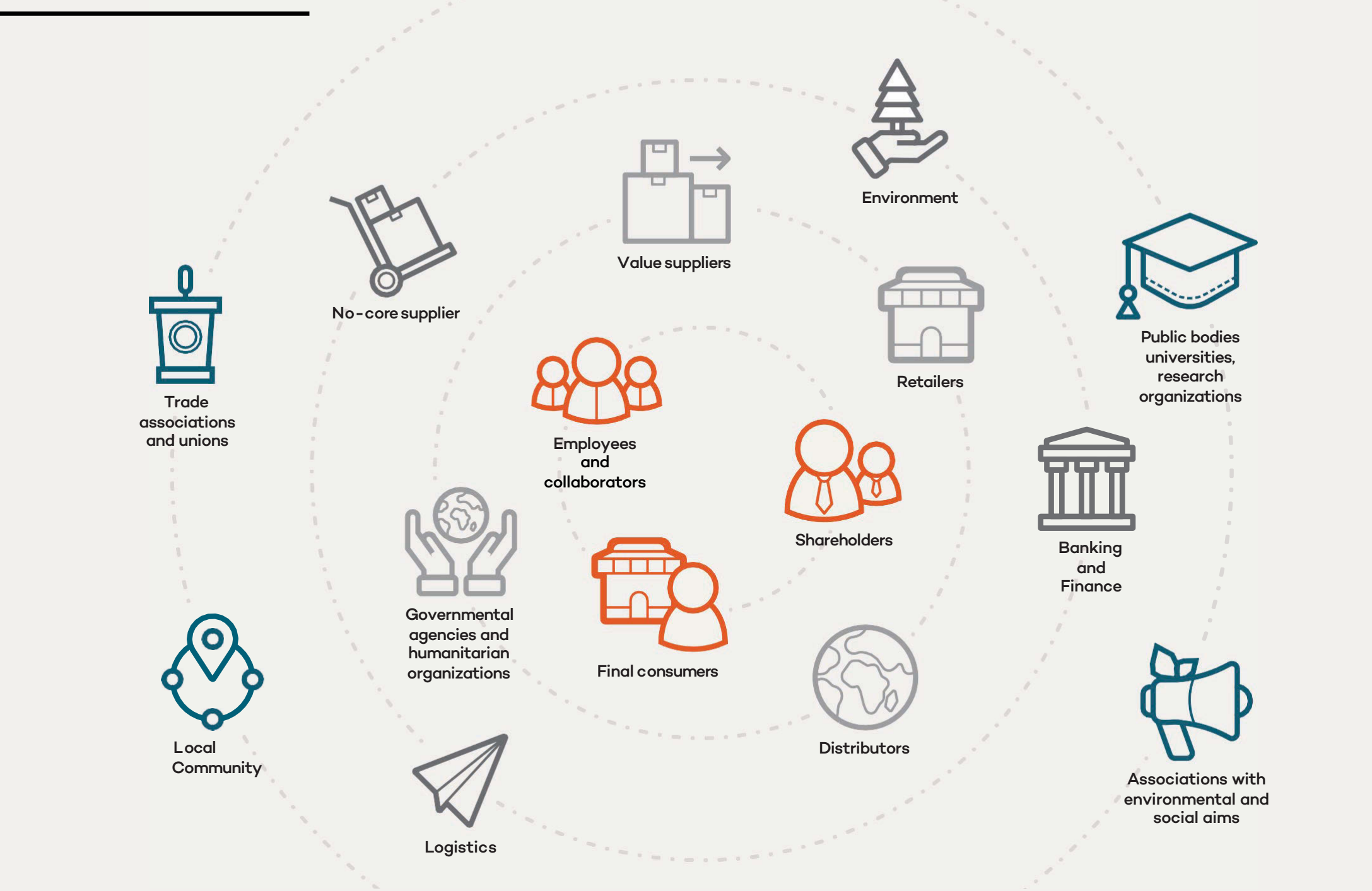
In our sustainability report, we drew up a very careful mapping of the Ferrino S.p.A. stakeholders

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.

### Value suppliers

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

### Stakeholder Map



- 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.
- 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.
- 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..
- 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.



## 2.7 Our priorities

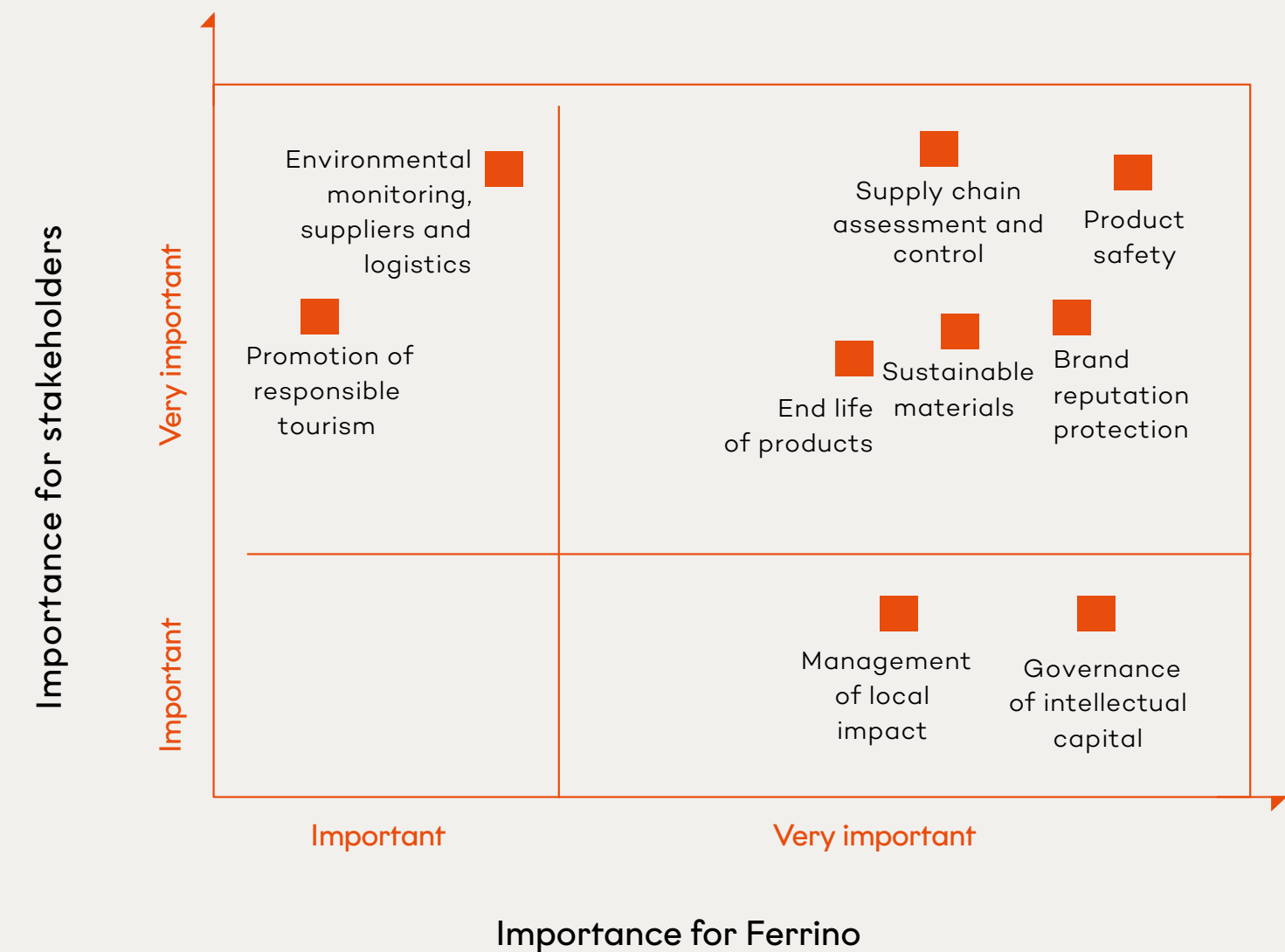
Through the Materiality matrix, the company identifies the main distinctive features of its activities and positions them according to a scale of importance, clarifying which are the activities that it considers essential for the sustainability of its business and highlighting the elements on which it 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.
3. 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 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 Goals 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.



Sustainable Development Goals

SDG of reference	Topic	Slogan
<div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div></div></div> <div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div>	Supply chain assessment and control	“Constant monitoring of our suppliers”
<div><div>13</div><div>CLIMATE ACTION</div><div></div></div> <div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div>	Environmental monitoring and logistics providers	“Transporation matters and we pay attention”
<div><div>14</div><div>LIFE BELOW WATER</div><div></div></div> <div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div>	Sustainability and Product safety	“We care about the safety of our products and of limiting environmental impact”
<div><div>15</div><div>LIFE ON LAND</div><div></div></div> <div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div>	Product end of life	“A valuable product that is never thrown away”
<div><div>13</div><div>CLIMATE ACTION</div><div></div></div> <div><div>7</div><div>AFFORDABLE AND CLEAN ENERGY</div><div></div></div>	Management of local impact	“Optimise our consumption and limit our impact”
<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div> <div><div>5</div><div>GENDER EQUALITY</div><div></div></div>	Governance and valorization of intellectual capital	“We have skills to share”
<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div>	Protection of brand reputation	“Our brand embodies values: we want to protect it”
<div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div><div></div></div> <div><div>13</div><div>CLIMATE ACTION</div><div></div></div>	Promotion of sustainable tourism	“We value outdoor tourism”







GRI 102-9

### 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

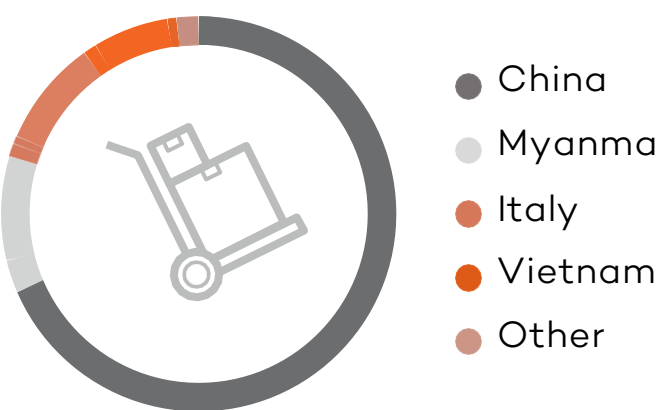
Suppliers of raw materials and components



No core suppliers

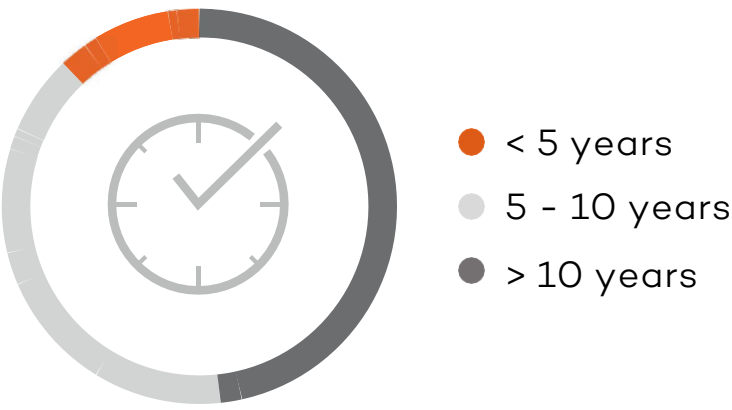
Headquarter and other service providers

Purchase volume by country



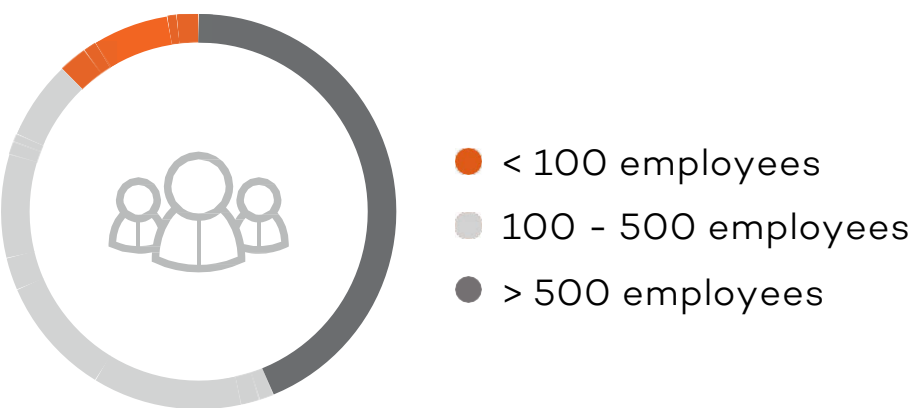
The countries of origin of our Value Suppliers are: China, Myanmar, Vietnam (GRI 102-4) and, for 9%, Italy (GRI 204-1).

Seniority of 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.



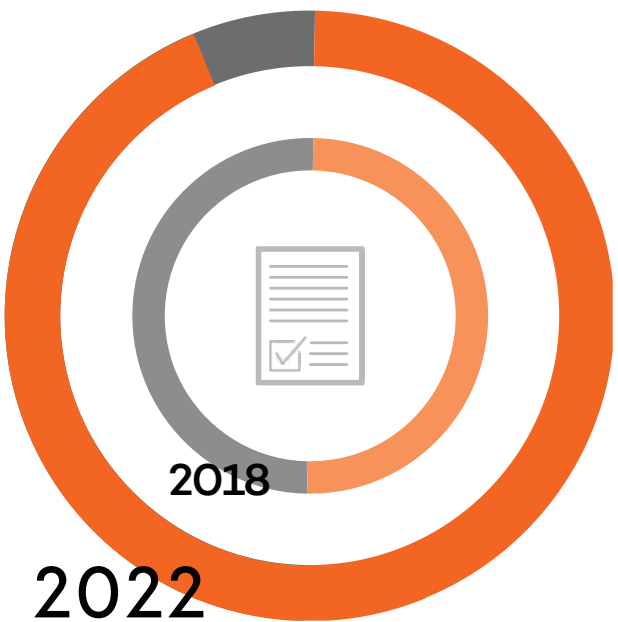
### 3.2. Selection of suppliers (Value Suppliers)

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. *On this subject, considering the purchase volumes, to date 97% comes from Product Manufacturer with at least one certification, compared to 51% in 2018.*

#### Purchase volume by certified product suppliers

- 97% Certified product supplier
- 3% Non-certified product supplier



Considering the purchase volumes from Certified Product Manufacturer the product portfolio is composed by: in the Ferrino product portfolio, we can see, in detail, that 50% of these have both Environmental, Social and Qualitative certifications, 28% have social certifications, 15% only environmental ones and 7% only qualitative ones.

#### Detail of certification for purchase volumes from Product Manufacturer

- 50% Environmental, Social and Qualitative certification
- 28% Social Certification
- 15% Environmental Certification
- 7% Qualitative Certification





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

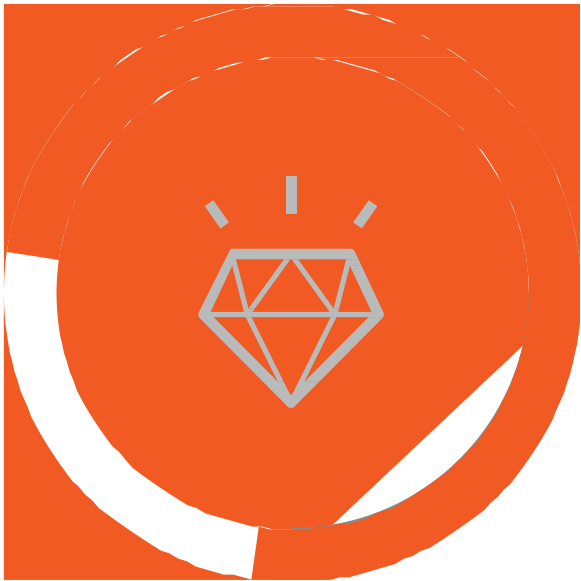
Also for this category of Value Suppliers, it is considered essential not only the presence of undisputed technical and qualitative characteristics, but also the ability of these suppliers to guarantee high environmental and social standards. For this reason, 100% of the Brand material suppliers that are chosen have one or more environmental or social certifications, compared to 75% of the value brands in 2018.

## Our objectives for assessing and monitoring the supply chain

Monitoring the environmental and social performance of our suppliers by administering an ad hoc questionnaire designed to detect their strengths and weaknesses. In the long run for the selection of suppliers, we will include as a prerequisite and no longer a preference, having achieved a certain score on the questionnaire or the possession of environmental and social certifications.

### Suppliers of brand materials (Value Brand)

● 100% Certified brand material suppliers



Main certifications of our suppliers of brand materials :



### Suppliers of no brand materials (Value No Brand)

Finally, there are No brand material suppliers, 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.



# Main certifications of suppliers:



ISO 9001: 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.



ISO 14001: 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.



ISO 45001: an international standard that dictates the fundamental requirements for an occupational health and safety management system, providing indications to ensure that organizations create safe and healthy jobs.



BLUESIGN: 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.



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.



REACH COMPLIANCE: 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.



SA 8000: 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.



OEKO-TEX: 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 consume







## 4. Product

The products are the result of our work, passion, experience and collaboration. From prototypes to performance tests on site, we work with extreme attention to quality and to the choice of raw materials. With our recent uptake of certified recycled materials for the tent and apparel categories, and our constant attention to workmanship, our aim is to offer a lasting, top-quality product that respects people and the environment.

Thanks to our attentive after-sales service, we have been able to extend the lifetime of our products, limiting the impact of disposal.





# 4.1 Design, prototyping and development

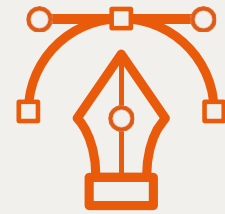
The beating heart of Ferrino is the Research & Development department, competent people, full of passion for the outdoors, who develop and design the products and that, in the Turin headquarters, represent about 12% of the workforce employed. The Research & Development Department is a distinctive element, 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 Phases



### Conceptualization

Representation of the product through meta-projectual sketches and notes



### 3D modeling

Prototype representation through software and CAD programs



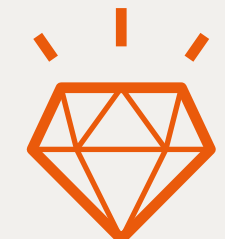
### Internal prototyping and pattern creation

Team work between designers, model makers and tailors



### Field tests

Check the product performance



### Product optimization

Final prototype revision pre production, to improve refine performance



## 1. The development of the first "smart" backpack with IoT technology aimed at emergency medical workers

Ferrino has been committed to serving Public Organizations for over a century and a half, with consolidated know-how in the backpack sector and expertise in technologies applied to the fields of Mountain Rescue and Medicine. A-Live is a product that was created to meet the needs of emergency medical service operators, personnel operating in a constant state of alert, who need to have with them a supply of instruments and medicines that is always perfect and verified, organized and within reach, inside a reliable and durable container.

A system that is the result of a complex development project by Ferrino's R&D department, in collaboration with the T&T Elettronica team, and was made with the contribution for the PRISM-E measure co-funded by POR FESR Piemonte 2014-2020.

A-Live's compartments, pockets and zippers are controlled by a number of sensors that allow them to be monitored, checking their opening, the presence of the most important bags and aids inside the backpack. These sensors are then connected to a mobile app, which allows the operator to check the status of his or her equipment via cell phone, with a convenient and concise checklist that updates automatically by detecting the presence or absence of certain items or the opening of pockets and compartments and thus providing a useful overview of its contents and a historical updated in real time.

The same operator will be able to set the expiration date of the medicines inside the backpack, which is useful for receiving a notification when it is time to replace them. But it doesn't end there: Ferrino has designed the first intelligent medical backpack capable of adapting to the individual and different operations centers of the agencies that will adopt it, and it will then be uniquely connectable to the operations center.

It is a product designed to last, built with the strongest and most efficient materials, namely Cordura as the main fabric and a rubberized fabric on the bottom of the backpack, which is flanked by some high-visibility inserts and a built-in light to increase the safety of operators.

The backpack's innovative features, such as the interchangeable shoulder straps, which are a great technical solution to easily replace the parts most subject to wear and tear, the tablet pocket, the reinforced winchable handle, the multipurpose daisy chain and the backpack cover for sanitizing operations, make it the complete tool to facilitate operators in all-around emergency situations.

## 2. Instinct: the line of mountaineering backpacks made of Dynema Composite Fabric, Cordura nylon and SuperFabric reinforcements.

Backpacks designed to adapt to any type of mountaineering activity that can be modulated in weight and carrying system by removing the lumbar belt, additional straps and back panel.

The Instinct line of backpacks therefore guarantees the optimal ratio of lightness and strength.





### 3. The TentSet project

TentSet is the innovative modular system that, in a few simple steps, allows you to create the perfect tent for every adventure.

Introduced in 2019, it meets the public in 2020. It opens up a new avenue in the world of the tent-buying experience through a revolutionary and highly sustainable design. The customer has the opportunity to customize and design the right tent for his or her needs: once the first one is created, it will be possible to add or replace components to adapt the tent to his or her adventures from time to time.

It is a simple and intuitive system created so that everyone is able to design their own product of excellence, from the expert in the outdoor world to the enthusiast who has just taken his first steps in this world. It is possible to proceed independently using a configurator that can guide the consumer and indicate, in addition to the price and weight of the pieces chosen, also the degree of wind resistance and thermal insulation: fundamental information for choosing the optimal product.

Tent Set presents itself as the first eco-design project for Ferrino. This mode of configuration also allows, in successive stages, to modify the product made, either by replacing damaged components or integrating those useful for new needs. The product thus turns out to be able to modify and adapt to any season and weather condition, optimizing costs and waste.



It is a real tribute to efficiency, reflecting one of Ferrino's core values: to offer its customers a high-performance product that lasts over time. With TentSet you have the possibility of combining several tents into one, reducing, for the same performance and quality, resource consumption, material waste and landfill waste, pursuing the company's ongoing commitment to reducing its environmental impact.

### 4. Mate system, created with Comau

Ferrino is proud to have collaborated with Comau, the world's leading supplier of industrial automation products and systems, in the development and finishing of the MATE-XT: the new version of Comau's carbon fiber exoskeleton for indoor and outdoor use. MATE-XT is a wearable exoskeleton equipped with an intuitive adjustment system that can replicate the physiological movements of any individual's shoulders. This reduces biomechanical loads when performing strenuous activities, both indoors and outdoors, improving the quality of work and the well-being of the individual during his or her tasks.

The high level of material performance and the qualified technology of Ferrino's padding, has contributed to making the MATE-XT System highly breathable, lightweight, perfectly ergonomic and wearable by the user in the performance of any activity.



## 4.2 Field Testing

Our products are tested by experienced mountain guides or outdoor professionals who, with their experience, help us to constantly improve to offer maximum performance in perfect safety.

In addition, thanks to FERRINO HIGHLAB CAMPS, real "field" laboratories, we want to collect feedback on products from all those who want to try our equipment for free and become Ferrino testers for a day. By leaving their feedback, customers bring their constant contribution to the improvement of our range, helping **to achieve our main goal: to design products that allow professional and non-professional users to experience nature in full comfort and safety.** Ferrino's camps are located at 3585, 2640, 1850 and 1700 meters above sea level, are located in **Piedmont, Aosta Valley 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 equipment provided free of charge.







## 4.3 Safety and product quality

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

As reported in point 3.2 above, Ferrino requires its suppliers to comply with the safety plan and monitors the quality of raw materials and finished product at the different stages of the production cycle.

In addition, for food-contact products , such as flasks and thermos , Ferrino has drawn up a specific quality plan to be sent for acceptance to suppliers that describes in detail both the characteristics that the materials that make up the product must have and the chemical guarantee requirements necessary for product safety.

In order to constantly and carefully monitor this particular type of product, Ferrino relies on the constant collaboration of a number of accredited laboratories that carry out all the laboratory tests required by law.



## 4.3.2 Quality assurance & product durability

Ferrino is very strict and punctilious with regard to quality controls, in Italy as well as in all production sites around the world. It is also committed to verifying that our products comply with national and international regulations, guaranteeing standards of the highest quality and durability. It has been **UNI ISO 9001 certified since 1998**.

To guarantee these standards, the first step is the selection of raw materials as described in the previous chapters; for this, branded components (Value Brand) capable of meeting our quality requirements are chosen in many cases, or from NO Brand materials that are carefully verified before their use so that they meet the required quality standards.

The second step is the inspection of orders at the supplier carried out by in-house personnel. Ferrino inspects almost all of its production, thanks to the collaboration of our resident quality inspectors in Asia.

Once the production batch is received in Italy, it will undergo an additional statistical quality control before being sent to the final customers. In particular, this system of double inspection has proven to be very effective in controlling and preventing any discrepancies quality with a view to continuous improvement.

## 4.4 After sales (Product end of life)

Ferrino has always dedicated a department to customer service, which is well organized and which in 2015 received the Award for the best assistance and after-sales service in the Outdoor in Italy (GRI 301-3). Consumers also turn to Ferrino's service to handle any out-of-warranty repairs. È essential to prolong as much as possible the of product life, the service therefore performs repairs on any type of product Ferrino. There is a strong emotional bond that binds consumers to our products and we try for this reason to accompany them, recommending solutions that guarantee durability without affecting performance.



Repairs any type of Ferrino product out of warranty



Strong bond that links customers to products



Ecodesign solutions for the products of the future



Solutions of up cycling 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

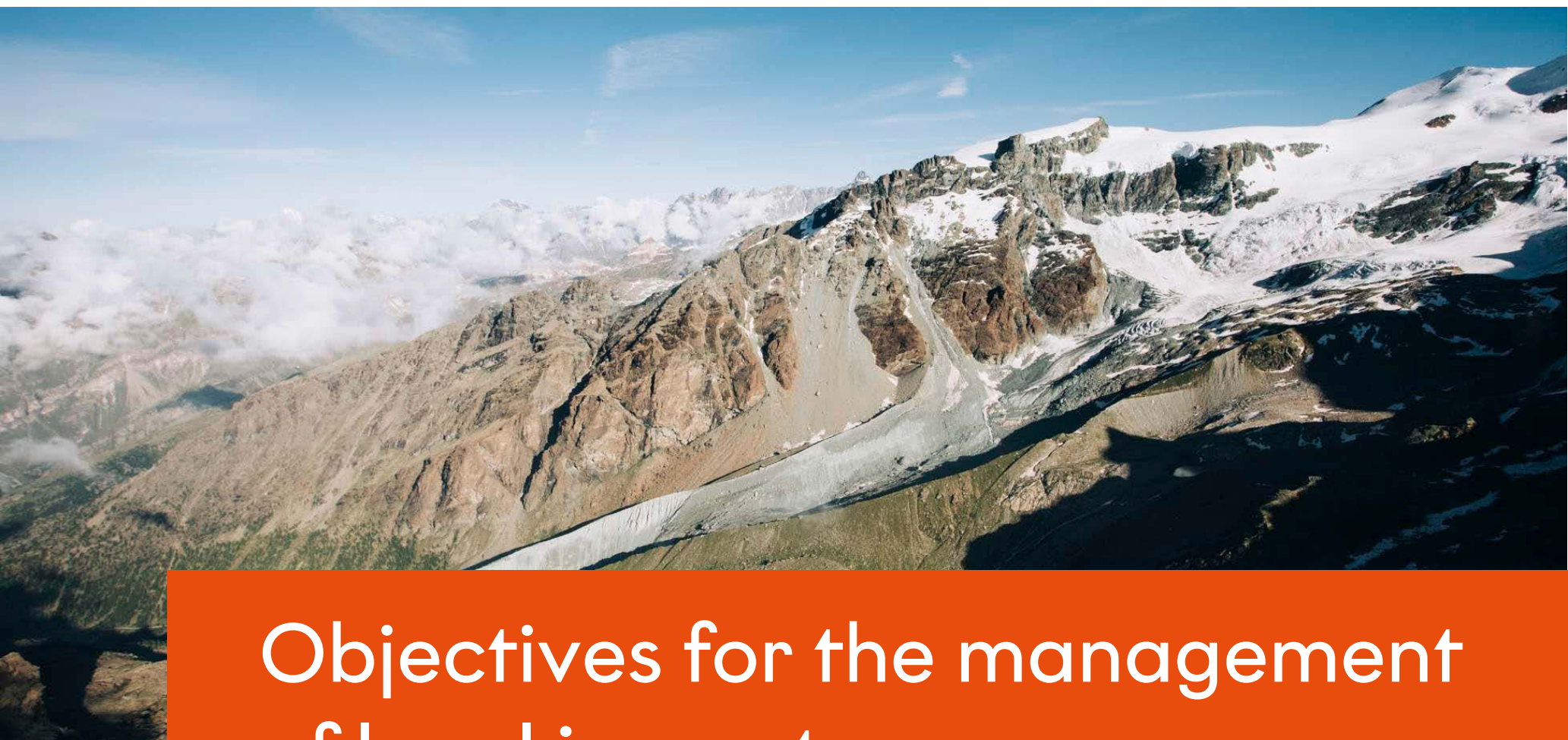
Like all outdoor enthusiasts, Ferrino likes the pristine environment, and the emotions it gives. For this reason, it believes in a sustainable business, capable of creating value while respecting and safeguarding the environment. Therefore, at our headquarters, we adopted an internal code of conduct 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 wants to contribute to leaving future generations a better Planet than it is now. That is why 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 for the management  
of local impact

By adopting an internal environmental policy, we intend to improve the quality and usability of spaces, limiting the impacts that our activities generate on the environment. Furthermore, in the long run, through constant monitoring, we intend to identify the most critical areas on which to focus our efforts.

## Internal Sustainability Policy in Ferrino SpA, San Mauro Torinese Headquarters:



Limit energy consumption by, for example, checking the turning off of lights every time you leave a room.



Heating and cooling responsibly by contributing to reducing negative impacts on the environment and the production of greenhouse gases and particulate matter.



Differentiate waste by contributing to reducing the portion of non-recyclable waste sent to landfills.



Limit printing on paper by favoring electronic document exchange and on-screen use.



Promote the consumption of water from domestic sources (flasks, tap water), progressively reducing the use of water bottles and disposable containers.

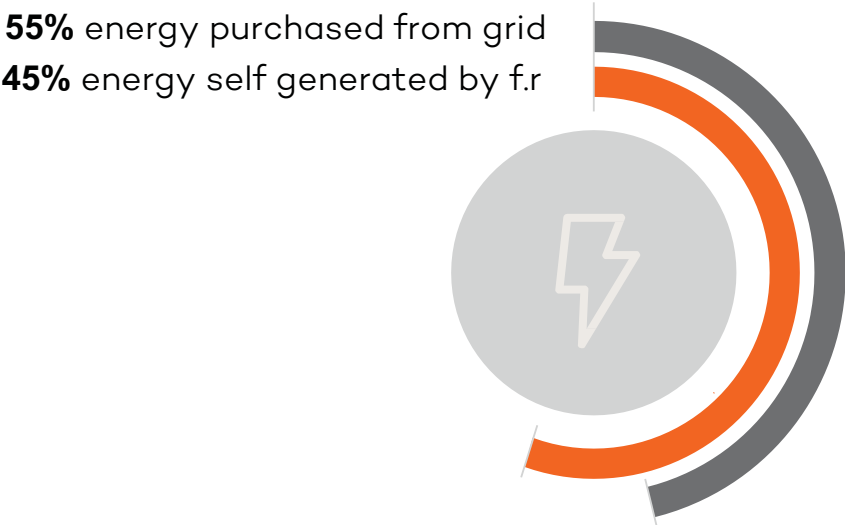


# 5.2 Energy

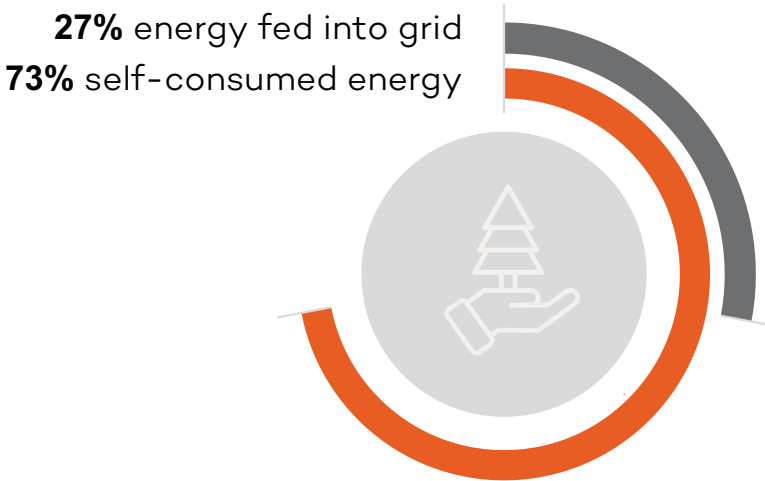


The annual production of our renewable energy plant is 45% of our energy needs.  
For a time reason, not all the energy produced is self-consumed: the rest is fed into the public grid.  
73% of the energy that our renewable energy plant produces is self-consumed.  
The part that is not consumed is fed into the grid.

Consumption of energy



Consumption of self generated energy from renewable sources



Thanks to the installed panels, 36.62 tons of CO2 are saved each year

5,47 equivalent emissions

36.62 emissions CO<sub>2</sub> saved

6 flights saved

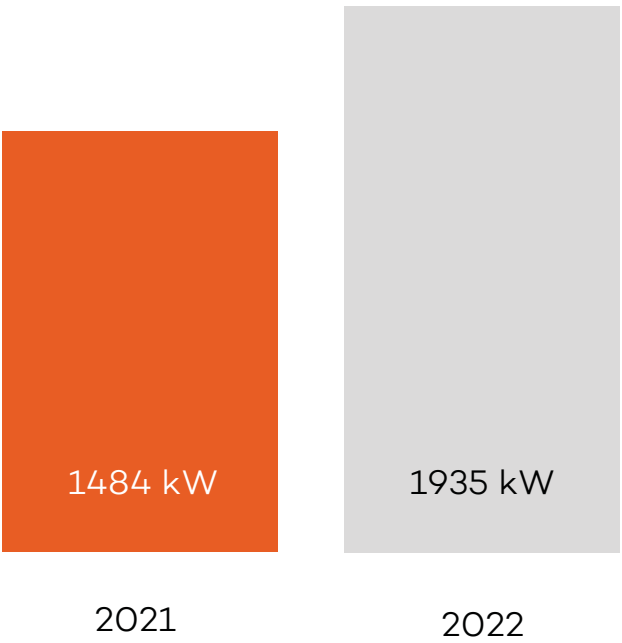
6,84 barrels equivalent

12,90 tep saved annually

88 barrels saved

The energy intensity of 1935 KW for 2022, calculated as the total energy consumed over the total number of Ferrino employees.  
(GRI 302-3).

Energy intensity



TEP

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



# 5.3 Trasportation

(Monitoring logistics impacts updated to 2021 and pending final 2022 data)



Ferrino maintains relationships of trust and continuity with its logistics suppliers, true strategic partners for our business. For this reason they are chosen carefully, considering their efficiency, seriousness but also sensitivity to the environment and the impacts generated and giving selection priority to those with ISO 14001(GRI 308-1) certification.

## Logistics suppliers



99% Certified ISO14001  
1% Non certified

## Certified Transporters

Ninety percent of our transportation volume from suppliers to our headquarters, are entrusted to supplies with ISO 14001 environmental certification



100% of our headquarters to warehouse transport in Italy are by certified ISO 14001 environmental certified suppliers







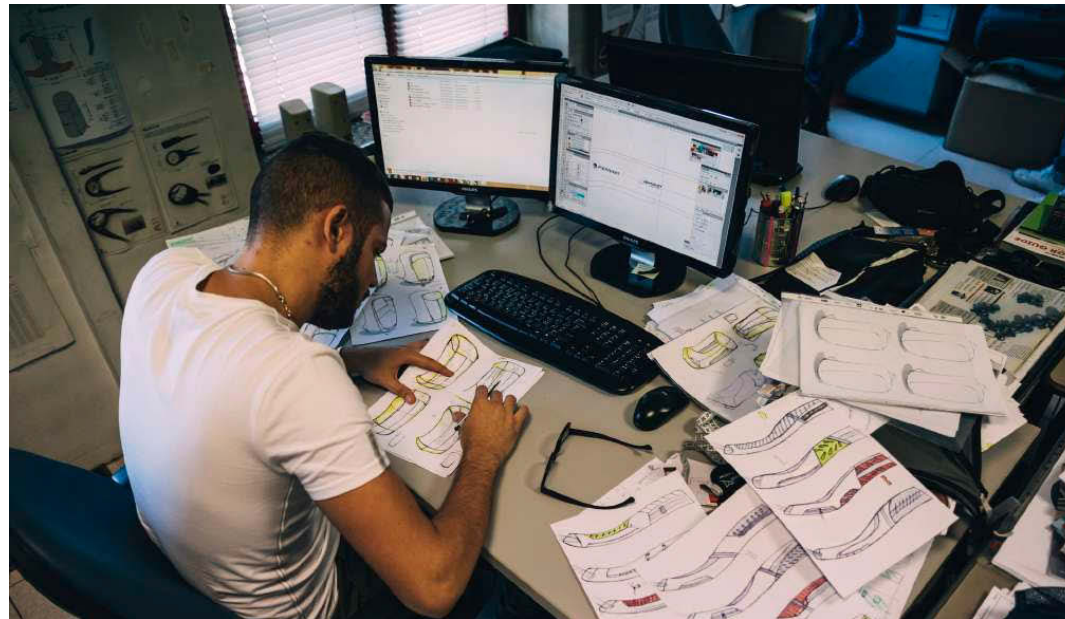
## 6. People



Ferrino considers its employees to be fundamental, as carriers of value and a source of competitive advantage for the Company's development. For this reason, the Company considers Human Resources management policies to be a strategic tool.

To this end, it pursues interventions aimed at developing and maintaining personnel skills (with training, induction and coaching actions), as well as maintaining the level of motivation. In addition, Ferrino considers its commitment to occupational health and safety a priority.





## 6.1 Human resources and intellectual capital

The staff consists of 60 employees (57 of whom have permanent contracts) on which the turnover rate for the period is 2% (GRI 401-1).

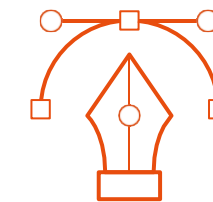
All employees are covered by a national collective contract and internal supplementary contract (GRI 102-41).

In addition, Ferrino holds constant discussions with the workers' representatives on many issues in the life of the Company, in full compliance with the prerogatives provided for in the CCNL and company agreements.

This has resulted in a high degree of agreement on the fairness of labor employment conditions, safety and equal opportunities.



**Management**  
(4)



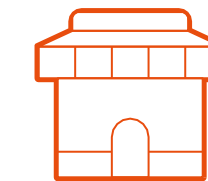
**Design,  
prototyping and  
development** (8)



**Local  
production**  
(12)



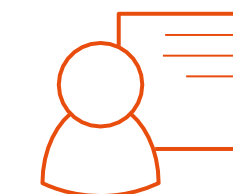
**Quality  
assurance**  
(4)



**Commercial**  
(11)



**After  
sales**  
(3)



**General services**  
(18)

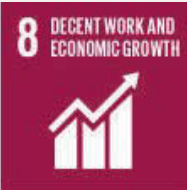


# 6.1.1 Our team and its people

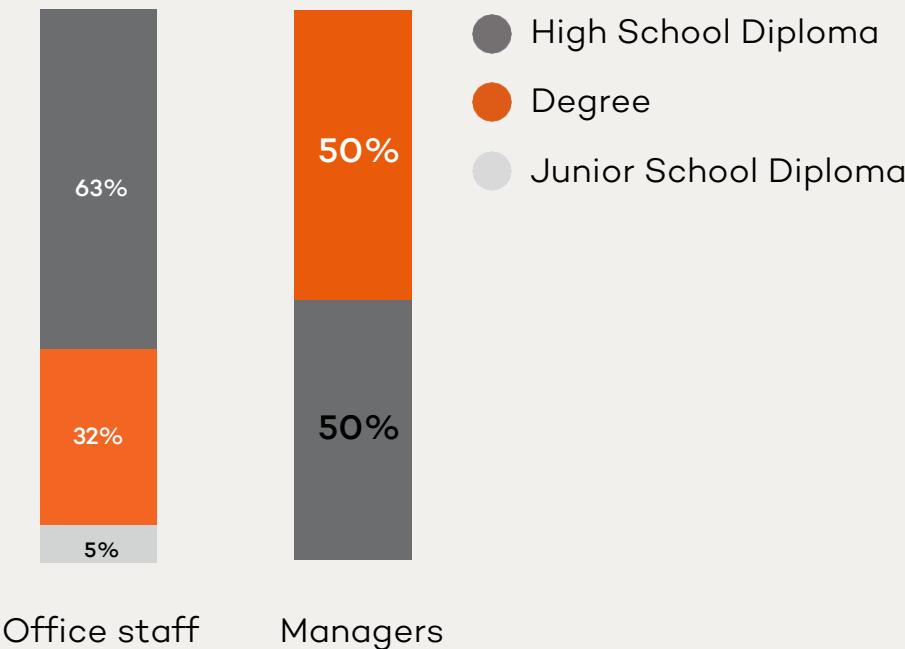
Seventy-five percent of Ferrino's staff hold a high school or college degree. If employees and managers are considered, 67% of them hold a high school diploma, while 33% hold a bachelor's degree.

The workforce, strengthened by the experience gained over the years, has a generally high length of service. **46%** of the staff have in fact worked in Ferrino for more than 18 years. Also done was, an in-depth study of the age composition of the staff which is reported below:

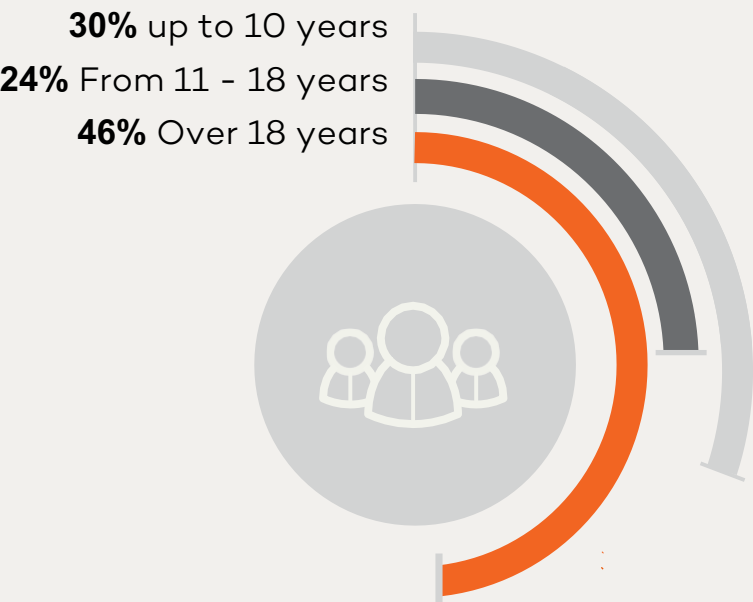
Women represent for Ferrino 59% of the staff employed and often hold skills that are central to the company, the result of long and valuable experience. It is important to emphasize that there is pay parity between people in the same role and with different gender. Ferrino is also very careful to allowing its resources a reconciliation of the times of work/life through the option of part-time work.



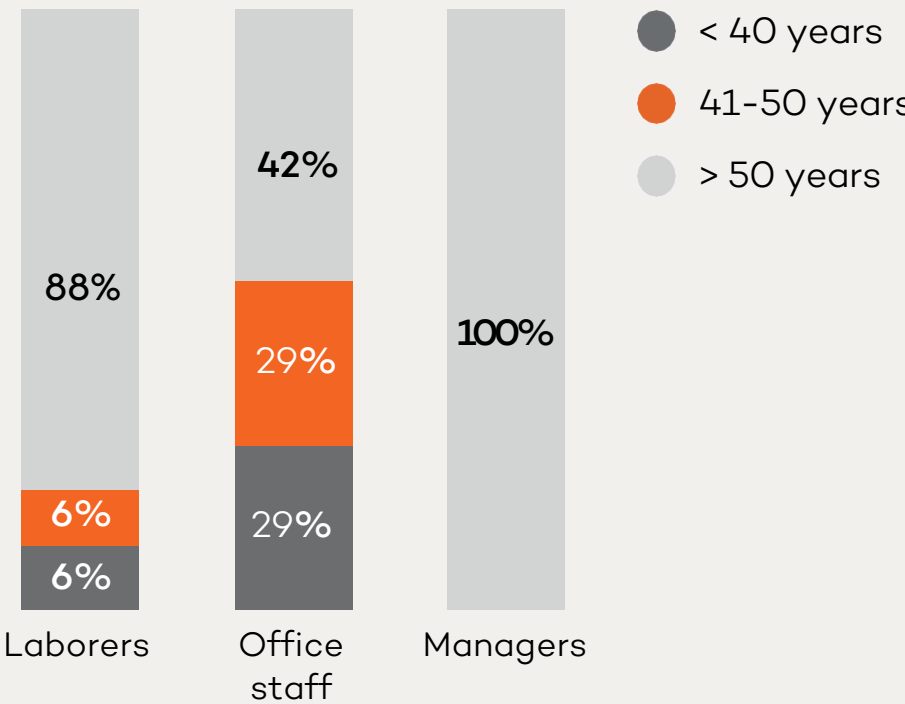
Education among office staff and managers



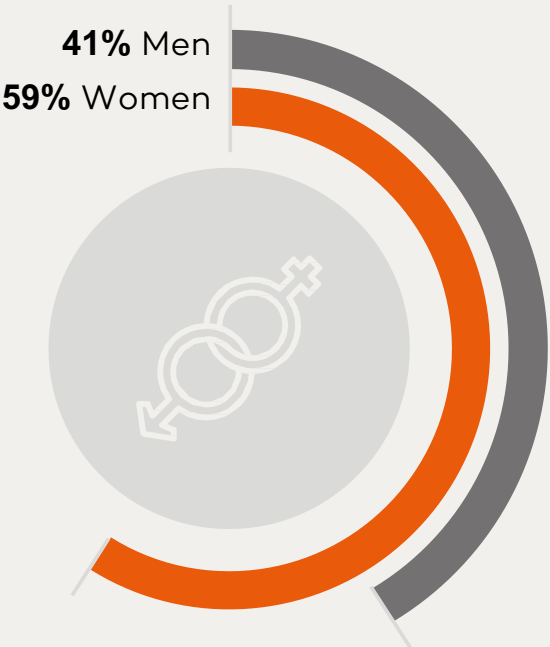
Seniority



Staff by age



Staff by gender



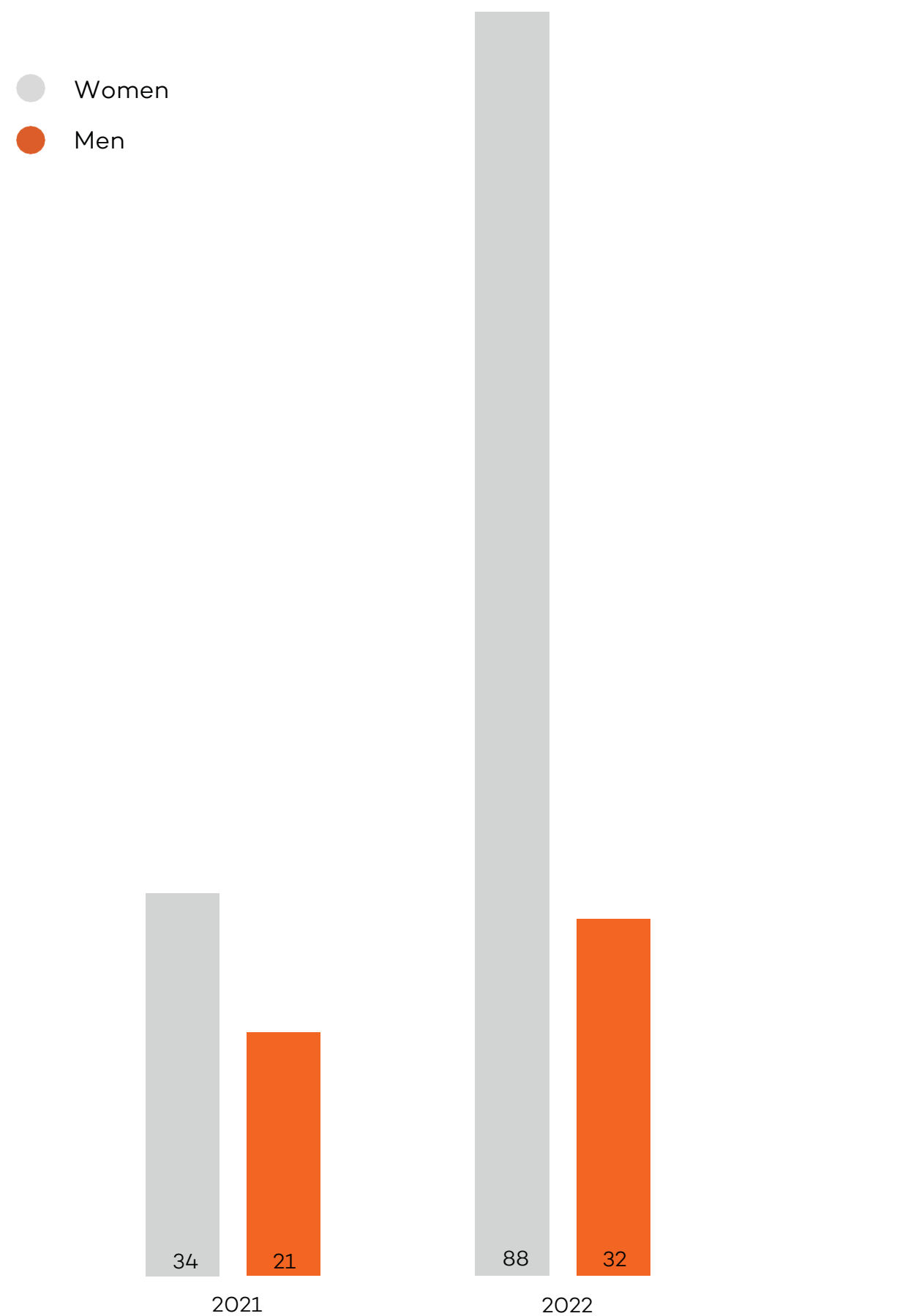


# 6.1.2 Intellectual capitale GRI (Governance and valorization of intellectual capitale)

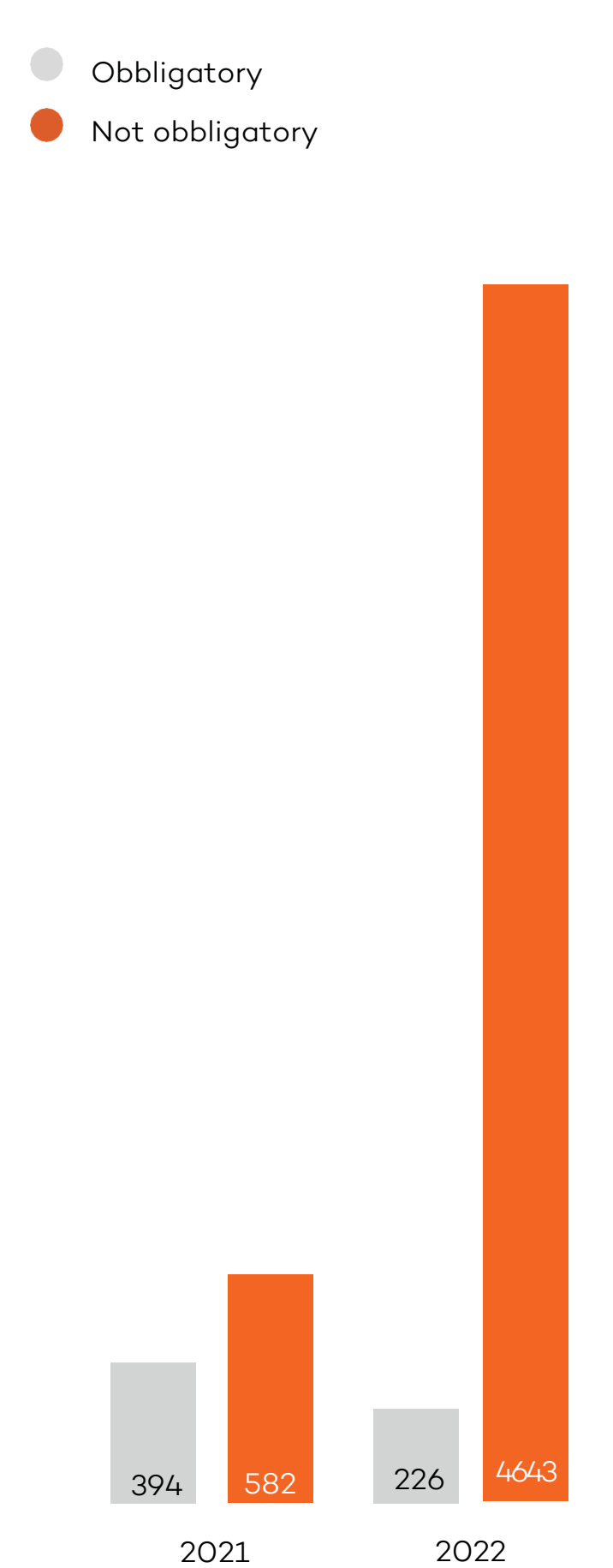
Training is considered to be a fundamental and necessary part of dealing with an increasingly competitive and globalized market. For this reason, efforts have been made to involve staff in various training sessions beyond regulatory obligations.

In 2022, non-mandatory training hours were particularly challenging totaling 4643 hours while mandatory training hours totaled 226 hours.

Staff involved in training by gender



Hours of training





## 6.2 Ferrino, the local community and disability

Ferrino is a company well rooted in its territory with which it constantly interacts by collaborating with institutions and third sector organizations and supporting a number of initiatives such as cultural events and debates, exhibitions and sporting events, organized in partnership with public bodies and associations. These activities are overseen by the corporate function dedicated to communication. We are always open to collaborations with local educational institutions such as universities and secondary schools in order to get to know and be known by the young talents of the future. Precisely for this reason, in agreement with universities, Ferrino welcomes young people in curricular and extracurricular internships with a high rate of conversion into employment contracts. These undergraduates or recent graduates are offered the accompaniment and provision of the company's R&D structure for dissertations and support for research activities by providing data and information useful for study. We are open to sharing our story and welcoming students to the company, and frequently, at the invitation of faculty, we are available to support student tutorials precisely because we believe it is essential that there be opportunities for exchange between teaching and the corporate world. In addition, we have also opened our doors to students in alternating school-work programs. In addition to this, we assist by organizing discussion tables Foundations and Third Sector entities in the development of training plans for some projects of excellence such as Talents for Export of Fondazione CRT and Alumni to China, to support the activity of connecting with local companies to encourage the

placement in Piedmont companies of young people with specific skills. We believe in fact that retaining competent young resources on the ground is critical to competitiveness. The emotions that the outdoors gives are strong and deep. That is why we strive to ensure that they are accessible to everyone who wants them. Ferrino works alongside a number of associations that seek to make the lives of people with disabilities as rich and adventurous as those of the able-bodied. Ferrino has collaborated in this perspective for many years with ABLE TO ENJOY, a project devised 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 accessorise wheelchairs and facilitate their transportation and functionality as well as in providing equipment for outdoor adventures. Alongside the FREEWHITE Association and FISIP, it is committed to promoting the sports activities of disabled children such as skiing, snowboarding, mountain biking and windsurfing by providing the supply of technical equipment useful for carrying out these activities. We are technical partners of the trips that FIAT AUTONOMY organizes to enable people with motor, sensory or intellectual limitations to move in the outdoor environment by staying in Ferrino tented camps.

We also opened the company's doors to the young people of the B-LIVE association, created to give young people with serious illnesses an opportunity to grow.





## 6.3 Ferrino promotes responsible tourism

(Promotion of sustainable tourism)

Always on the side of the Planet, Ferrino is always particularly close to those who promote new forms of tourism, under the banner of environmental protection and dialogue between peoples. Starting in 2006, the T.RES (Responsible Tourism) project was born, designed to promote a way of ethical travel that respects the territory and the customs of those who live there. A tourism that becomes a spokesman for the universal principles of equity, sustainability and tolerance.



### The 10 rules to travel responsibly:



Inform yourself about the culture, habits and history of the destination country.



Approaches situations with a spirit of adaptation.



Do not engage in behavior that is offensive to the culture of your host country.



Ask permission before taking photographs or videos.



Avoid disposable products, place waste in the appropriate containers, leave only your footprints in place.



Do not waste water and energy resources.



If you can, move around by foot, bike or use public transportation.



Help respect the planet's ecosystem: do not use products made from endangered flora and fauna.



Buy local products to benefit the economy of your host country.



Try to learn about daily life, learn a few words of the language, don't just visit tourist spots.



## 6.4 Ferrino by the side of those who travel responsibly and promote environmental conservation

In addition to being active in the area, we adhere to and support multiple initiatives at the national and international level of which we provide some examples below.

In collaboration with some associations engaged in projects aimed at environmental and social protection such as those carried out by EOCA ([European Outdoor Association for Conservation](#)) with which we are associated.

In addition, because action and awareness raising in the fight against climate change is considered of fundamental urgency we have been supporting for many years the project [On the Trail of the Glaciers](#), promoted by landscape photographer [Fabiano Ventura](#). It is a photographic-scientific project dedicated to documenting the changes of the Planet's most important glacial masses over the past 100 years through the technique of "repeat photography"-photographic comparison between historical and modern images obtained from the same shooting point.

In 2020, the 10-year project reached its completion with the final expedition to the Alps. Fabiano Ventura, along with his team and all the researchers involved, traveled the Alps repeating the shots of photographers from the late 1800s and early 1900s with the goal of creating the most substantial archive of photographic comparisons in the Alps and collecting scientific data on the condition of Alpine glaciers: Mont Blanc, Gran Paradiso, Monte Rosa, Bernina, Ortles-Cevedale, Adamello, Dolomites, and Julian Alps. The project is an extraordinary testimony to the possible marriage of photographic art and scientific research and has helped to increase public awareness and urgency of intervention





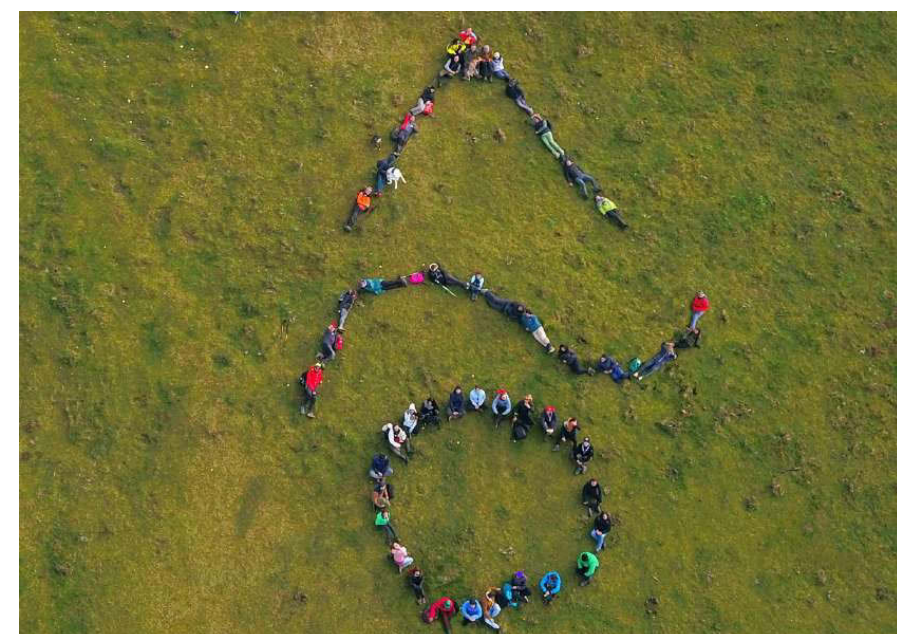
on this issue. With the aim of raising the awareness and participation of its local community, Ferrino for its 150th anniversary, sponsored the exhibition dedicated to the expedition hosted at the "Duca degli Abruzzi" Mountain Museum. The high sense of giving back to the local community and the focus on raising user awareness on these issues, gave rise to a series of meetings with the intent of disseminating values related to respect for the environment.

Another project supported by Ferrino is the **Seva project, Treedom** whose main objective is to receive funds for reforestation actions in 2020 carried out in an area of Madagascar. **Stefano Tiozzo**, a naturalist photographer and animator of the project, makes travel documentaries that are very popular on the web. A portion of the proceeds from the sale of the documentaries is then allocated to the projects. His way of responsible travel, focusing on the issue of climate change, is an inspiration.

Another project is **Treedom**, by **Emanuele Confortin**, who has carried out a careful ethno-cultural analysis in the Himalayan Kinnaur area, now affected by rapid development, with the aim of preserving its ancient and precious culture and best combining economic development and respect for traditions.







The pandemic has reignited the debate on the importance of restocking the Highlands, a key supply chain in the social and environmental ecosystem.

Ferrino traveled to discover the Sentiero Italia CAI (Italy's CAI Trail) with the guys from Va' Sentiero. A project born in 2019 and aimed at revitalizing the Italian trekking route and giving voice to the scenic beauty and unexplored world of traditions, work and cultures that characterize the Bel Paese.

Yuri Basilicò, Sara Furlanetto and Giacomo Riccobono, the young people who founded the Va' Sentiero project, had to change their plans in the wake of the Pandemic, but that didn't stop their desire to lace up their boots, adjust their shoulder straps and start the trek again along the Sentiero Italia: a 6,000-kilometer route that crosses the Alps, Apennines and major islands in an ideal itinerary that encompasses the whole of Italy.

It is not a simple sporting venture, but a social initiative based on the idea of sharing: an adventure told through the web and social media. "...we want to make the Italy Trail known especially to our peers, all over the world, and to give voice to the high lands, wonderful places that are yet often forgotten, depopulated, abandoned to themselves."

Ferrino is proud to be able to accompany these young people in an endeavor capable of combining passion for the mountains and respect for traditions, committing itself as an official partner, providing the necessary equipment to face this long journey up and down the highlands.



# 6.5 Our Ambassadors and our commitment to society

Great experience, the ability to listen, and a willingness to develop customized products for each individual company: this is why Ferrino has always been a point of reference for professionals. Mountaineers, explorers, freerider travelers and outdoor professionals: extraordinary people, with whom Ferrino designs -in the smallest details- each new adventure.

Today, as in the past, Ferrino supports many Ambassadors in the following areas: mountain explorer, land explorer and trail running with great attention to selecting projects that have social and environmental value.

Discover the entire Ferrino Team at <https://www.ferrino.it/team-ferrino/ambassador>.



Estefania Troguet

Men and women taking on the most extreme mountaineering challenges. From winter expeditions on the Planet's 8000s to routes that have never been climbed. Stefi Troguet is the first Andorran woman to have climbed two 8000s, and she is one of the icons of female mountaineering.

Alex Txikon, Marco Confortola, Giampaolo Corona, Tomas Franchini, Luca Albrisi, Enrico Mosetti, Marek Raganowicz.



Katia Figini

Women and men able to devote themselves to ultratrails, focusing all efforts on endurance and speed. Katia Figini is an explorer and runner who has crossed deserts on five continents by running solo.

Scilla Tonetti, Luisa Balsamo, Alice Modignani Fasoli, Maria Elisabetta Lastri, Ina Forchthammer, Monica Guilera I Sala, Alena Shevchuk, Alyssa Clark.



Whether by bike, on foot or on skis, land explorers are motivated to reach the most remote places through very long journeys in self reliance. Alban Michon is a professional explorer who has carried out Arctic expeditions independently with the goal of collecting scientific records.



Alban Michon

Omar Di Felice, Nico Valsesia.

The faces that have shaped the history of the outdoors and of our company. Rheinold Messner was the first man to climb the summits of all 8000-meter peaks on the Planet while sleeping in Ferrino tents. A key contribution to the development of our products.



Reinhold Messner

Jean Troillet, Mike Horn, Børge Ousland, Carla Perrotti, Silvio Mondinelli, Michele Pontrandolfo.



## Ferrino Women Team, the feminine side of the ultratrail

Ferrino has always supported and believed in women athletes. In 2017, THE FERRINO WOMEN TEAM was born and brought together 4 non-professional runners and international guest athletes: Katia Figini, Alice Modignani Fasoli, Scilla Tonetti, Luisa Balsamo, united by the common intent to undertake the Tor Des Geants, the toughest ultratrail in the world.

A complex and grueling challenge, which the four girls decide to face together, despite their different athletic backgrounds, to communicate to the world the presence of an all-female team, which knows how to tell and tell the "pink side" of even the toughest enterprises: women who run...but first of all women!

So it is that through the testimonies of Alice, Scilla, Katia and Luisa and colleagues we discover that the determining elements to cross the finish line of the world's greatest ultra trails are perseverance, patience, self-sacrifice and endurance. 100% feminine qualities, in a world that often highlights results and performances mostly by male athletes.



## Alex Txikon, mountaineering and supporting mountain communities

Alex Txikon is a Spanish mountaineer and explorer, part of the Ferrino family since January 2020, participating in the ROAD TO HIMALAYAS expedition that departs from Antarctica to reach the summit of Amadablan and attempt the winter of Everest.

In 2021, ALEX leaves for the Manaslu expedition roped with Italian Simone Moro and Basque Iñaki Álvarez. During both projects, Alex Txikon offered concrete support to mountain peoples. In the Himalayas, delivering to the inhabitants of a small village in northern Pakistan one hundred solar panels connected to energy-saving light bulbs and ten solar ovens; during the expedition to Manaslu, donating hundreds of solar light bulbs to families in the Makalu region.

"A light bulb radically changes a family's life," Txikon's comment. "We don't realize it, but for these villages having light at night can mean that children can learn to read and write." The other goal is to provide tools, such as solar bulbs, that leave as little impact on the environment as possible.





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

GRI Indicators	GRI Index	Chapter/paragraph
Startegy and Analysis		
Board statement	102-14	Letter from the Board
Organizational profile		
Name of organization	102-1	1. Introduction and report boundaries
Brand, products and main services	102-2	4. Products 2.5 Our way of doing business
Organization Headquarters	102-3	1. Introduction and report boundaries
Countries in which the organization works	102-4	3.1 Supply chain
Legal form	102-5	1. Introduction and report boundaries
Market’s served	102-6	2.5 Our way of doing business
Description of workforce	102-8	6.1.1 Our team and its people
Descrizione della supply chain	102-9	3.1 Supply chain
Charters and principles endorsed by the organization	102-12	Letter from the Board
Associations joined by the organization	102-16	2.4 Our business model 6.5 Ferrino in the world
Staff of the organization covered by a collective agreement	102-41	6.1 Human resources and intellectual capital

GRI Indicators	GRI Index	Chapter/paragraph
Material aspects and report boundaries		
Organizations included in the consolidated statement	102-45	1. Introduction and report boundaries
Principles defining report	102-46	2.7 Our priorities
Identification of material aspects	102-47	2.7 Our priorities
Stakeholder engagement		
Stakeholders	102-40	2.6 Stakeholders Map
Principles of stakeholder identification	102-42	2.6 Stakeholders Map
Stakeholder engagement	102-43	2.7 Our priorities
Report profile		
Report reference period	102-50	1. Introduction and report boundaries
Report frequency	102-52	1.1 Notes on the methodology
Contacts for further information on report	102-53	1.1 Notes on the methodology
GRI table of contents	102-55	1.1 Notes on the methodology 7.1 Report profile



GRI Indicators	GRI Index	Chapter/paragraph
<b>Governance</b>		
Organization and governance	102-18	2.2 Organizational configuration
<b>Ethics and integrity</b>		
Principles and values of the organization	102-16	2.3 Our values
<b>Financial aspects</b>		
Direct economic value generated and distributed	201-1	2.2 Our business model
Purchases from local suppliers	204-1	3.1 Supply chain
<b>Environmental aspects</b>		
Raw materials used	301-1	4.4 Raw materials
Recovered products and packaging	301-3	4.4 After sales
Energy consumption	302-2	5.2 Energy
Energy intensity	302-3	5.2 Energy
Selection on environmental performance criteria of suppliers	308-1	3.2 Selection of value suppliers 5.3 Transportation

GRI Indicators	GRI Index	Chapter/paragraph
<b>Social aspects</b>		
Annual hours of training by gender	404-1	6.1.2 Training, education and valorization
Rate of Turnover	401-1	6.1 Human resources and intellectual capital
Operations where the local community have been involved	413-1	6.2 Ferrino and the local community
Suppliers chosen based on social performance	414-1	3.2 Value supplier selection
<b>Product responsibility</b>		
Products for which stricter safety targets have been set	416-1	4.3.1 Product safety and international standards



# 7.2 Glossary

## BLUESIGN

The benchmark environmental standard for the textile industry, aimed at consumer protection and minimizing environmental impacts. The bluesign® standard provides an independent approval system for the textile industry, taking into account the entire production process, promoting the reduction of impact on the environment and protecting human health. The areas covered by the standard are: Resource Productivity, Consumer Safety, Air Emissions Water Emissions, Occupational Health and Safety.

## BSCI

The Business Social Compliance Initiative (BSCI) consists of a methodology designed to assist companies in responsible supply chain management with a focus on protecting the health and safety of workers in third countries of production. It is based on the labor rights principles defined by the International Community, the United Nations, the ILO and the OECD.

## INTELLECTUAL CAPITAL

As intellectual capital, the Integrated Reporting Initiative means "Intangible assets corresponding to organizational capital and knowledge value. They include: o Intellectual property, such as patents, copyrights, software, rights and licenses o Organizational capital, such as implicit knowledge, systems, procedures and protocols.

## HUMAN CAPITAL.

As intellectual capital, the Integrated Reporting Initiative means "People's skills, abilities and experience and their motivation to innovate, which include: o Sharing and support of the organization's governance model, risk management approach and ethical values o Ability to understand, develop and implement an organization's strategy o Loyalty and commitment to the improvement of processes, goods and services, including their ability to lead, manage and collaborate."

## FWF

The Fair Wear Foundation (FWF) is a Dutch nonprofit organization that supports, through certification, companies in the apparel and fashion industry in ensuring respect for human and labor rights in 11 countries of production. Some of the aspects that are considered by the institution are: voluntary labor, child labor, hygienic working conditions freedom of association.

## GLOBAL COMPACT

The Global Compact is a United Nations initiative established in 2004 with the aim of engaging companies in the pursuit of responsible business in the areas of human rights, environmental labor and anti-corruption. To date, 9830 companies are members and 161 countries are represented.

## GRI (GLOBAL REPORTING INITITIVE)

The acronym GRI, Global Reporting Initiative, refers to an international nonprofit organization established in 1997 that promotes sustainability through the development of nonfinancial reporting frameworks.

## INTERNATIONAL INTEGRATED REPORTING COUNCIL (IIRC)

It is an international organization formed by investors, companies and NGOs that has developed the Integrated Reporting framework, which aims to assist organizations in reporting processes that are not limited to economic-financial aspects, but include the interconnections between purely accounting, social, environmental and governance information.

## ISO14001

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

## ISO9001

Is a voluntary international standard, applicable to all types of organizations, promoted by the International Organization for Standardization and certifies that the organization has a quality management system in place to ensure the level of product and service quality it claims to possess.



### **OEKO-TEX STANDARD 100**

Is an independent and internationally uniform control and certification system that is certified by the eponymous body, specific to the textile industry that regulates the use of chemicals in textiles to safeguard the end consumer. The prerequisite for the certification of products according to STANDARD 100 by OEKO-TEX® is that all components of an article meet the required criteria / in addition to the external material e.g. sewing threads, padding, prints etc. and non-textile accessories such as buttons, zippers, studs etc.

### **OHSAS 18001**

Occupational Health and Safety Assessment Series (OHSAS18001), is a voluntary international standard promoted by BSI that certifies that an organization has established 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 (OHSMS) to enable an Organization to control its risks and improve its performance.

### **RDS**

RDS (Responsible Down standard) is a voluntary and independent standard that ensures that the feathers used in upholstered products are derived from geese and ducks raised in accordance with animal welfare principles and criteria. the prerequisite for certifying products according to OEKO-TEX® is that all components of an article meet the required criteria / in addition to the external material e.g. sewing threads, padding, prints etc. and non-textile accessories such as buttons, zippers, studs etc.

### **REACH**

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

### **SA8000**

Is a voluntary international standard promoted by Social Accountability International that certifies that the organization has given itself a management system capable of monitoring the conditions of workers with particular attention to respect for human rights, respect for the rights of workers, protection against the exploitation of minors, and guarantees of safety and health in the workplace

### **TEP**

Ton Petroleum Equivalent (TEP) is a unit of measurement that indicates the quantity of energy released by the combustion of one ton of crude oil. This unit of measurement introduced in order to facilitate the comparison between the various energy sources and oil.





## CSR Sustainability Report

