

SOCIAL ACCOUNTABILITY REPORT FOR

G&P NET SpA
Peuterey Srl
Geo Spirit Srl
Argo Retail Srl



GEOSPIRIT



DEKKER

Date	Prepared by	Checked by	Approved by
22 January 2024	SA8000 Management System Manager	Communications & Marketing Manager	General Management

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1. Introduction

The PEUTEREY Group, on behalf of the companies PEUTEREY SpA, Peuterey Srl, Geo Spirit Srl and Argo Retail Srl, is pleased to present the Social Accountability Report for the year 2023.

During 2024, the project for the drafting of the Sustainability Report in accordance with the GRI standards will start. It will end with the integration of this report in the chapter on Social Accountability. This document serves to disclose, in a transparent, clear and complete manner, to employees, collaborators, suppliers, institutions and all the people with whom the Peuterey group enters into contact, the aims that the Group intends to pursue for the purposes of guaranteeing a socially accountable work environment and professional growth to staff, in full compliance with the requirements of the SA8000:2014 standard.

For some years, the group has put in place a consistent, conscious path for both social and environmental themes with the aim to stand out as a socially responsible company, pursuing policies aimed at compliance with fundamental workers' rights as well as health and safety in the workplace and the most significant environmental aspects.

This report serves to provide stakeholders and any interested party with the means and tools to check compliance with its company policies.

Specifically, the Social Accountability Report is drawn up on an annual basis and it is the result of collaboration between General Management and members of the Social Performance Team (SPT), the SA8000 management system manager, the gender equality manager, the Guidance Committee on gender equality and all company functions.

The circulation is guaranteed through its publication on the website of the Peuterey Group and through its distribution, in house, to all personnel.

2. Group companies

Name	G&P NET SPA – act of incorporation 17/10/2013
Registered office	Via Tortona, 31 – 20144 MILAN
Registration numbers	REA MI - 2029929
Tax ID Code/VAT reg. no.	02334070469
Company purpose	Styling and design activity, conception and development of fashions

Name	PEUTEREY SRL – act of incorporation 18/11/2016
Registered office	Via Tortona, 31 – 20144 MILAN
Registration numbers	REA MI - 2107853
Tax ID Code/VAT reg. no.	09700210967
Company purpose	Manufacture and sale of clothing items

Name	GEO SPIRIT SRL – act of incorporation 04/01/2012
Registered office	Via Prov.le del Biagioni, 55 – 55011 ALTOPASCIO (LU)
Registration numbers	REA LU - 211180
Tax ID Code/VAT reg. no.	02263200467
Company purpose	Manufacture of sports items and clothing in general

Name	ARGO RETAIL – act of incorporation 24/03/2015
Registered office	Via Alfonso Lamarmora, 39
Registration numbers	EAI FI - 636276
Tax ID Code/VAT reg. no.	06538940484
Company purpose	Retail trade of apparel and accessories

3. History and product

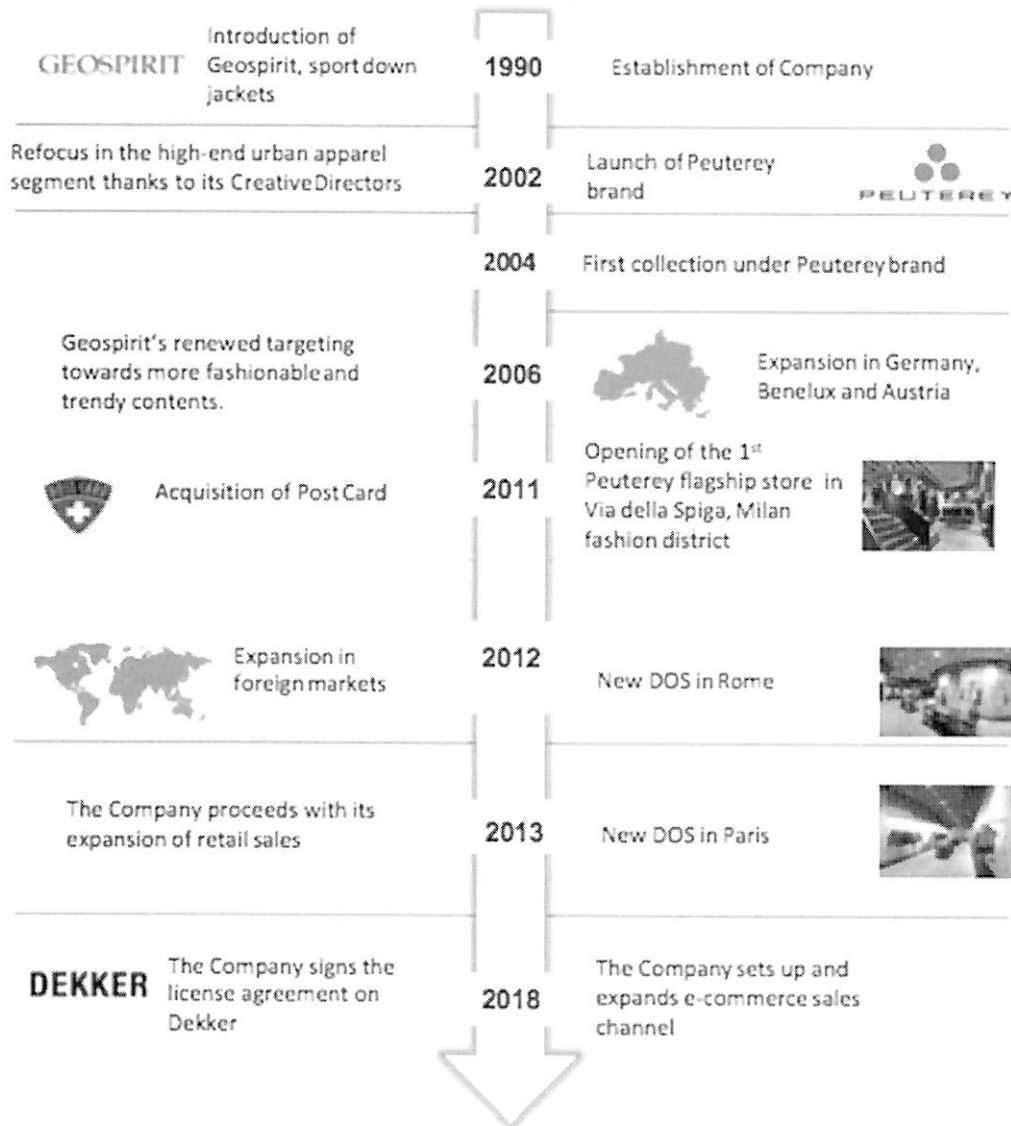
Peuterey Group is an Italian fashion group designing, developing and distributing luxury puffer jackets and coats under four different labels: Peuterey, Postcard, Dekker and Geospirit, characterised by a strong brand awareness. The company sells its products with a focus on Europe and is generating increasing revenues in Asia. The whole range of products is distributed through multi-brand stores and, more recently, through directly operated stores (DOS).

Over the last few years, the company has recorded significant levels of growth, becoming a major stakeholder in the Italian fashion market.

The company is part of Elite Path, a Borsa Italiana project to help small and medium enterprises to achieve their growth targets, acquiring industrial, financial and organisational expertise.

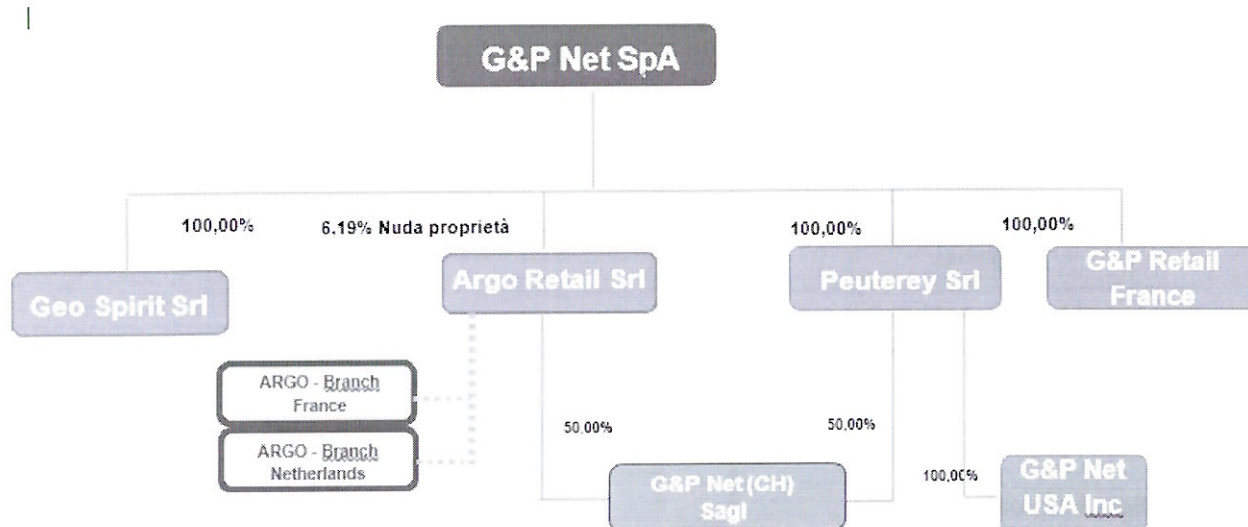
The ownership of the brands is listed below.

Company history



Company Structure

The company is currently structured with a clear separation across relevant company functions and brands.



The Peuterey brand, introduced in 2002, is the main brand, representing 90% of total business turnover for the 2023 financial period. The brand takes its inspiration from the name of a peak on Mont Blanc, one of the most fascinating routes on the Alps.

While it commenced as a brand orientated towards winter apparel with a specifically dedicated customer base, Peuterey subsequently began to reach out to new customers, transforming the brand into an accessible luxury label. The brand has given style characteristics to winter down jackets, with parka-based designs, to wear as elegant, luxury coats. The hallmark item of the Peuterey brand is the jacket, but in the last few years, the group has also begun to design and distribute apparel and accessories.

The sporty down jacket has achieved a consolidated position as the brand's leading products and has become an established leader among competing products on the Italian market.

With these star products, the company has been able to acquire a strong, consolidated image as a combination of luxury design with performance and practical wear.

The Peuterey Group targets its products at the cosmopolitan, professional consumer in the 30-45 age range.

4. Policies and values

Sustainable development guarantees that the needs of the present can be satisfied without compromising resources and opportunities for future generations. Every action we perform, all of our behaviour and any choice we make can and must mean greater awareness to safeguard the ecosystem on our planet and the well-being of those who live on it. Today, choosing a sustainable lifestyle is in fact the first step towards a better future. The Group works hard every day to reduce its impact on the planet and to make the most of human and environmental resources: this is the choice we have made, and we firmly believe in it.

4.1 Mission and Vision

At Peuterey, working for a better future means investing in people and promoting their well-being and professional growth. This is why our approach to sustainability also concerns lifestyle and working rhythm.

In our company, many professionals - from designers to pattern makers, sales division employees, and the communications team - all work in the two main hubs of Milan and Altopascio (LU), alongside colleagues operating in retail and the sales agents who support our products at an international level.

Our people are brought together by the shared values that guide us. We are united by our shared passion for the quality and beauty of what we do, every day. We work together with trust and enthusiasm, looking to our planet with respect and to our future with responsibility.

We care deeply about the value of our differences, since these are things that lead to dialogue, to stimulation, and to growth. We invest in training for our young talents because we believe in merit and in sheer hard work. We support equal opportunities for men and women, because we choose to guarantee that everyone, regardless of sex or gender, has the right to develop their full human and professional potential. To offer all of our workers the opportunity for physical and mental well-being in the workplace, we have introduced a pilates course.

Our social accountability code means we are committed to extending our values and aims to our collaborators, but also to our production and business partners, in Italy and the rest of the world.

At Peuterey, our projects are people focused. And people's responses, in terms of motivation and commitment, is what makes us more and more aware, every day, of the worth of having chosen to make a positive impact on society.

During 2023, the Group, aware of the importance of spreading the principles on gender equality has obtained certification in accordance with the reference practice UNI PDR 125:2022.

4.2 Social accountability policy

The Peuterey Group on behalf of the companies **G&P Net Spa, Peuterey Srl, Geo Spirit Srl and Argo Retail Srl**, counts among its values and fundamental responsibilities, the social sustainability of the company. The decision to adopt an **SA8000:2014 management system** and therefore, to certify it, is perfectly in line with this course, representing yet another element to **strengthen policies** and **social accountability targets** with regard to workers, helping to boost and spread **awareness** to socially accountable company management.

For this purpose, the Peuterey Group aims to:

- **increase the social accountability** of the company through precise commitments to workers and other stakeholders of reference;
- **guarantee transparency in human resource management** through new models of staff involvement;
- **check the ethics and social correctness** of its supply chain.

The expected benefits of this choice are:

- **increased level of risk management** regarding compliance with social accountability requirements (and the relevant standards of reference), specifically in the supply chain;
- **representing a reliable partner for its customers at all times** and to commit to guaranteeing compliance with the principles of social accountability, attention to quality, and to safety in the workplace, both by own employees and those of its suppliers;
- **even greater attention to equal opportunities** and to the capitalising on our diversities;
- **opening a further channel for dialogue** with workers, both as individuals and trade union organisations.

The Peuterey Group undertakes to:

- comply with current national standards and international conventions and recommendations, including the resolutions of international bodies such as the ILO – International Labour Organization - and the UN - United Nations - organisation, regarding all requirements of the standard;
- prohibit the use of child labour (ILO Conventions 182 and 138, and Recommendation 146);
- prohibit forced or compulsory labour (ILO Conventions 29 and 105);
- respect freedom of association and the effective recognition of the right to collective bargaining (ILO Conventions 87, 98, and 135);
- oppose all forms of discrimination and unfair treatment (for employment, remuneration, access to training, promotions, termination of employment, or retirement) based on ethnicity, regional or social origin, nationality, religion, disability, gender, sexual preferences, family responsibility, trade union membership, political opinions and age, or any other condition that could lead to discrimination (ILO Convention 100, 111, 159, 169, 177, 181, and 183);
- condemn all illegal conduct that may hinder dignity or physical and/or moral integrity;
- apply national collective bargaining agreements, fully and impartially, to all employees, paying the agreed remuneration punctually, as well as all relevant pension, insurance and social security payments (ILO Convention 131);
- respect working hours, meeting the needs of workers (ILO Convention 1 and Recommendation 116);
- guarantee maternity and paternity protection, as well as protection for disadvantaged persons (ILO Convention 183 and 159);
- promote and improve conditions of safety and the physical and mental well-being of its staff with corrective and improvement actions (ILO Convention 102, 155 and Recommendation 164);
- involve all suppliers of goods, activities and services and their commitment to social accountability, conforming to all requirements in the reference standard;
- develop and extend information, communication, and training processes, fostering dialogue among the parties concerned, to ensure efficient and effective application of the integrated company system.

The Peuterey Group considers that this can all make a solid contribution to improving general operation conditions and to making the most of human resources; for this purpose, it undertakes to convey to all stakeholders (employees, suppliers, customers, public opinion, trade unions, public authorities, and NGOs) a strong message to increase awareness of and compliance with the application of the requirements envisaged in the SA8000 standard.

To ensure that this Policy is understood, implemented and supported at all levels within the company, the Company Management has implemented the following initiatives:

- Displaying a copy of this Policy for view by all staff;
- Publication on the company website (in Italian and English) to boost viewing by all parties concerned.
- Social accountability training and meetings with all staff.

Regularly, at least every six months, the management will assess the suitability and

appropriateness of this social accountability policy and assess the achievement of the improvement goals issued for application of the above principles.

The following section contains references to the certification body we have chosen, the SAI, the body which developed the standard, and the SAAS, the accreditation body for SA8000 certification bodies:

Certification body

RINA Services S.p.A. | Via Corsica, 12 - 16128 Genoa, P. +39 010 53851
crt.accreditation@rina.org

Standard setting and accreditation body

SAI - Social Accountability International

15 West 44th Street | New York, NY 10036 Phone: 212-684-1414 | Fax: 212-684-1515 Email: info@sa-intl.org

SAAS - Social Accountability Accreditation Services 15 West 44th Street, 6th Floor New York, NY 10036
tel: (212) 391-2106 fax: (212) 684-1515 saas@saasaccreditation.org

4.3 Social accountability policy for Employment agencies

The Management of the PEUTEREY Group, on behalf of the companies G&P Net SPA, Peuterey Srl, Geo Spirit Srl and Argo Retail Srl, having voluntarily adhered to the SA8000 international standard and to the UNI Pdr 125:22 reference practice, has resolved to adopt a specific policy for relations with employment agencies for the purpose of enhancing and protecting the entire staff falling under its sphere of action as provided for by the same standards.

The PEUTEREY Group undertakes to exclusively use private employment agencies, operating with a valid licence/permit for the activity, according to the law of reference.

The PEUTEREY Group also undertakes to guarantee compliance with the following requirements which we request you approve at the bottom of this document:

- Internal procedures and policies for the selection and evaluation of candidates aimed at preventing any type of discrimination including gender inequality and in particular suitable to contrast bias, for example, contacting candidates equally on a basis of gender;
- Place the greatest attention to the description of the positions required so they are neutral for gender and that they never included prerequisites that are discriminatory;
- No expense or cost for employment must be charged in whole or in part to the workers. In the event that the PEUTEREY Group is aware of the fact that workers have been charged for costs or expenses, either wholly or in part, the agency shall repay the worker in full;
- Job offers must not include costs or expenses for employment to be met by the worker, they must be posted in a neutral gender and must not include any discriminatory element in compliance with the social inclusiveness policies, safeguarding diversity and equality, with a constant commitment to enhancing human capital;
- The processes of evaluation and selection of personnel must provide for an fair, merit-based and transparent approach to place the person at the centre, exclusively enhancing the different backgrounds, experiences and skills of each individual;
- During the interview with the candidate, personal information, specifically regarding personal aspects such as marital status, pregnancy and family or parental responsibilities, is not requested.
- Work conditions, as defined at the time of their employment, must not differ from those envisaged for companies in the PEUTEREY Group;
- Before employment (including, if applicable, before leaving their nation/region of origin) workers are notified of the fundamental terms and conditions of the employment, either verbally or in writing, with a letter of employment in their local language as required by law;
- Migrant workers have contracts and equal treatment to that of their fellow workers;
- The agency places the greatest attention to preventing every action that may be considered as harassment or violence in the evaluation phase and during interviews with personnel.

The Management of the PEUTEREY group undertakes to establish monitoring activities to keep track of the performance of employment agencies in order to ensure the above elements are respected. Acceptance of the above and of the Declaration of Commitment to comply with the requirements of the standard is an essential, critical requirement for collaboration with the PEUTEREY Group.

4.4 Gender equality policy

The Peuterey Group, on behalf of G&P NET Spa, Geo Spirit Srl, Argo Retail Srl, Peuterey Srl, intends to implement a management system compliant with standard practice UNI PdR 125, in order to overcome any gender stereotype, both at work and at home, and demolish any source of inequality, by promoting gender equality to enhance diversity and support female empowerment, in compliance with the constitutional principles of equal opportunities, within the following areas:

- **Culture and strategy** in order to define inclusion principles and objectives, gender equality and attention to the organization's *gender diversity*, consistently with the Group's vision, purposes and values;
- **Governance:** to define suitable organizational requirements, and the establishment of processes to identify and solve any non-inclusive event.
- **Human resource management:** to monitor the inclusion principles and respect diversity throughout the entire life cycle of a resource within the organization, from recruiting to termination of the work relationship, promoting female empowerment in the company encouraging women to participate in managerial roles and communicating progress implemented.
- **Growth and inclusion opportunities:** ensuring neutral access to genders to career, internal development and training opportunities;
- **Equal gender pay:** by ensuring the absence of any logic of gender differentiation on the wage differential, in a *total reward* logic, including also non-monetary retributions, such as welfare and well-being systems;
- **Protection of parenting and life-work balance:** by activating pro-parenting policies in all its forms, and adopting procedures to facilitate and support the workers' families.

The Peuterey Group undertakes to:

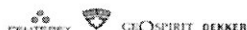
- ensure increasingly better and equal working conditions to all workers, by applying and complying with all national and international regulations on this matter, national labour contracts, the organization's commitments and the requirements set forth by international standards;
- implement, activate and comply with gender equality requirements over time, and adhere to any new future requirement;
- ensure suitable training and information on ethics, inclusion and equal opportunities to all staff;
- reassess and update this Gender Equality Policy constantly;
- extend the Peuterey Group's commitment to social sustainability also beyond the perimeter of our business, by actively involving our stakeholders and promoting the principles of equality and inclusion, and by identifying and managing social impact in an ethical and responsible way;
- include the principles of equality and equal opportunities in the staff assessment and recruitment process and female empowerment;
- adopt an approach of dialogue and comparison in the relationship with our employees, in order to involve them in our commitment to social sustainability, and raise awareness toward the principles of gender equality;
- plan and carry out internal audits aimed at verifying compliance with the company's equality requirements, establishing and implementing any corrective and improvement actions where necessary;
- take part in the dialogue with all interested parties, documenting and notifying all stakeholders of the Group's commitment to Gender Equality;

- Upper Management is especially focused on preventing any form of gender discrimination or physical, verbal and/or digital abuse, as specified in the specific Policy against Violence and Abuse at Work;
- promote full transparency and correctness in all our work activities and in the relationship with our stakeholders, including all employees;
- periodically carry out surveys on the employees' perception of equal opportunities, inclusion and/or integration;
- define an annual strategic improvement plan, according to the requirements of UNI PdR 125;
- set an annual budget to develop the activities supporting inclusion, gender equality, and training accessible to all personnel;
- periodically monitor corporate indicators and objectives;

In order to ensure that all necessary actions to pursue the continuous improvement objectives set forth by the Group are implemented, and, first and foremost, to effectively implement this Gender Equality Policy, the Group has appointed a person in charge of the gender equality management system, who coordinates it and acts as point of reference for all the workforce on this topic.

This Policy shall be monitored and reviewed regularly, to ensure that equality and diversity are constantly promoted in the workplace, since we deem gender equality a path each one of us must undertake within our own responsibilities and activities.

4.5 Policy against violence and harassment and work



Rev. 1 07/09/23

Company Policy Against Harassment in the Workplace, in compliance with ILO Convention 190

The Peuterrey Group, representing G&P NET Spa, Geo Spirit Srl, Argo Retail Srl, Peuterrey Srl, promotes relationships based on the principles of equality, mutual fairness and respect, and prohibits any harassment or coercive treatment toward employees and collaborators, including those of a sexual nature; moreover, it wishes to spread this policy throughout the entire staff, in order to prevent any form of offence against personal dignity.

In particular, sexual harassment includes those unwanted actions or behaviours, verbal and non-verbal, of a sexual nature, which violate the dignity and freedom of the person enduring them, or that may create retaliatory actions or a climate of intimidation toward such person. Sexual harassment can take on many forms. They are exhibited in any behaviour of a sexual nature unwanted by one of the parties, and offending that person's dignity.

Harassment can be perpetrated by colleagues, supervisors or collaborators, or by people external to the company (e.g. suppliers, partner companies).

Sexual harassment in the workplace can take on different forms, such as:

- Allegations and devious comments on the appearance of workers
- Observations and jokes on the sexual characteristics, gender orientation and sexual behaviour of the staff
- Presentation, posting or exposure of pornographic material in the workplace.
- Reception of unwanted invitations with a clear intent
- Unwanted physical contact or attempts at getting closer, combined with the promise of benefits, or by threatening consequences, sexual acts, sexual assault or abuse.

The main dangers include:

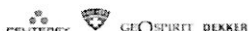
- Violation of the physical and mental integrity of the abused person, and consequences for their health.
- Detriment to the work climate and performance.

To this end, Management undertakes to

- Identify the risk of any form of physical, verbal, or digital abuse, according to the Health and Safety at the Workplace, by assessing the work environments also from this point of view, plan a risk assessment and analysis of any adverse event reported.
- Provide specific training at all company levels on "zero tolerance" for any kind of violence toward employees, including sexual harassment in all its forms.
- Establish a reporting system (even in anonymous form) for this kind of events, to protect the employees reporting them;
- Plan and implement employee surveys, to check if they have personally experienced any behaviour of this kind, which caused discomfort or agitation, within the company or while working outside of it (sexist behaviour, lack of respect);
- Plan specific activities and actions to prevent and manage harassment at work, by focusing on the language used.

As specified above, the Management deems essential to raise the staff's awareness, in order to immediately report any event deemed offensive to themselves or to other people; by way of example, if that person believes to have been the recipient of harassment or sexual discrimination in any aspect of their work relationship, including hiring, training, promotion, retribution, discipline and termination, and also in any other company-related context or event.

Reporting can be done in the way deemed most fit - e.g., anonymously - through the tools made available to



Rev 1 07/09/23

all employees, or by communicating with:

- the workers representatives for SA8000 (RISA) and safety (RLS)
- the Group HR function
- area/function supervisors
- the Steering Committee on Gender Equality

Reporting methods and email addresses are notified and made available to everyone.

On any report received, the Group ensures the utmost confidentiality toward the reporting person, and relevant investigations will be initiated to manage the issue immediately.

The Management

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4.6 Code of conduct

The Peuterey Group undertakes to ensure that its products are made in compliance with this Code of Conduct. For this purpose, it undertakes to share its common aim and undertaking with partners/customers and suppliers to guarantee the highest social, ethical, and environmental standards, compliant with all applicable legal and binding requirements, the main international human rights conventions (ILO), and other voluntary standards.

The Peuterey Group considers it essential to involve its whole supply chain in the application of the principles in this Code of Conduct, requiring its suppliers to comply with the principles stated here below, both during the selection of new suppliers and in the continuation of business relationships.

The Peuterey Group, in particular, undertakes to comply with the following requirements:

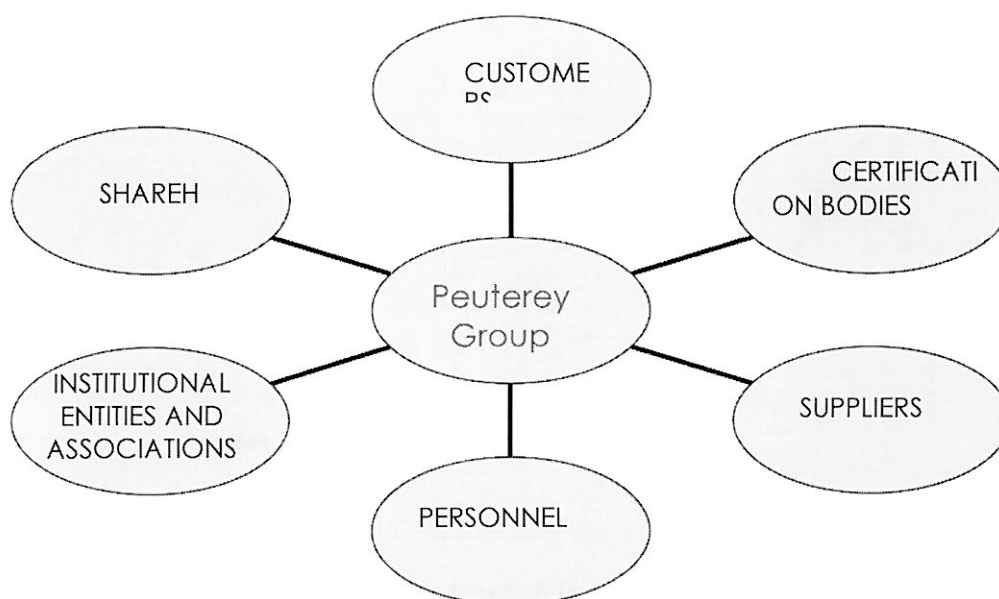
- Equal and respectful treatment of staff;
- Dignified, ethical working conditions for staff;

- Respect for freedom of association and the right of collective bargaining;
- Absence of child labour or compulsory labour in any form;
- Presence of measures to guarantee working conditions that respect health and safety for staff;
- Absence of any form of discrimination towards staff;
- No use of or support for coercion or punishment;
- Respect for working hours (including overtime) and the wages agreed with own workers, in order to cover all workers' needs and necessary expenditure;
- Measures in place to guarantee finished products that are safe and not harmful to health;
- Fair trade practices and conduct through the prevention of corruption and any causes;
- Working attitudes guided by values such as integrity, honesty, contractual fairness and full compliance with all legal requirements.

For this purpose, before commencing collaboration with suppliers, the Peuterey Group requires the signing of its Social Accountability Code.

5. Stakeholders

The term "stakeholder" refers to subjects inside and outside the company with any form of interest in the company itself, which is then substantiated into a series of expectations under the form of information needs, economic interests, etc. The following graphic shows the main stakeholders identified by the Peuterey Group for the purposes of checking its ability to respond to the needs and requirements of each one through an open, transparent dialogue based on trust.



Property

Social Accountability for the property of the companies in the Peuterey Group is substantiated through compliance with principles such as fair treatment and valorisation of the company.

Staff

The involvement and participation in the definition of the system by human resources, together with top management, is essential for the best outcome of the creation and application of the system. Staff involvement in the Peuterey Group is made possible through information, meetings, awareness raising, and training.

Suppliers

"Supplier" stakeholders include all of the subjects from which the Peuterey group purchases goods

or services needed to perform the company activities. The Peuterey Group undertakes to raise awareness with its suppliers on subjects of social accountability in order to extend the application of these principles to the whole supply chain.

The Peuterey group has structured a system to select, qualify, monitor and raise awareness with its suppliers, asking them to comply with the rules and commitments that the SA8000 regulation requires it to satisfy.

Suppliers used by the Peuterey Group must be able to guarantee, similarly with the management system adopted by the group, compliance with the following requirements:

- not to use or promote the use of child labour in the cycle of activities;
- not to use or promote the use of workers against their wishes or to use any form of work under the threat of punishment;
- to guarantee all workers a safe, healthy workplace and to draw up a careful assessment and management of risks, as well as a suitable training programme in compliance with current regulations;
- to respect the right to freedom of association or trade union membership of its employees, not discriminating against union representatives and promoting collective bargaining;
- not to allow staff to exceed the number of weekly hours set down in the national collective bargaining agreement, if any, or by ILO regulations and conventions, guaranteeing at least one free day every week;
- to prohibit any form of discrimination;
- not to use or promote corporal punishment, physical or mental coercion or verbal violence towards workers;
- to guarantee that wages are never less than minimum wage levels set by legal requirements for the category.

The supplier category includes those suppliers appointed for the management of health and safety in the workplace (Medical Officer, Medical Officers and appointed H&S Officers).

Customers

These are the subjects for whom the products and services provided by our company are designed and made.

The attention that customers apply more and more consistently to the company's constant commitment to quality and social accountability is considered essential. These are values to which the market attributes more and more importance.

The customer category includes both customers with which the Group has commercial relationships (retailers), and end customers of the products manufactured by the companies of the Group.

Institutional entities and associations

This category includes all of the entities (ASL, INPS, INAIL, Labour Inspectorate, Municipality, Region, ARPAT, Fire Service, Trade Union organisations, Credit institutes and other financing entities, Regional councillor for equal opportunity) which, for various reasons, enter in contact with the PEUTEREY group and with which it is possible to develop profitable collaborative relationships as important subjects interested in the growth - in their own area - of a company that is strongly orientated towards technological and social development.

Full compliance with current legislation, the utmost transparency in management and procedural terms, and willingness to collaborate are essential guidelines when it comes to company activities.

Certifying bodies

The Peuterey Group has chosen Rina Services S.p.A. to certify its social accountability system and gender equality system.

By preparing its social accountability report the Peuterey group aims to put all stakeholders in the position to assess the performance of the companies in the group, in terms of social aspects and in the light of envisaged aims and activities.

Regarding the communication forms and principles - including ethical - of its management system, the Peuterey Group uses:

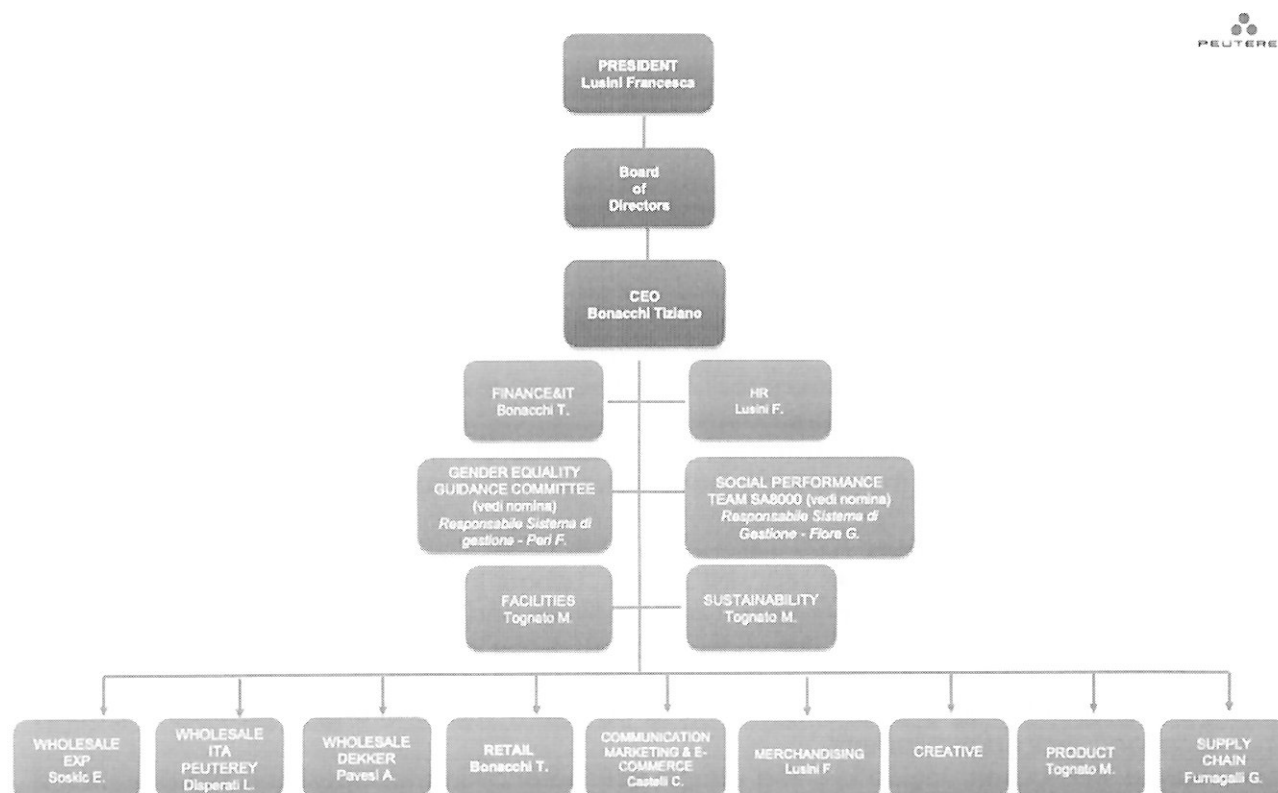
- ◆ websites;
- ◆ circulation of informative documents to customers and suppliers;
- ◆ email service;
- ◆ Communication plan on gender equality

and for communication to internal stakeholders:

- ◆ company noticeboards;
- ◆ suggestion boxes located in areas available to staff;
- ◆ meetings and appointments for internal communication to staff;
- ◆ area and/or executive meetings (monthly meetings)
- ◆ Any other instruments that can be used to circulate social accountability principles.

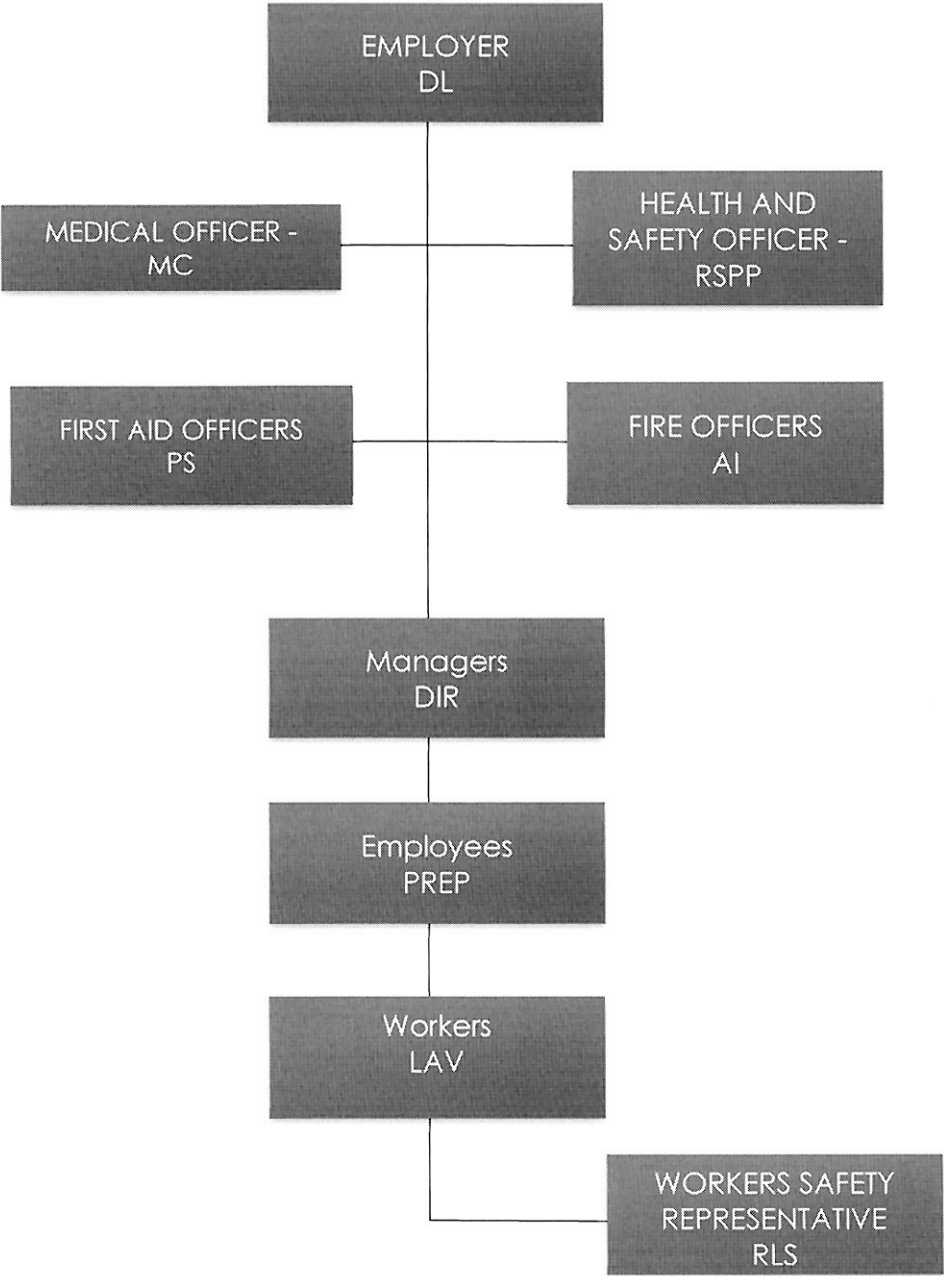
6. Organisational structure

The internal organisational structure of the Peuterey group has been defined and is illustrated below.

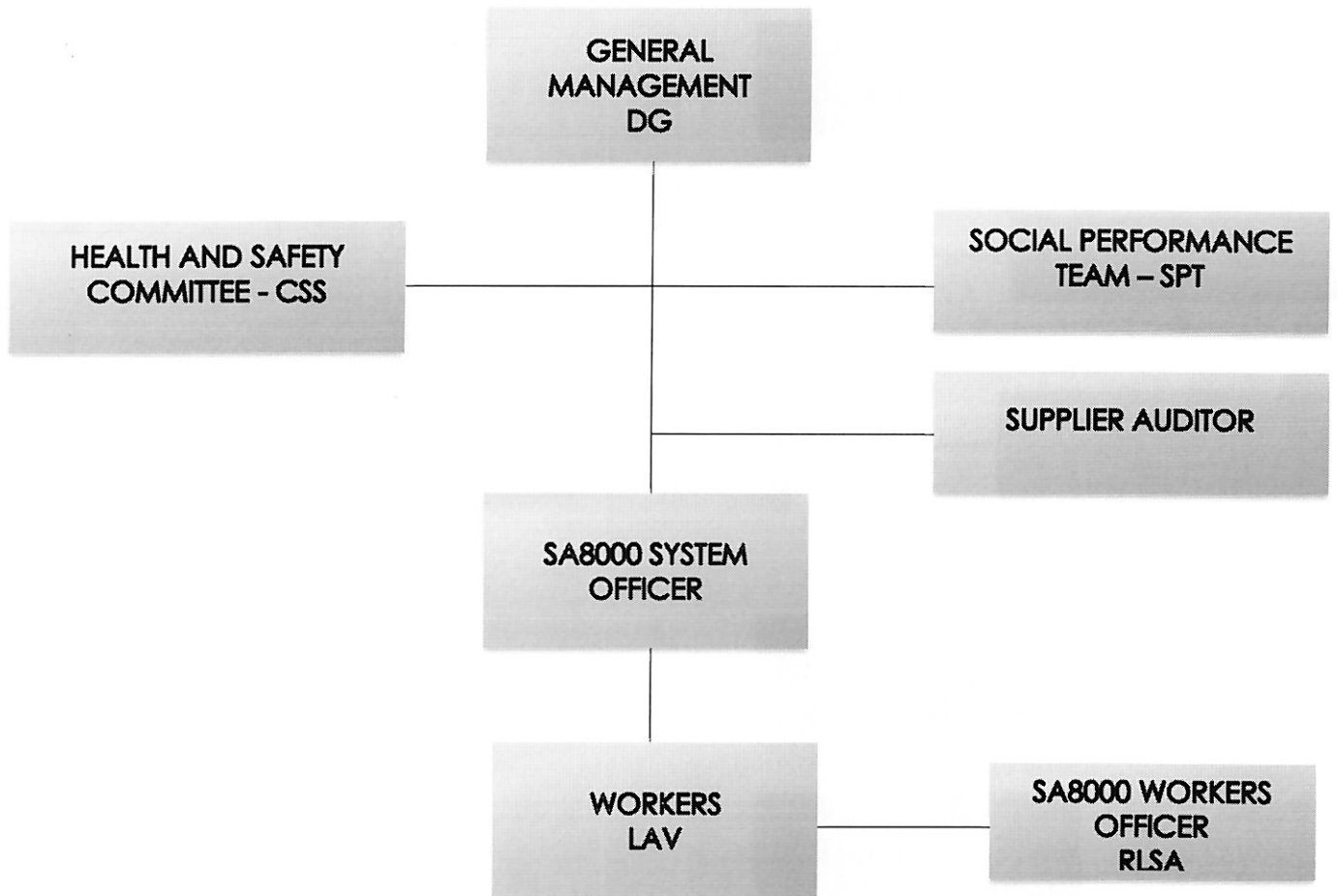


Regarding the appointments and responsibilities concerning health and safety and social responsibility, the organisation chart is as follows

Safety organisation chart



Social Accountability Organisation chart



7. The value of people

The Peuterey group has always focused on the strengths of a product of excellence and to achieve these levels, it is aware that people are a value that needs protecting, because people bring in the experience and expertise that are difficult to find on the marketplace. The work of the companies in the group is based on values that are always placed at the very heart of its business activities.

7.1 Ban on child labour

AIMS FOR 2024

- **We aim to continue with the job of awareness raising when it comes to monitoring suppliers against the use of child labour.**
- **We intend to continue with our project to take part in volunteer initiatives in support of children, with contributions to those associations that work in this area.**

The Peuterey group is committed to never employing child or under-age workers.

The Peuterey group has in any case prepared a specific procedure, the **P05 "Procedure against child labour"** where it points out the interventions to be implemented in the event that any under-age workers are found within the company or in the chain of suppliers and/or subcontractors.

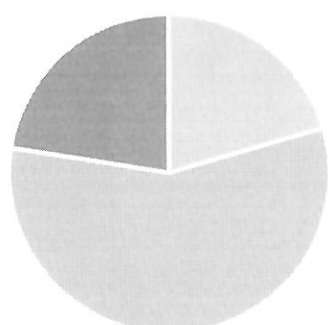
It is in any case guaranteed by the companies in the Peuterey Group **that only people aged 18 and over will be employed**, and to guarantee that if any erroneous employment procedures are carried out or commenced which do not comply with the prerequisites and regulations concerning the age of the employee, at the time of employment, the company requires a copy of an identity document, in compliance with that stated in the European Regulations for Data Protection, GDPR679/2016.

Our achievements

Objectives for 2023	Indicators	Resources and responsibilities	Time	Result
Raising of supplier awareness and monitoring of the supply chain	Declaration of commitment signed by suppliers	General Management	31-12-2023	No critical supplier with regard to this requirement.

The average age of staff is about 45 years. The following section sets out the composition of the company organisation as at 31 December 2023.

Lavoratori per fasce di età



■ <18 ■ 18-35 ■ 36-50 ■ >50

As can be seen in the above table, the highest age range is between age 36 and 50; a physiological increase in average age is the result of a low turnover rate within the company and the presence of long-standing staff, who are integrated with or replaced, from time to time, by younger new employees.

7.2 Ban on forced labour

AIMS FOR 2024

1. **We work towards continued improvement regarding the relational aspects among employees and we continuously monitor their satisfaction as well as managing any reports or notifications. During 2024, we will carry out a specific assessment survey on some specific issues on harassment and violence in the workplace. We arrange for raising staff awareness of this subject on a continuous basis.**
2. **Meetings with the Social Performance Team for the monitoring of the goals and the system.**

The work carried out by all staff in the group companies is absolutely voluntary, and no one is the victim of threats or other intimidation that force them in any way to provide their services.

The Peuterey group applies the regulations in force by law and by the relevant collective bargaining agreements to all staff. Any form of unofficial work, illegal hiring or employment relationships in breach of law is not tolerated.

At the start of employment, the units responsible will require the employee to submit the necessary documents to meet routine obligations (identify card, tax ID code, family status, foreigners' permit of stay, bank details, tax form, severance payment forms, application for family allowance payment, etc.) and will keep only a single copy of each, in full compliance with the European Regulation 679:2016 (GDPR). Staff are in fact provided with a detailed policy statement on the purposes and method of processing personal data.

The HR department, which manages staff with the support of the employment consultants hired, is available at any time to provide information and explanations with regard to the working relationship, to wage statement and the collective bargaining agreements applied, and it makes it possible to consult the contents directly.

Within the Peuterey group, all employees are fully aware of their own rights and duties; during all recruitment stages, staff members are informed of their duties, contract type, classification and any problems related to said duties. At the moment of employment, employees receive a signed copy of their contract, are instructed in reading their wage statement document, and are informed as to how to withdraw from the contract, as set down in the collective bargaining agreement applied.

There are no security guards or audiovisual systems inside the company to control employees, all of whom are free to leave at the end of their working shift. The video surveillance system is installed in compliance with legal requirements and for the sole purpose of guaranteeing security.

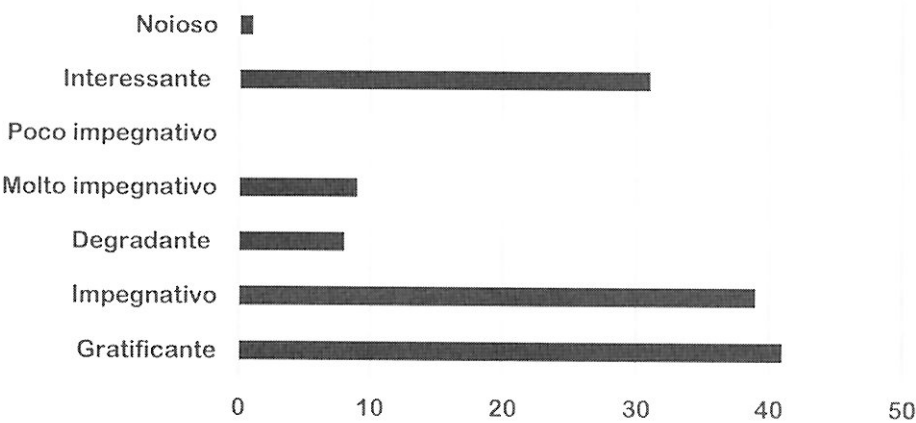
In compliance with that stated in current laws and contracts, we pay advances on severance payments, where permitted and when these requests are formally submitted, but we never make cash loans in order to "tie up" our employees.

Our achievements

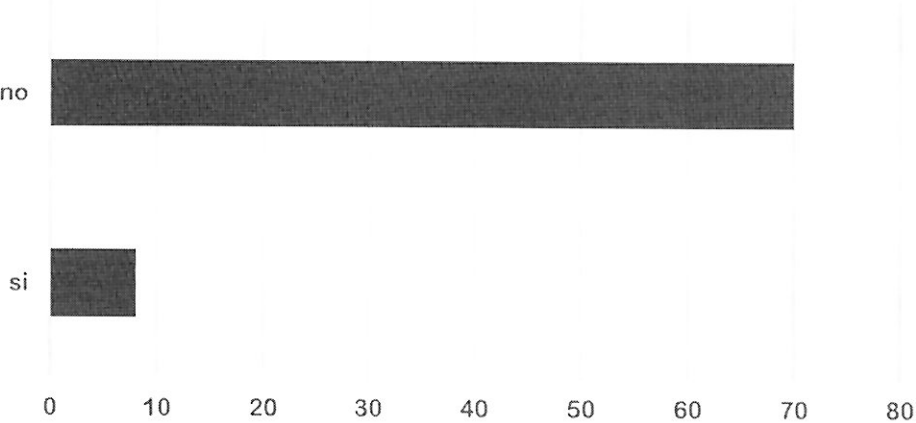
Objectives for 2023	Indicators	Resources and responsibilities	Time	Result
Increase employee awareness of social accountability	meetings with the SPT and training and awareness-raising meetings, specific surveys on issues related	SA8000 Officer	31-12-2023	During 2023, a specific survey was carried out on the issues related to violence and harassment at work.

	to violence and harassment at work			
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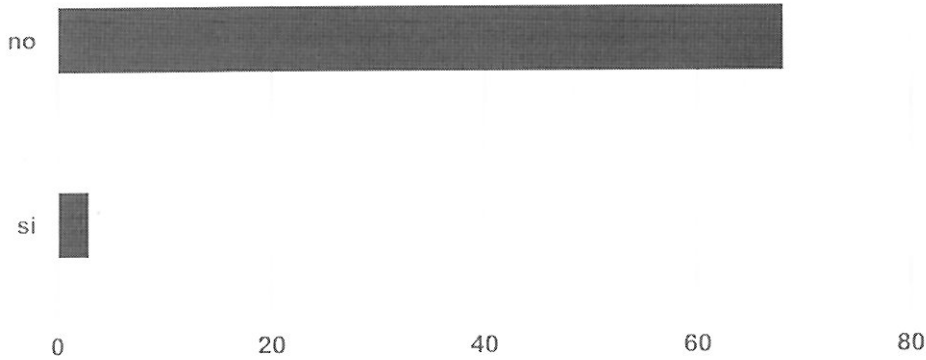
How do you judge the work you currently carry out?



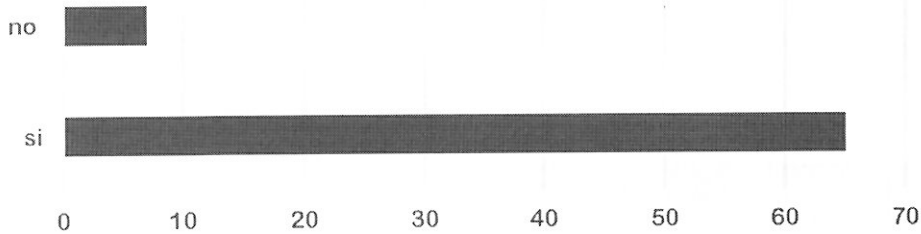
Have you ever experienced harassment at work?



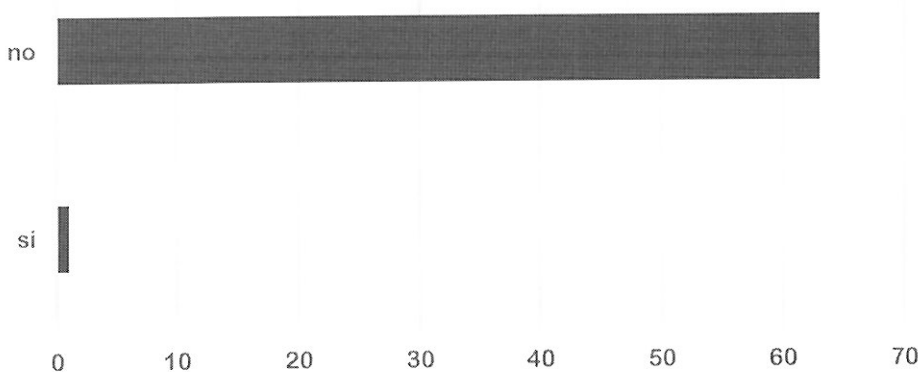
Are you aware of any harassment
experienced by other workers?



Do you feel that your supervisors make it
possible for you to best carry out your
work duties?



Have you ever experienced sexual
harassment at work?



7.3 Freedom of association and right of collective bargaining

AIMS FOR 2024

We will continue to raise employee awareness regarding employment contract subjects

The Peuterey group respects the rights of all employees to freely join trade unions and to collective bargaining, in full compliance with the current regulations of the collective bargaining agreement and the prevention of any form of discrimination towards union members or representatives. In the event union representatives are elected, they will not be subject to any type of discrimination and can communicate freely with employees in the workplace. Spaces are available within the company for trade union notices, and to hold any union meetings, if required.

Our achievements

Objectives for 2023	Indicators	Resources and responsibilities	Time	Result
Increased staff awareness of collective bargaining	Training meetings/meetings with staff	HR	31-12-2023	During 2023, individual meetings with staff and the HR Department were carried out.

7.4 Health and safety

AIMS FOR 2024

We are constantly working to improve ergonomics at workstations and lighting for the sewing areas as well as the reorganisation of the down filling machine area.

We continue to pursue a policy of awareness raising among employees on correct health and safety procedures in the workplace

We are raising staff awareness re the completion of the accident report log concerning accidents and near misses in the workplace.

We are committed to ensuring that work environments are healthy and safe.

Our group undertakes not only to meet the obligations set down in Lgs. Decree 81:08 and subsequent amendments and integrations, but also to implement continuous projects to improve worker health and safety.

Also during 2023, we worked with our consultants and Health and Safety Officer so that workplaces continue to comply with health and hygiene conditions as required by law and ensuring that employees have suitable environmental conditions to carry out their jobs.

Every year, we hold a regular meeting, attended by the RLS, MC and RSPP, analysing health reports by the Medical Officer, comments from the RSPP and RLS, and developments in the improvement plan, scheduling future aims.

The group ensures that accidents and professional illnesses are identified and monitored in order to put in place suitable corrective and improvement actions and to ensure information and basic training, regularly and specifically tailored to the risks present.

There is also an accident log in order to monitor actions and situations with a view to prevention of any situations that may be a source of accidents.

During the last 3 years, there have been no accidents to employees or any professional illnesses.

Accidents		
YEAR	Accidents < 3 days	Accidents > 3 days
2021	0	1
2022	0	0
2023	0	0

Type of accident	YEARS		
	2021	2022	2023
Fractures	-	-	-
Injuries	-	-	-
Sprains	-	-	-
Muscle problems	-	-	-
Trauma	-	-	-
Bruising	-	-	-
Other	1	-	-

The very low number of accidents and absences due to occupational illnesses is closely linked to prevention and awareness-raising activities, to the organisation of training courses, and to the purchase and distribution of personal protective equipment delivered to employees.

The following summarises the safety training provided in 2023

Type of training	Total number of hours provided 2023	Recipients
Worker safety State-Regions Agreement low risk	68	Office staff
Worker safety State-Regions Agreement high risk	32	Warehouse worker
Warehouse work at height	32	blue-collar workers
Fire safety	13	Fire officers
RLS Training	12	Workers' safety representative
Employees	14	Area manager and department supervisor
First aid	24	First aid staff
Use of lift trucks	36	Warehouse forklift driver
Total number of hours of training held	231	

Our achievements

Objectives for 2022	Indicators	Resources and responsibilities	Time	Result
Worker training and updates	Total hours of training	H&S Officer	31-12-2023	The staff is trained on the subject of health and safety (see above)

Lack of accidents and/or professional illnesses	Index of frequency and index of severity of accidents	H&S Officer	31-12-2023	During 2023 0 accidents and 0 professional illnesses
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7.5 Employees

The human element and the experience of our staff represent the strong points of our group and the element that has allowed us to continue to grow throughout these years in business.

This is why, in our Group, we make best use of the individual and protect equal opportunities, starting with the recruitment process to then continue along a personal growth path for each one, thanks to our constant investments in training. Our policies contribute to creating an environment where each employee will find an effective answer to their needs in terms of familiar management and mental wellness. Thanks to the gender equality certification, during 2023, we worked on consolidating the Diversity & Inclusion values.

7.6 Staff recruitment and turnover

Staff recruitment and management policies are defined based on principles and practices defined by the General Management. As stated in the policies and procedures, staff recruitment is the task of relevant officers and complies with company values, the ethical principles and all the applicable legal standards at both national and European levels. The recruitment and management of staff are based exclusively on skills- and merit-based criteria, and are applied in compliance with human rights, and condemning all forms of discrimination.

By applying the principles and values of social accountability, the Peuterey Group now implements its own recruitment policy for employees. In line with the principle of making best use of talents and skills and in response to job applications or the need to manage staff turnover, first of all research is carried out through external recruitment channels, such as advertisements on specialist websites, direct deposit or examination of the CV database.

Each new employee has an established recruitment path. At the end of the integration process, an assessment is made of the path, which normally coincides with the end of the trial period, as per contract.

7.7 Training and skills development

The Peuterey Group implements staff development and training processes. Every year, the General Management of the group, in conjunction with the responsible officers, carries out an analysis of training requirements in various environments. Supervisors report on staff training needs, sharing them to Management.

This collected material is used to create and issue a training plan. The training plan implements training paths aimed at continued upgrades and accompanying changes of position or organisation. The plan includes specific moments for the integration of new resources that, through specific paths and on-the-job training, help and facilitate hand-overs. All in-house training courses regarding health and safety and SA8000 are subject to assessment at the end of the event.

The following section sets out the training activities of the Peuterey Group during 2023:

Type of training	Total number of hours delivered 2023	Total number of hours delivered 2022	Total number of hours delivered 2021	Recipients
Social accountability training (SA8000)	34	32	0	Group staff
Training for second party auditors at suppliers'	12	10	2	Team appointed to carry out audits at suppliers'
Company marketing	0	0	100	Digital marketing team

Type of training	Total number of hours delivered 2023	Total number of hours delivered 2022	Total number of hours delivered 2021	Recipients
Digital alphabet	0	0	200	Office employees
Project Management	0	176	0	Project supervisors
Supply chain	0	176	0	Supply chain area managers
English	0	108	0	Selected staff
Excell	0	340	0	Selected staff
Interpersonal communication	192			Selected staff

7.8 Collaborator well-being

Our company regularly monitors the satisfaction of its staff with climate surveys that evaluate every aspect, including relational, and to intervene with improvement actions.

Our priority objective as part of employment relations is to combat any type of discrimination.

7.9 Non-discrimination approach

AIMS FOR 2024

- **Maintenance of existing non-discrimination situation**
- **Regular monitoring of employee satisfaction, including through questionnaires**
- **Focus on gender equality with specific details**

We combat all types of discrimination and unfair treatment of staff, during the employment process, for remuneration, access to training, promotions, termination of employment, or retirement, and based on ethnicity, regional or social origin, nationality, religion, disability, gender, sexual preferences, family responsibility, trade union membership, political opinions and age, or any other condition that could lead to discrimination.

To be able to guarantee that no discrimination has taken place, we undertake to:

- select employees considering objective elements such as experience, skill, professionalism, and education, all with regard to the position to be filled;
- pay a salary to each employee, based on their duties and in compliance with the collective bargaining agreement;
- promote employees based on the ability of the individual and the organisational needs of the company;
- achieve training for all, according to organisational and development needs, the individual's possibility to participate, and professional growth opportunities for employees;
- retire employees based on current regulations;
- carry out dismissals in the cases envisaged by law and under no circumstances for discriminatory reasons.

For the purpose of preventing any type of discrimination during work, we have prepared an anonymous mechanism for complaints (comments box) which allows workers to report any discrimination suffered and the company to put in place all of the necessary measures to avoid a repeat of the event. At the moment, this tool has never been used by workers.

The table below states the roles covered within our organisation. There is an equal division between male and female staff

Levels according to gender

Level	2021		2022		2023	
	men	women	men	women	men	women
Management	0	0	0	0	1	0
Middle managers	5	2	9	2	9	2
Office staff	19	49	19	46	29	72
Blue-collar workers	1	9	2	8	3	8
Consultants	5	3	5	4	4	4

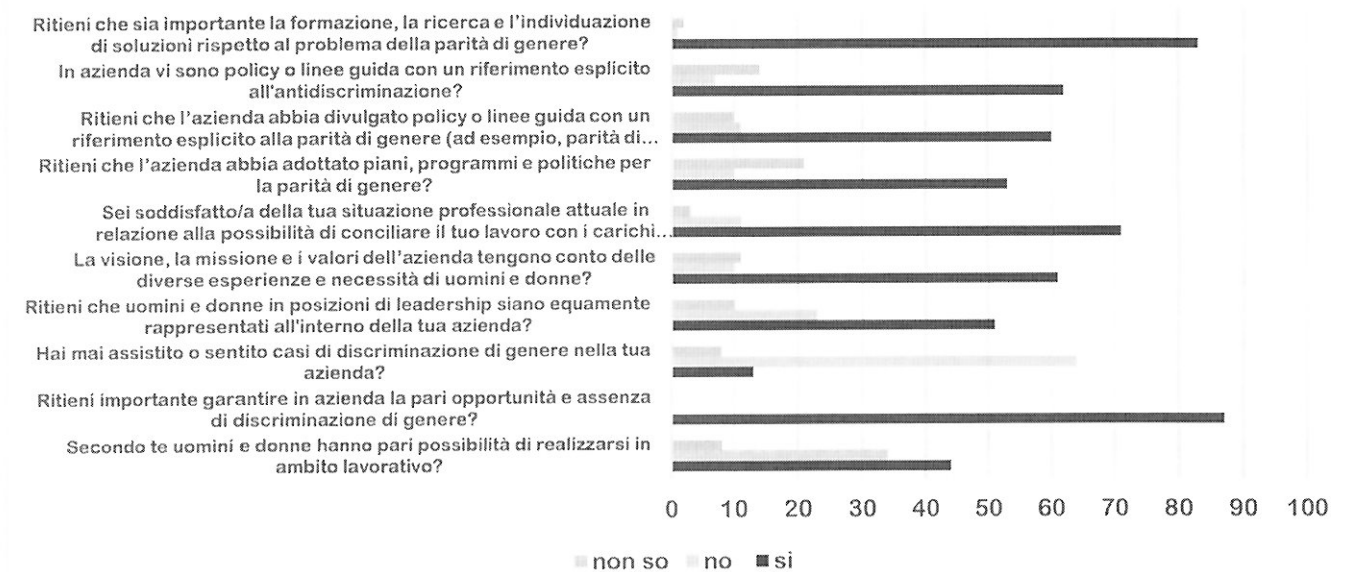
Composition of the workforce, according to contractual type

Contract type	2021		2022		2023	
	men	women	men	women	men	women
Permanent	21	56	29	53	41	77
Temporary	1	2	0	2	3	8
Office staff	19	49	18	45	28	72
Blue-collar workers	1	9	2	8	3	8
Apprenticeship	0	1	0	1	1	0
Part time (permanent)	0	8	1	9	3	10
Part time (temporary)	0	1	0	0	0	5
Employment services	0	0	2	2	0	2
Internships	0	0	2	1	1	4
On-demand contracts	0	0	0	1	0	0
Other forms of collaboration	5	3	5	4	4	4

Our achievements

Objectives for 2023	Indicators	Resources and responsibilities	Time	Result
Maintenance of existing situation of absence of discrimination	Number of complaints/reports	SA8000 workers representative	31-12-2023	No report from staff relating to aspects
Monitoring gender equality values	UNI Pdr 125:22 reference practice certification	Gender equality management system manager	31-12-2023	Uni Pdr 125 certification obtained

Titolo del grafico



7.10 Disciplinary practices

AIMS FOR 2024

- Continued regular monitoring of disciplinary action
- Continued awareness raising for staff on the correct conduct for the workplace.

We have always fought against any type of coercion, including verbal towards people and we consider dialogue and a constructive approach to be essential in solving problems, in line with our company ethics and culture.

To act in terms of prevention within this environment, we have issued company regulations pursuant to collective bargaining agreements and to Art. 7 of the Workers' Charter.

Company regulations are signed by employees at the time of their employment, in order to share the workers' rights and obligations, defining the company regulations at the same time.

During the last three-year period, the following disciplinary sanctions have been applied to employees.

Sanctions	2021	2022	2023
Written warnings	0	0	0
Fines	0	0	0
Suspension	0	0	0
Dismissal	0	7	0

Our achievements

Objectives for 2023	Indicators	Resources and responsibilities	Time	Result
Raising awareness and information to staff on the correct conduct to maintain in the workplace	Constant monitoring of disciplinary sanctions	Workers SA8000 representative and General Management	31-12-2023	In 2023, meetings were held with area management during the monthly meetings

7.11 Working hours and remuneration

AIMS FOR 2024

- **More information and training for workers on the composition of their wage statement**

The Group abides strictly by that set by law and the national collective bargaining agreement regarding work hours and payment, and workers have been duly informed on work hours and conditions of contract.

In correspondence with periods of peak production, workers can also work overtime, for which they are duly paid. In any case, the group guarantees that overtime will not exceed that agreed in collective bargaining.

Any changes to the distribution of hours over the course of a week are to be agreed with employees, as is the planning of holiday periods, paid leave and other leave.

Paid holidays are agreed between the employer and employee, taking the needs of both into account. Company regulations explicitly state the procedure to follow to request holidays and paid leave.

Year of reference	Total no. hours overtime	Total no. hours worked
2021	62.30 (laboratory staff only)	131360
2022	423	121756
2023	1,404 (with Argo Retail Srl)	183,175 (with Argo Retail Srl)

Our achievements

Objectives for 2023	Indicators	Resources and responsibilities	Time	Result
To monitor the use of overtime	Not to exceed the legal limits envisaged in the collective bargaining agreement of reference	General Management	31-12-2023	To monitor the use of overtime. Overtime is done only on a very occasional basis.

Our group applies the relevant collective bargaining agreement regulations to all employees,

guaranteeing fair and decent remuneration according to their skills and pay grade. Contractual formats mainly used in the company are permanent, temporary full-time agreements. The group does not use project contracts or temporary jobs. Every day we are committed to ensuring our employees have all of the guarantees necessary for family allowances, deductions and other forms of integration to minimum income, as established in national collective bargaining agreements, ensuring, in case of need, that advances and loans are provided to employees. We are also available to staff, through the HR office or directly to the employment consultant, to provide any clarifications needed regarding their wage statement. We inform each employee, at the time of delivering the wage statement, of all of the main elements included, in order to guarantee the correct understanding of the document.

Our achievements

Objectives for 2023	Indicators	Resources and responsibilities	Time	Result
Prompt monitoring of grade and duties allocated to staff	Compliance with that stated in the applicable collective bargaining agreement	HR Director	31-12-2023	Continued monitoring of personal data

8 Communication is key to sharing

Internal communication, if it is true that communication is not what we say but what others understand, is a discipline that has become an essential means to ensure all employees are in line with the principles, values and objectives.

We are working to boost bottom up and top down communication with regular meetings with employment representatives, thanks also to the establishment of the *Social Performance Team*, a body formed following SA8000 certification, and which is an important driver for comparison, exchange and carry over to Management of problems and suggestions from staff.

Specifically, following the employee satisfaction survey, it emerged that it was necessary to improve communication with staff.

For this purpose, regular meetings were set up with managers of the sector during the "*monthly meetings*" where aspects pertaining to the internal communication are analysed, and those responsible are motivated in the important role of coordinating and involving staff. The group's aim is to consolidate the role of the company's area/sector managers and to boost maximum internal involvement.

Another important aspect is represented by outside communication with our stakeholders. We are working to revise the company website to publish information and communication about our commitment to social accountability.

9. Complete management to guarantee social accountability

9.1 Supply chain control

Supplier selection and the management of the supply chain are important steps in the application of social accountability processes. During 2022 we have been able to share our commitment to compliance with social accountability principles with our suppliers, using a request for information and the completion of a self-assessment questionnaire and signature of the social accountability code, as well as undertakings to comply with our values.

Supplier reliability is an essential point to be kept under control; wanting to make the most of sustainability in relationships with suppliers, we have drawn up a selection procedure considering the parameters for sustainability and social accountability, and we have created a team of second-party auditors to carry out audits at our most critical suppliers.

During implementation of the social accountability management system SA8000:2014, our company has carried out careful assessments of the potential risks in all supplier categories, followed by assessments of individual suppliers, acquiring information and self-certification for compliance with the envisaged requirements.

The following diagram shows the main supplier categories and the relevant critical nature with regard to social accountability aspects.

Supply category	Potential risk index
<i>Outerwear manufacturers</i>	High
<i>Manufacturers of commercialised goods</i>	High
<i>Logistics</i>	Medium
<i>Raw materials and accessories</i>	Medium
<i>Employment agencies</i>	High
<i>Maintenance of infrastructures, systems and machinery</i>	Medium
<i>Suppliers of equipment and machinery</i>	Medium

10. Commitment to advanced certification standards

In line with the strategic decision to develop a management system that ensures total control of all the aspects linked to its company processes and contributes to their consolidation, during 2021, our company obtained SA8000:2014 certification.

SA8000:2014 certification

The Peuterey Group holds SA8000 Certification, in full compliance with regional, national and international laws and standards on human rights, as well as the regulation that includes:

- Risk assessment extended to all standard requirements, identifying the aspects that have the highest risks of breaching said requirements and/or to the expiry of performances of social accountability, also integrated with SAI Guidelines on risk assessment concerning the healthcare emergency.
- A company organisation chart, complete with job description for all positions in the group and including the allocation of roles and responsibilities.
- Social accountability policy
- The procedures drawn up for the purposes of providing detailed descriptions of the methods used to carry out activities that need to be performed for compliance with the SA 8000
- Company regulations
- The records to provide evidence that the system is being correctly managed (non-compliance, corrective actions, SA8000 reports, supplier monitoring plans, etc.).

Social Accountability Policy

The Management has drawn up a document containing the Social Accountability Policy to ensure that its desire to make products that guarantee customer satisfaction and economic results for the company, but in compliance with the requirements of the SA8000 standard as well as with collective well-being.

The social accountability policy has been circulated to workers and to all stakeholders and is available by clicking the link and accessing the company website.

SA8000 representatives

During the initial stage of project development, the General Management appointed the HR manager as responsible for the management system, while staff appointed a workers' representative for SA8000, elected by workers' votes, with the commitment to interface with the management in terms of questions inherent to Social Accountability.

The team includes a balanced representation of management members and workers' representatives for SA8000 (RLSA8000 and RLS).

Planning and implementation

In drawing up and/or updating the documents, taking into account all of the legal prescriptions existing and applicable to our organisation; in the rare cases in which two legal prescriptions deal with the same issue and provides different provisions for each one, we have always considered the more restrictive one for our company as well as those most in favour of the workforce.

The Social Performance Team will also complete the following activities:

- Preparation of risk assessments in the various points of the regulation;
- Hold regular meetings between staff and representatives;
- To boost the performance of audits, checking the results and promoting any requests for corrective actions or improvements.

Internal and external audits

As part of the Social Accountability System, internal audits and monitoring activities were all carried out during 2023 to examine the suitability of activities to the SA8000 standard, for the purpose of ensuring the system's suitability.

The SPT will take charge of efficient monitoring of activities in the workplace; this is to monitor compliance with standards and the implementation of planned actions, to deal with risk areas

identified by the SPT and the effectiveness of the measures implemented to satisfy company organisation policies and standard requirements.

Internal audits were performed by our consultant, Ms Valentina Poli to assess compliance with SA8000 during 2023.

During the audits, some elements emerged (recommendations for the purpose of improvements, in house) regarding health and safety, on the subject of staff management. The group promptly took on board these findings, opening the relevant corrective actions.

Staff training

Through training and information, we continued to involve staff on the requirements of the SA8000 standard, and the objectives and policies of the Social Accountability Management System.

Those responsible have been working alongside specialist technicians who have provided them with information and ideas for the implementation of the system.

All employees have been able to attend specific training sessions, with the aim of boosting participation and sharing in social accountability aims.

A detailed training plan for all staff has been issued for 2023.

Re-assessment of management and outside communication.

The Management, in conjunction with the Representative for Social Accountability System Management, will re-examine the Management system at least once a year, to check its suitability and appropriateness, as well as the continuing efficiency of company policy, procedures and results, in compliance with the requirements of the standards and other requisites undertaken by the company.

To facilitate this re-assessment, a series of indicators has been defined. These are significant and major factors that can highlight the achievement of set targets as well as to define further goals.

The positions and interests of workers are protected by the SA8000 representative, who plays a precious role of mediation between the needs of workers and those of company management.

The representative undertakes to inform interested parties of the company regarding the Social Accountability Policy and the SA8000 Report. For this purpose, the companies have chosen the corporate website to communicate with all interested parties and specifically, with customers, suppliers and public administrations.

Problems and corrective actions

The Peuterey Group has established a written procedure to deal with complaints and reports involving the management of non-conformities, using a system to collect and manage complaints and allow workers and other parties concerned to point out situations that do not conform to SA8000.

Workers have been informed of the possibility to forward complaints in different manners:

- Anonymously, using the suggestion box;
- Through the SA8000 representative;
- Directly to Management;
- Directly to the certification body.

The Group does not make use of disciplinary actions or dismissal, and not does it discriminate against employees or stakeholders who have provided information on SA8000 compliance or who have made complaints on the workplace.

Access to checks and entries

The Peuterey Group is available to provide information and allow access to stakeholders to check fulfilment of SA8000 requirements.

The HR department is able to illustrate the operation of the system to stakeholders and to provide visits to the production plant. The group has asked its suppliers to provide the same information and the possibility to access facilities.

To date, we have not received any request from stakeholders to access facilities and check compliance to SA8000 requirements; nor have we received explicit requirements from our customers with regard to SA8000 participation.