

INTEGRATED POLICY

FOR QUALITY AND SOCIAL RESPONSIBILITY

Fasac S.p.A. represents a hub of innovation, ideas and productivity dedicated entirely to the world of fashion. The large industrial hub in the Como area covers up to 40,000 square meters and also extends to the dyeing plant in Città della Pieve. The Group distributes its products to over 40 countries around the world and, together with Stamperia di Cassina Rizzardi S.p.A., has more than 300 employees.

Growth, transparency and sustainability are what the group aims to stand out for, building its strategies on the belief that ethics and profit cannot be in conflict, since long-term business development needs to be always connected with social and environmental development.

Inspired by and aligned with the Sustainable Development Goals, through the adoption of the 4sustainability® Protocol, we are committed to transparency towards the markets and to contributing to the generation of positive change at a global level, assuming a clear environmental and social responsibility.

TRASPARENCE

For Fasac S.p.A., the concept of transparency directly concerns the relevant information made available to all parties in the value chain in a standardized way, allowing common understanding, accessibility, clarity and comparison. Transparency is a strict requirement for ensuring traceability on products, processes and suppliers that belong to your value chain.

ENVIRONMENTAL RESPONSIBILITY

Fasac S.p.A. aims to reduce the environmental impact generating from its activities, by adopting an approach oriented towards monitoring and continuous improvement of its performance, starting with compliance to current legislation with continuous attention to innovation, research and development. With a specific focus on reducing the environmental impact, Fasac S.p.A. aims to keep reducing pollution generated during production processes, and ensuring compliance with certain parameters relating to the presence of chemicals that could be dangerous for humans and the environment; these are very restrictive on the processed products delivered to customers.

In the full awareness that the implementation of sustainability objectives is only possible with a full cooperation between parties, Fasac S.p.A. constantly seeks partnerships with companies that share the same values of attention to the environment and people, still with a focus towards innovation.

FASAC S.p.A.

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Fasac S.p.A. has therefore defined the following macro-objectives for reducing its environmental impact:

- implementation of a chemical risk management system aimed at reducing the environmental impact deriving from the use of chemicals harmful to humans and the environment in the processes carried out in the production chain, according to the progress of technical knowledge on the subject, through the implementation of the MRSL ZDHC;
- ensuring the constant monitoring and improvement of the quality of wastewaters, connected directly and indirectly to our production;
- informing and training employees on the activities carried out by the company regarding sustainability through periodic meetings, in order to stimulate research and innovation;
- seeking legislative compliance by constantly addressing partners and suppliers who share the same values and strategic objectives, capable of responding to the increasingly challenging demands of the markets;
- adopting state-of-the-art management techniques and tools aimed at the continuous improvement of sustainability performance;
- periodically sharing with stakeholders the results achieved and the new improvement objectives defined;
- managing waste from production processes correctly and responsibly;
- focusing on the cooperation with partners of the district, in order to minimize the environmental impacts related to the transport of materials along the production cycle;
- choosing, where possible, raw materials with a lower environmental and social impact, such as recycled or regenerated, certified, traced and traceable raw materials, organic and/or connected to sustainable initiatives;
- keeping an eye on the environmental impact of our activities from the collection development, using a sustainable/circular approach;
- seeking production and organization solutions that guarantee greater efficiency in the production processes, in order to reduce/minimize energy and water consumption and CO2 emissions into the atmosphere;
- researching and choosing solutions aimed at reducing waste production and/or increasing reuse and recycling practices;
- limiting the impact on forests caused by the use of components derived from plant raw materials and linked to situations as: I) illegal logging or trade in illegal wood or pulp; (II) violation of human rights in forestry activities; (III) destruction of areas of particular botanical interest; (IV) significant conversion of forests into plantations; (V) introduction of GMOs in forestry activities; (VI) violation of the ILO Convention on the Rights of Workers Involved in the Supply Chain.

In light of the above objectives, Fasac S.p.A. has decided to focus on a critical path for assessing and managing the risk deriving from the use of chemicals in a systemic manner. For this reason, they adopted the **CHEM 4sustainability® Protocol**, which implements the MRSL ZDHC (www.roadmaptozero.com) with a structured method, monitors the supply chain and periodically measures the level of application with full transparency.

QUALITY

Fasac S.p.A.'s mission is to successfully compete in the production of printed fabrics for fashion and furniture, combining the strong tradition of its past with innovation and continuous research and development. Even in a time of great uncertainty, we want to strongly state the fundamental values on which grounds we confidently want to build growth-oriented results, respectful of the expectations of all stakeholders. We want to keep making every effort aimed at the satisfaction of present and potential customers, to exceed their expectations, focusing on some key elements such as style, quality, level of service and innovation which can be tailored specifically for each customer. We believe in the value of people working in the company and we want to increase their skills, to a greater degree for the benefit of each team and in the belief that teamwork allows us to achieve higher results. We also want to consolidate a network of stable relationships with suppliers and partners based on mutual trust, respect and transparency, with a view to mutual growth. What differentiates FASAC S.p.A. from its competitors is the industrial capacity, the production flexibility and the technological level of the printing processes, carried out within the Group, which strongly believes and invests resources in the innovation of machinery, processes and IT systems to support it.

The business of FASAC S.p.A. is developed in a sustainable way, giving priority and respect to local communities in the areas we operate in and the environment that surrounds us. In order to do this, the best existing practices are followed to reduce the environmental impact of our activities/products and energy consumption to improve performance from an ESG perspective (Environment, Social, Governance). To accomplish the mission and values towards the stakeholders, it was decided to undertake a path of organizational growth based on the ISO 9001:2015 standard, aiming to build a management system that takes into consideration all systemic aspects related to quality, health and safety in the workplace and environmental management. The goal is to develop a system that would become a concrete tool for the constant improvement of organization and processes, with an integrated approach that seeks and exploits synergies at Group level to the maximum. FASAC S.p.A. aims to fully commit to this path, by identifying the teams responsible for the implementation of the management system, and providing the necessary resources, raising awareness/training staff, periodically reviewing performance data and carefully evaluating every possible area of improvement that could create an added value for customers and stakeholders.

SOCIAL RESPONSABILITY

From an ethical-social perspective, Fasac S.p.A. is committed to respecting workers' rights according to the Universal Declaration of Human Rights and to following the main conventions of the International Labour Organization (ILO), national legislation and the conditions provided by national agreements regarding:

- Freedom of association and the right to collective negotiation
- Child labor
- Minors labor
- Forced Labor
- Health & Safety
- Prevention from any form of discrimination and abuse
- Continuity and transparency in employment contracts, recording of working hours, payment of fair wages due

The Group is also committed to promoting collaborative relationships with partners who pursue the same social objectives in compliance with applicable regulations and to verify, where possible, the correct application of the same within the partner companies. The Group is therefore committed to spreading all the contents of this policy within its organization, so that it is known and pursued at all levels. At the same time, all the tools have been put in place to spread these purposes to external parties the Group is related with. This mainly concerns customers and suppliers, as they are directly linked to the manufacturing cycle, but also public associations, communities and public institutions, to raise awareness on sustainability issues.

Aware of the difficulties that the future holds, we are convinced that this is the best way to face them.

Cassina Rizzardi, 30/09/2023

The Management