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MAGLIFICIO ALTO MILANESE



Sustainability Report

Year 2022

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LETTER BY THE CHAIRMAN

Dear readers,

we are currently experiencing a period of significant and sudden changes in a social, economic and political levels. Firstly, the pandemic, and later the Russia - Ukraine conflict have tested and continue to test the resilience of our socio-economic system. The Green New Deal and growing focus on environmental, social, and governance (ESG) issues have heightened awareness of the importance of sustainability.

For this reason, Maglificio Alto Milanese has decided to undertake, although not bound by any legislative obligation, the preparation of its first Sustainability Report. We consider as essential to share with all our stakeholders and in particular with our employees, customers and suppliers, the path we have taken, the goals we achieved as well as our future projects, from the ESG perspective.

Our ultimate goal is to create an environment which fosters the active involvement of all our stakeholders with the aim to allow for continuous, shared and collaborative improvement.

I hope you may enjoy the reading,

The Chairman

INTRODUCTORY NOTE

Maglificio Alto Milanese is a company operating since 1970: its main business is the conversion of various fibers into knitted fabrics for all sectors of the textile industry. The Company's success over the past 50 years in various markets can be attributed to the enthusiasm, passion, and professionalism of its employees and collaborators. This positive trend encourages optimism regarding future challenges.

The year 2022 saw an increase in the Company's turnover with a recovery of pre-Covid19 values and an improvement in market conditions assumed by the main stakeholders.

Since the beginning, Maglificio Alto Milanese has always had a specific strategic attention expressed by the company's management and shared with the entire operational structure regarding social, environmental and ecological problems.

It has been over five years since the Company invested in new products made with sustainable processes that allow the use of pre and post-consumer raw materials, exploiting the waste of the circular economy. This is a challenge undertaken without hesitation despite the substantial initial investment.

In accordance with the logic of sustainability, Maglificio Alto Milanese has recently focused on Industry 4.0 to promote automation and digitalization of machinery in order to reduce energy consumption.

Internally, several initiatives like group activities have been implemented to engage employees and promote teamwork and build unity among the staff.

This document outlines the "level of progress" and the methodologies by which the Company operates, acknowledging the dedication and commitment of all individuals involved. Despite possessing diverse skills and competencies, these individuals contribute to promoting an environment of increased awareness and dignity, within a culturally homogeneous framework. Maglificio Alto Milanese prepares its ESG sustainability report, aware of its responsibility in the social, economic, and environmental fields.

In the last years, considerations regarding ethics, social responsibility, and human rights, have become increasingly influential in economic and social systems. As a result,

stakeholders' role within companies, including workers, associations, customers, and suppliers, has grown significantly. Maglificio Alto Milanese, like many other companies, has chosen to demonstrate its social responsibility by implementing specific ethical and social management practices. These tools aim to promote transparency, clarity, and effective management of ethical and social concerns.

The Company, as a producer of knitted fabrics on circular machine, has therefore undertaken a specific path, testified by the drafting of the Ethical Code and the Sustainability Balance Sheet.

With the Social Balance Sheet and the Integrated Sustainability Report ESG (Environmental, Social, and Governance), the Company aims to provide a report on its activities, initiatives, and projects in order to provide all stakeholders with a clear and precise overview:

- With respect to the company's commitment to social responsibility
- With regards to the company's stance on the Sustainable Development Goals (SDGs)
- With regards to the company's policies, objectives, strategies, and guidelines for promoting well-being.

Maglificio Alto Milanese is dedicated to defining its primary objectives and implementing appropriate practices of social responsibility to attain them. The company's operational and strategic activities are guided by principles of human rights respect, fair treatment, ethical conduct towards external communities, environmental protection, as well as the generation of economic and social value for customers and suppliers. The growing global focus on sustainability and social development, such as the Paris Agreement, the United Nations Global Compact, and the introduction of the Sustainable Development Goals (SDGs), has further reinforced the company's recognition of the significance and centrality of these issues in its daily operations.

The United Nations Organization has defined 17 interrelated goals known as the Sustainable Development Goals (SDGs), for "a better and more sustainable future for all". These goals, commonly referred to as Agenda 2030, are highlighted in the document "Transforming our world", which recognizes the close relationship between human well-being, health of natural systems, and the shared challenges faced by all nations.



The Sustainable Development Goals (SDGs) are a comprehensive set of 17 objectives established by the United Nations Organization with the purpose of addressing a wide range of economic and social development issues. These goals encompass various areas including poverty alleviation, hunger reduction, promoting access to health and education, ensuring access to water and energy, improving

employment opportunities, mitigating climate change, protecting the environment and enhancing production processes.

This Integrated Environmental, Social, and Governance (ESG) Report has been prepared in accordance with the principles of ongoing monitoring and transparent communication, reflecting the active involvement of stakeholders in the implementation of our social responsibility framework. The report provides both quantitative and qualitative data demonstrating the compliance with relevant standards across various aspects of our operations, including, but not limited to:

Child labor	Compulsory work
School internships and disabled work	Health and Safety
Freedom of association	Right to collective bargaining
Discrimination	Disciplinary practices
Working hours	Salary
Environmental impact	Waste management
Use alternative energy sources	Environmental protection projects

THE PRINCIPLES OF MAGLIFICIO ALTO MILANESE

TRANSPARENCY AND HONESTY IN RELATIONSHIPS WITH STAKEHOLDERS: promoting transparency and honesty with stakeholders in order to share and implement policies that have environmental and community benefits among their objectives;

INTEGRITY: carrying out all activities in full compliance with the law, avoiding conflicts of interest, maintaining interpersonal relationships based on fairness and respect, and ensuring a safe and healthy work environment;

CREATION OF ECOSUSTAINABLE PRODUCTS: research and development activities for green solutions;

PRUDENT USE OF NATURAL RESOURCES: use of natural resources responsibly and judiciously;

RESPONSIBILITY RESOURCE DISPOSAL: attention to environmental protection and pollution prevention through the trend of reducing waste materials and chemicals;

HUMAN RESOURCE DEVELOPMENT: promote the value of individual through respect for physical, cultural and moral integrity, safeguarding employees and collaborators;

CONTINUOUS IMPROVEMENT OF WORKPLACE SAFETY: advocating for a culture of workplace safety, encouraging responsible behaviour among employees, and providing necessary tools to prevent and mitigate workplace accidents;

SUPPORTING SOCIAL AND ENVIRONMENTAL INITIATIVES WITHIN THE TERRITORY: collaborations with organizations operating in the sporting, cultural and artistic fields;

SUPPORT FOR PRODUCTS AND PROCESSES INNOVATION: pursuing innovative solutions to enhance business processes, with the goal of increasing productivity while considering the needs of stakeholders and protecting the environment.



I tessuti naturali ed eco-friendly di Maglificio Alto Milanese

Sull'onda di una crescente impegno in chiave di sostenibilità, per la P/E 2021 la Green Collection dell'azienda si arricchisce di una nuova gamma di articoli per intimo taglio vivo realizzati con cotone bio, Tencel e cotone/modal in titoli finissimi. La collezione lingerie si amplia inoltre nell'alto di gamma con nuovi jersey e coste operate in micromodal e seta, e cotone tinto filo in coloriture sobrette per realizzare spugne, jersey con lurex e coste operate.



MISSION AND CORPORATE VALUES

Maglificio Alto Milanese has always found, during its 50 years of experience, the ability and the strength to project itself into the future with success, always placing the highest quality on the product and an adequate service to its customers as its primary objective.

Thanks to its highly competent and specialized workforce, the Company has positioned itself to effectively tackle the technological challenges of the future.

Its mission is to identify and understand the market expectations and needs, offering quality products and ensuring full customer satisfaction. Continuous investments in research and development support the pursuit of the mission.

The corporate values are reflected in:

- Quality;
- Reliability;
- Expertise;
- Competitiveness;
- Passion and Perseverance;
- Determination.

Maglificio Alto Milanese is an excellence of Made in Italy, thanks to the creative field, the production, the technology and the digital fields. This work, even post-2020, has been supported by a united staff with a strong sense of responsibility and a marked team spirit that has allowed, and still allows today, to give concrete shape to its strategies and projects without compromising on quality and services offered.

Maglificio Alto Milanese has integrated sustainability into its business strategy, addressing all stakeholders and carrying out activities for environment, workers, communities and customers. Chemical management, revolution of materials and manufacturing, circular economy are milestones of a recent story that continues.

Bringing this commitment into the production reality of Maglificio Alto Milanese, creativity represents a tool through which reality and beauty are manifested through its collections. A story in images that moves between weaving and printing where creative flair is

embodied not only through stylistic choices, but also through a deep artistic and technical understanding of the matter. The result is a fabric immediately recognizable in various collections for its style and innovative ability.

In fact, design innovation is one of the pillars of Maglificio Alto Milanese's success, founded on the ability to understand and realize the evolution of style, as well as the development of taste and aspirations in the world of fashion and design. Style and production, acting in unison, are constantly exploring new opportunities to overcome limits by creating fabrics where stylistic innovation and research for new materials, lead to an increasingly sustainable way of thinking.

Maglificio Alto Milanese's collection serve as a medium to convey a new beauty that highlights industrial potential, successfully establishing a dialogue with their customers through a collective effort that showcases the intersection of different knowledge. In this way the Company allows exclusive product customization. Values that recount new stories through fabrics and prints, often drawing inspiration from classicism and extreme minimalism while incorporating a technological and eco-friendly slant.

Maglificio Alto Milanese, through the Ethical Code, has set a goal of respecting and implementing solid principles, including equity and equality, protection of the person and the environment, transparency and protection of health.

In addition, the Ethical Code points out:

- The following principles and ethical values are defined for the company's operations and relationships with customers, suppliers, partners, employees, contractors, administrators, public institutions, and any other stakeholders involved in the activities;
- Adherence to moral legitimacy, fairness and equality, protection of individuals and the environment, diligence, transparency, honesty, confidentiality, impartiality, and protection of health;
- The company requires employees, contractors, and administrators to adhere to the principles of behaviour, values, and responsibilities in the performance of their work.

The Ethical Code serves as the primary tool for the implementation of ethics in business context, to clarify and define the principles that stakeholders are expected to conform with. Therefore, they are responsible for adhering to the values and principles outlined in the

Code and are obligated to protect and preserve the respectability and image of Maglificio Alto Milanese as well as the integrity of its economic and human assets through their actions.

This report introduces a clear and explicit definition of ethical and social responsibilities (customers, suppliers, partners, citizens, employees, collaborators, public institutions, environmental associations and anyone else interested in the company's activity). It is a document that recalls the procedures already in place and related to the maintenance of the Quality System (with reference to the ISO 9001:2015 certification). The company's mission is defined by the Quality Manual which purposes are:

- Demonstrate its ability to provide products and services that meet customer, legal and applicable regulatory requirements;
- Increase customer satisfaction through the effective implementation of the improvement system and processes.

It is the responsibility of individuals to assess situations of conflict of interest or incompatibility of functions, assignments and positions outside and within the organization.

The legitimate manifestation of divergent positions cannot bring to the detriment of the company's image, prestige and interests. Private information shall be considered confidential and any improper use is prohibited.

TIMELINE

1970

Luigi Grampa founded Maglificio Alto Milanese, a manufacturer of knitted fabrics for outerwear, underwear and pajamas.

1980

Thanks to the continuous development and the introduction of the entrepreneur's son, the transformation from a small local business to a national company takes place.

1990

Definitive transition from family business to industry, with a vocation for internationalization.

2000

Introduction of new collections for various applications ranging from lamination, coating, medical, footwear, sports and printing.

2013

Maglificio Alto Milanese obtains ISO 9001:2015 certification for quality.

2015

Introduction of a new line: fashion.

2016

Maglificio Alto Milanese takes an economic, environmental and social path in sustainable development.

2017

Acquisition of a branch of a fashion's company. In this manner the company increases fashion line.

2018

Acquisition of a branch of Underwear's company. The company obtains for a part of its products the Oeko-Tex Standard 100. GDPR adherence.

2019

Maglificio Alto Milanese obtains GOTS certification for the use of organic cotton. It also obtains the GRS certification relating to the traceability of pre and post consumer recycled raw materials.

2020

Maglificio Alto Milanese complies the principles of ZDHC, with the aim of controlling the supply chain by making the least verified and certified environmental impact.

2022

Maglificio Alto Milanese obtains ISO 14001:2015 certification for the environment.

COMPANY POLICY

The corporate management policy of Maglificio Alto Milanese refers to the following principles:

Typology	ISO reference	Adoption date	Certification
Quality	ISO 9001:2015	2013	Certified system - in force
Privacy	GDPR 679:2016	2018	Manual/Procedures adopted
Environment and health	ISO 14001:2015	2022	Certified system - in force



Bureau Veritas Certification

MAGLIFICIO ALTO MILANESE S.R.L.

Corso Buenos Aires, 20-20124 MILANO (MI) - Italy
Sede Oggetto di certificazione:
Via Grosseto, 14-21052 BUSTO ARSIZIO (VA) - Italy

Bureau Veritas Italia S.p.A. certifica che il sistema di gestione dell'organizzazione sopra indicata è stato valutato e giudicato conforme ai requisiti della norma di sistema di gestione seguente

ISO 9001:2015

Campo di applicazione

Progettazione e produzione di tessuti a maglia.

IAF: 04

Data della certificazione originale:	17-Giugno-2013
Data di scadenza precedente ciclo di certificazione:	15-Giugno-2022
Data dell'Audit di certificazione / rinnovo:	17-Ottobre-2021
Data d'inizio del presente ciclo di certificazione:	25-Ottobre-2022
Soggetto al continuo e soddisfacente mantenimento del sistema di gestione questo certificato è valido fino al:	24-Ottobre-2025
Certificato Numero: IT318840	Versione: 1 Data di emissione: 25-Ottobre-2022

GIORGIO LANZAFAME - Local Technical Manager



SGQ N° 009A
Membro degli Accordi di Mutuo Riconoscimento EA, IAF e ILAC
Signatory of EA, IAF and ILAC Mutual Recognition Agreements

Indirizzo dell'organismo di certificazione:
Bureau Veritas Italia S.p.A., Viale Monza, 347 - 20126 Milano, Italia

Ulteriori chiarimenti sul campo di applicazione di questo certificato e sui requisiti applicabili della norma del sistema di gestione possono essere ottenuti consultando l'organizzazione.

Per controllare la validità di questo certificato fare doppio click sul QR CODE o scansionarlo con apposita App



PRIVACY POLICY – EU GDPR 679:2016

Goals and objectives

Maglificio Alto Milanese company has defined, disseminated and undertakes to keep this Privacy Management policy active at all levels of its organization. The purpose of this policy is to guarantee the protection against all threats, internal or external, intentional or accidental, of the information and data managed within the scope of its activities in accordance with the indications provided by EU Regulation 679/2016.

Field of application

This policy applies without distinction to all levels of the Company. The implementation of this policy is mandatory for all the staff and must be included in the regulation of agreements with any external subject who, for any reason, may be involved with the processing of information that falls within the scope of application of the Privacy Management System. The company allows the communication and dissemination of information externally only for the correct performance of company activities which must take place in compliance with the mandatory rules and regulations.

Company policy on information security

The IT assets to be protected consist of all the information managed through the services provided and located in all company offices. In this consideration it is therefore necessary to ensure:

- The confidentiality of the information : they must be accessible only by those who are authorized;
- Information integrity: protecting the accuracy and completeness of information and the methods for processing it;
- The availability of information: all authorized users can effectively access the information and related assets when they request it.

Responsibility for compliance and implementation

The observance and implementation of the policy are the responsibility of:

1. All staff who, in any capacity, collaborate with the company and are in some way involved with the processing of data and information that fall within the scope of application of the Privacy Management System. All staff are also responsible for reporting all anomalies and violations of which they become aware.
2. All external parties who maintain relationships and collaborate with the company must ensure compliance with the requirements contained in this policy.

The person in charge of the Privacy Management System must, through appropriate rules and procedures:

- Conduct risk analysis with appropriate methodologies and adopt all measures for their management;
- Establish all the rules necessary for the safe conduct of all company activities;
- Verify security breaches and take the necessary countermeasures and control the company's exposure to the main threats and risks;
- Organize training and promote staff awareness of everything related to quality, security and information security;
- Check periodically the effectiveness and efficiency of the Privacy Management System.

Data Controller and Data Processors

The data controller is Maglificio Alto Milanese SRL with registered office in Corso Buenos Aires, 20, 20124 Milan (MI) and operational headquarters in Via Grosseto, 14, 21052 Busto Arsizio (VA). Requests relating to the exercise of the aforementioned rights can be submitted, in writing, also by e-mail sent to contact@altomilanesesrl.it.

Busto Arsizio, 24 May 2018

The Chairman



BUREAU
VERITAS

Bureau Veritas Certification

MAGLIFICIO ALTO MILANESE SRL

Corso Buenos Aires, n. 20-20124 MILANO (MI) - Italy

Certified site:

Via Grosseto, 14-21052 BUSTO ARSIZIO (VA) - Italy

Bureau Veritas Italia S.p.A. certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the management system standards detailed below

ISO 14001:2015

Scope of certification

**Planning, management and inspection of knitted fabric's production
IAF 04**

Certificate issued in accordance with the Technical Regulation ACCREDIA RT-09

Original cycle start date:	08-November-2022
Expiry date of previous cycle:	NA
Certification / Recertification Audit date:	18-October-2022
Certification / Recertification cycle start date:	08-November-2022
Subject to the continued satisfactory operation of the organization's Management System, this certificate expires on:	07-November-2025
Certificate No.: IT319076 Version: 1 Issue Date:	08-November-2022

GIORGIO LANZAFAME - Local Technical Manager



SGA N° 008D
Membro degli Accordi di Mutuo Riconoscimento EA, IAF e ILAC.
Signatory of EA, IAF and ILAC mutual Recognition Agreements

Certification body address:
Bureau Veritas Italia S.p.A., Viale Monza, 347 - 20126 Milano, Italia

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.

To check the validity of this certificate please double click or scan QR CODE



STANDARD AND REGULATIONS

Maglificio Alto Milanese has always considered it important the continuous improvement and constant development of ESG organizational measures aimed at the Management of Quality, the Environment and Social Responsibility. In particular, since 2013 it has maintained a Quality Management System compliant and certified according to the UNI EN ISO 9001 standard, as it has the objective, over time, of improving the positions already achieved in the various markets and production sectors.

Attention to the environment and the territorial context has prompted Maglificio Alto Milanese to develop an Environmental Management System consistent with the UNI EN ISO 14001 standard.

As far as possible the two above systems have been drafted and integrated by developing common documents and actions.

Maglificio Alto Milanese has a manual that describes the company's Quality Management System with reference also to the aspects relating to safety (see the Attachments section on page 67).

Maglificio Alto Milanese has set itself the goal of adopting an organization, management, and control model for its system, complying with the following general principles of conduct: compliance with laws and regulations, correctness, transparency, impartiality, professionalism, training and valorization of human resources, confidentiality, clarity and completeness of information, protection of health and the environment, diligence, and good faith.

Measures relating to the health and safety of workers have also been adopted in compliance with Legislative Decree 81/08 and particular importance was given to internal personnel training.

Maglificio Alto Milanese has also introduced a privacy policy in compliance with EU Regulation 2016/679, known as GDPR (General Data Protection Regulation) – relating to the protection of individuals regarding the processing and the free circulation of personal data, which came into force from 25 May 2018 and it is valid for all member states.

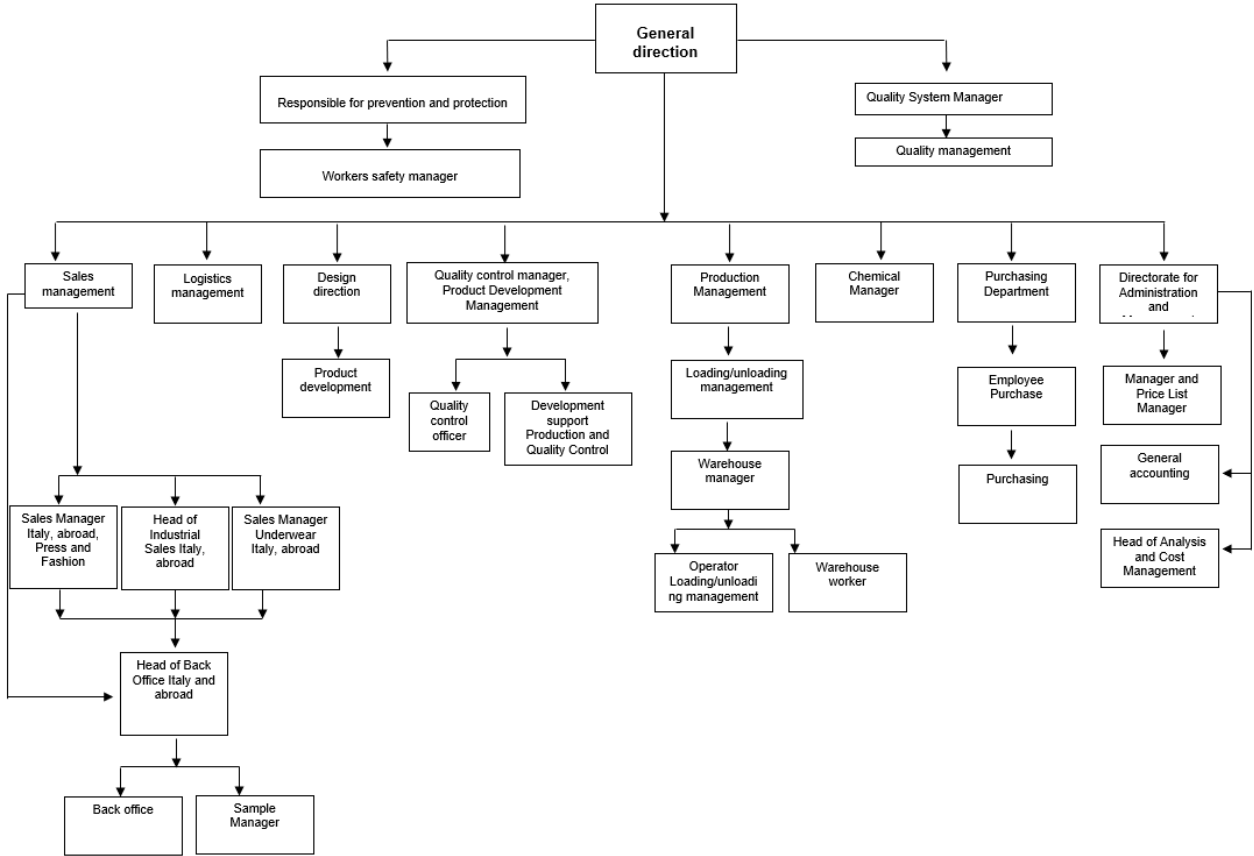
CORPORATE REFERENCES

Nominative	MAGLIFICIO ALTO MILANESE SRL
Foundation year	1970
Registered office	MILANO – Corso Buenos Aires 20
Production site	Busto Arsizio (VA) – Via Grosseto, 14
CCIA registration	MI – 2125739
VAT number and Tax Code	00211410121

PARTNERSHIP

 <p>CONFINDUSTRIA Varese</p>	<p>Confindustria Varese</p> <p>Effective member since 2011 Web: www.confindustriavarese.it Mail: info@univa.va.it</p>
 <p>Smi SISTEMA MODA ITALIA FEDERAZIONE TESSILE E MODA</p> <p>aderente a</p> <p>CONFINDUSTRIA MODA</p>	<p>Sistema moda Italia</p> <p>Effective member since 2019 Web: www.sistemamodaitalia.com Mail: direzione@sistemamodaitalia.it</p>

ORGANIZATION CHART



PRODUCT CERTIFICATIONS

Typology	Reference	Adoption date	Certification
Semi-finished control	OEKO-TEX	2018	Certified system - in force
Recycled raw material	GRS	2019	Certified system - in force
Organic cotton	GOTS	2019	Certified system - in force
Chemical Management Protocol	ZDHC	2020	Manual/Procedures adopted

Maglificio Alto Milanese S.r.l
Via Grosseto 14
21052 Busto Arsizio VA, ITALY



CENTRO TESSILE COTONIERO E
ABBIGLIAMENTO S.P.A.
PIAZZA SANT' ANNA 2
21052 BUSTO ARSIZIO VA, ITALY

Certificate

OEKO-TEX® STANDARD 100

Maglificio Alto Milanese S.r.l

is granted the OEKO-TEX® STANDARD 100 certification
and the right to use the trademark.

SCOPE

Woven or knitted fabric with or without elastane (Creora®, Roica®, ROICA™ V550), made of polyamide (Q-Nova®, Scintel®, Eva®, Amni- Soul-Eco®, Heat Cordura®), polyester also scoured (Resistex® Bioceramic, Coolmax®, ThermoLite®), Flame Retardant polyester, metallized polyester, viscose, Flame Retardant viscose, bamboo viscose, modal, micromodal, (Lezing Micromodal®) modacrylic (ProtexQ®), silk, cashmere, wool, cotton, flax, Tencel (lyocell), acetate (NaiiaTM), aramid (Nomex®) finished with antistatic, also mixed plain color or melange, with or without hydro-oil repellent, soft and antibacterial finishings. Raw materials, dyeing and finishing processes precertified in accordance with STANDARD 100 by OEKO-TEX® - partly finished with active biological products - flame resistant fibres accepted by the OEKO-TEX®

PRODUCT CLASS

II (products with direct contact to skin) - Annex 4



This certificate 18CX00044 is valid until
12.04.2023.

SUPPORTING DOCUMENTS

- ✓ Test report : 22RA03709
- ✓ Declaration of conformity in accordance with EN ISO 17050-1 as required by OEKO-TEX®
- ✓ OEKO-TEX® Terms of Use (ToU)

Chiara Salmoiraghi
Chiara Salmoiraghi
OEKO-TEX® Certification Scheme Manager

Further compliance information (REACH, SVHC, POP, GB18401 etc.) can be found on oeko-tex.com/en/faq.

The certificate is based on the test methods and requirements of the OEKO-TEX® STANDARD 100 that were in force at the time of evaluation.

Busto Arsizio, 2022-11-11



CENTRO TESSILE COTONIERO E ABBIGLIAMENTO S.P.A.
PIAZZA SANT' ANNA 2
21052 BUSTO ARSIZIO VA, ITALY

OEKO-TEX®
INSPIRING CONFIDENCE

CERTIFICATE

The company

Maglificio Alto Milanese S.r.l
Via Grosseto 14
21052 Busto Arsizio VA, ITALY

is granted authorisation according to STANDARD 100 by OEKO-TEX® to use the STANDARD 100 by OEKO-TEX® mark, based on our test report **22RA08391**



for the following articles:

Woven or knitted fabrics, plain or mélange dyed, produced with yarns Q-NOVA® made of recycled polyamide 6.6 (from pre-consumer material) also blended with recycled polyester (from post-consumer PET bottles) or polyamide 6.6 recycled (from pre-consumer material); Q-NOVA® PURE BLACK made of recycled polyamide 6 (from pre-consumer material); Q-NOVA® made of recycled elastan (from pre-consumer material) covered with polyamide 6.6 recycled (from pre-consumer material) also in blended with polyamide; BLUFIBER® and Q-CYCLE® made of recycled polyamide (from post-consumer tire material, chemical recycling); in recycled cotton (from pre-consumer material from cuttings), also in blended with cotton, viscose, acrylic, polyester and recycled polyester (from post-consumer PET bottles); recycled polyester (from post-consumer PET bottles); ROICATMEF recycled elastan (pre-consumer, mechanical recycling), (recycled material content > 20%); also in blends with elastan (Creora®, Roica®), polyamide (Q-Nova®, Scintel®, Evo®, Amni- Soul-Eco®, Heat Cordura®), polyester also purged, (Coolmax®, Thermolite®), Flame Retardant polyester, viscose Flame Retardant viscose, bamboo viscose, modal, micromodal (Lenzing Micromodal®), modacrylic (ProtexQ®), silk, cashmere, wool, cotton, linen, Tencel (lyocell), acetate (Naia™), aramid (Nomex®) finished with anti-static; with or without water-repellent, soft and antibacterial finishing. Raw materials pre-certified according to STANDARD 100 by OEKO-TEX® - partly finished with biologically active products and flame retardant fibers accepted by OEKO-TEX®.

The results of the inspection made according to STANDARD 100 by OEKO-TEX®, Annex 4, **product class II** have shown that the above mentioned goods meet the human-ecological requirements of the STANDARD 100 by OEKO-TEX® presently established in Annex 4 for products with direct contact to skin.

The certified articles fulfil requirements of Annex XVII of REACH (incl. the use of azo colourants, nickel release, etc.), the American requirement regarding total content of lead in children's articles (CPSIA; with the exception of accessories made from glass) and of the Chinese standard GB 18401:2010 (labelling requirements were not verified).

The holder of the certificate, who has issued a conformity declaration according to ISO 17050-1, is under an obligation to use the STANDARD 100 by OEKO-TEX® mark only in conjunction with products that conform with the sample initially tested. The conformity is verified by audits.

The certificate 21CX00060 is valid until 18.05.2023

Busto Arsizio, 22.06.2022

Chiara Salmoiraghi

Chiara Salmoiraghi
OEKO-TEX® Product Certification Scheme Manager

OEKO-TEX® Association | Genferstrasse 23 | CH-8002 Zurich





Istituto per la Certificazione Etica e Ambientale - ICEA
Via Giovanni Brugnoli, 15, 40122 Bologna BO, Italy
www.icea.bio

Scope Certificate

Scope Certificate Number ICA-GRS-20-39/00C-07

ICEA

certifies that

MAGLIFICIO ALTO MILANESE SRL

License Number GR0291
Corso Buenos Aires 20
Milano, 20124
Lombardia, Italy

has been audited and found to be in conformity with the

Global Recycled Standard (GRS 4.0:2017)

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):
Dyed fabrics (PC0025)

Process categories carried out under responsibility of the above mentioned organization for the certified products cover:
Knitting (PR0015)*, Warehousing (PR0031), Trading (PR0030), Dyeing (PR0008)*, Finishing (PR0012)*, Printing (PR0023)*, Pre-treatments (PR0021)*

*The processes marked with an asterisk may be carried out by subcontractors.

This certificate is valid until: 2023-03-24

Audit criteria: Global Recycled Standard 4.0:2017, Content Claim Standard 3.0:2022, Textile Exchange Standards Claims Policy V1.1

Place and Date of Issue
Bologna, 2022-03-25
Last updated: 2022-10-28

Document digitally signed with PAdES standard, check details in the signature panel or with GoSign

Certification Body



Standard



Certification Body Licensed by: Textile Exchange; Licensing Code: ICEA-TX-25
Certification Body Accredited by: IOAS ; Accreditation Number: 26
Inspection Body: ICEA
Auditor(s):Mrs. Jessica Maiuolo

This scope certificate provides no proof that any goods delivered by its holder are GRS certified. Proof of GRS certification of goods delivered is provided by a valid transaction certificate (TC) or equivalent covering them.

The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.
To authenticate this certificate, please visit www.TextileExchange.org/Certificates.



Istituto per la **Certificazione Etica e Ambientale - ICEA**
Via Giovanni Brugnoli, 15, 40122 Bologna BO, Italy
www.icea.bio

Scope Certificate

Scope Certificate Number GOTS 2020-071/00C-04

ICEA

certifies that

MAGLIFICIO ALTO MILANESE SRL

License Number **GO0646**
Corso Buenos Aires 20
Milano, 20124
Lombardia, Italy

has been audited and found to be in conformity with the

GLOBAL ORGANIC TEXTILE STANDARD (GOTS) Version 6.0:2020

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):
Dyed fabrics (PC0025)

Process categories carried out under responsibility of the above mentioned organization for the certified products cover:
**Trading (PR0030), Dyeing (PR0008)*, Finishing (PR0012)*, Knitting (PR0015)*, Warehousing (PR0031),
Pre-treatments (PR0021)*, Printing (PR0023)***

*The processes marked with an asterisk may be carried out by subcontractors.

This certificate is valid until: 2023-03-24

Place and Date of Issue
Bologna, 2022-03-25
Last updated: 2022-10-28

Document digitally signed with PAdES standard, check details in the signature panel or with GoSign

Certification Body



Standard Logo



Certification Body Accredited by: IOAS ; Accreditation Number: 26

This scope certificate provides no proof that any goods delivered by its holder are GOTS certified. Proof of GOTS certification of goods delivered is provided by a valid transaction certificate (TC) covering them.

The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.

For directions on how to authenticate this certificate, please visit GOTS' web page 'Approved Certification Bodies'.

This electronically issued document is the valid original version.
License No. GO0646

Page 1 of 4



4sustainability® is the Process Factory mark highlighting the adherence of textile and fashion & luxury companies to the sustainability roadmap. The implementation of each roadmap initiative is verified and measured annually based on a structured protocol of activities.



Maglificio Alto Milanese srl
has joined the 4sustainability® Commitment
and applies the Chemical Management Protocol
for eliminating toxic and harmful substances in production
through the ZDHC MRSL.

**CHEM
IMPLEMENTATION LEVEL**



AUDIT RATING:	75%	VERS. STD CHEM:	4.0
VALIDATION DATE:	20/12/2021	VALID UNTIL:	31/12/2022

Rilasciato da Francesca Rulli (CEO)
Process Factory s.r.l.
Via A. Da Noli, 4/6 - 50127 Firenze
CF/P.IVA: 058052004



FABRICS

Maglificio Alto Milanese's production is divided into six collections named: Hitext, Industry, Underwear, Sport, Fashion and Green.



Hitext collection identifies the range of products developed for application in specific sectors (workwear, racewear, firewear, etc.) and have intrinsic properties to protect users from risks related to the field of use and to ensure their safety.



Industry collection refers to "basic" fabrics intended for industrial use as bases for laminating, coating, printing and thermoforming. The fibers used are nylon, polyester, viscose and cotton, piece or dope dyed.



Underwear collection identifies fabrics destined to underwear garments made mainly of natural fibers, high finenes, innovative finishes and micro-jacquard designs with creative combinations for an increasingly level of demand.



Sport collection identifies fabrics that, thanks to the combination of innovative technologies, ensure the highest quality performances: breathability, resistance to pilling and abrasion, UV protection, excellent thermoregulation of the body and, of course, excellent comfort.



Fashion collection refers to the creation of fabrics designed to men’s and women’s outwear clothing. A constant and proactive proposal of fabrics that evolve constantly according to seasonal moods, colors and trends. These are the elements that permit to combine traditional and tech solution.



Green collection identifies fabrics made according to the principles of environmental sustainability. A totally eco-friendly collection made in an integrated ecosystem that relies only on selected partners who share the values and mission of the company.

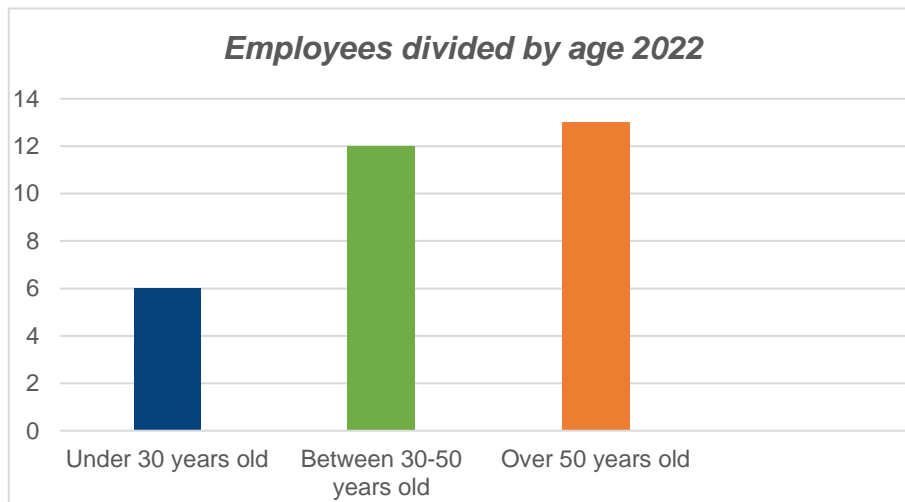
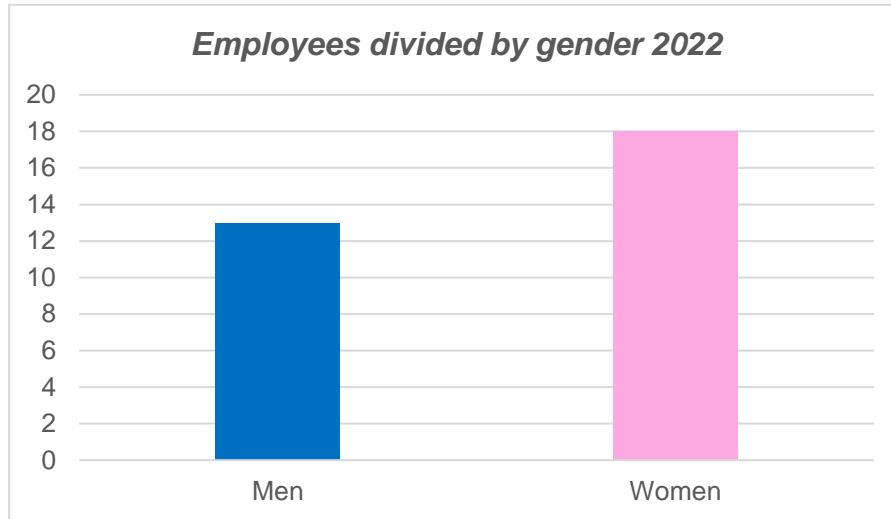
MAGLIFICIO ALTO MILANESE TEAM

Due to the fact that the Company is known since the beginning of industrial textile development in the geographical area of Alto Milanese, there is a high level of staff loyalty. The Company is composed and managed by skilled people with a sense of responsibility and dedication that affect its performance. In this way, the leadership guarantees a constant protection against all employees and the function of Human Resources is committed to ensure that workers receive the right training, professional development and motivation.

This is a heritage that deserves constant attention and protection expressed by the norms of the Ethical Code: a document in which all the Company's principles and values are expressed to enhance its professionals and fostering skills development.

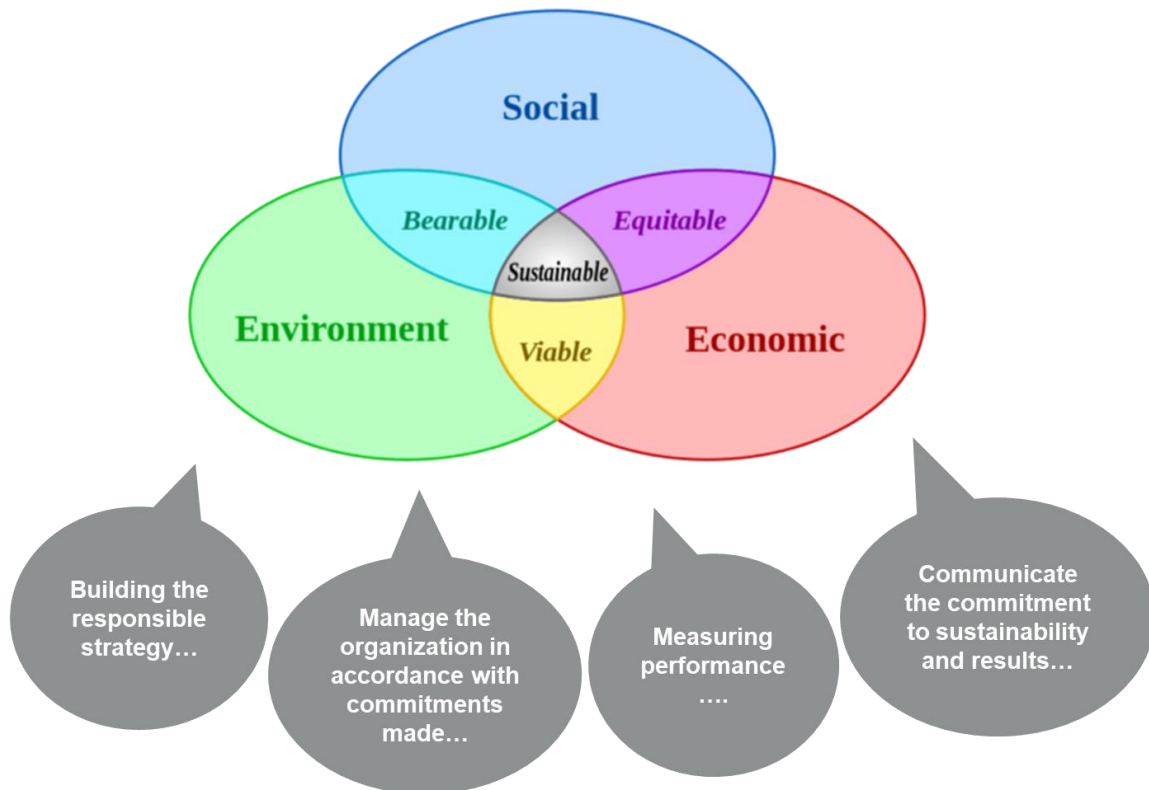
The Ethical Code also lays the foundations to ensure equal employment opportunities and professional growth, enhancing their specific professional qualifications and performance skills. Employees are selected exclusively on the basis of competence and merit criteria without any kind of discrimination.

There isn't a high personnel turnover despite the fact that 70% of employees have held a corporate position for less than 5 years.



ECONOMIC PERFORMANCE – ADDITIONAL VALUE

This section shows the added value related to Maglificio Alto Milanese’s annual accounts. This economic magnitude derives from the reclassification of the income statement and allows a social reinterpretation of economic accounting.



The added value, also called retained economic value, is the wealth created through the activities’ performance and distributed among stakeholders.

This assessment has been made considering the last three financial years and the values determined are: *the economic value directly generated* (as a sum of revenues from sales and services plus other factors that helped determine them); *the economic value distributed* (as an amount of costs incurred in carrying out activities. The budget heading Charities and Donations show an increase value during the three years). The economic value retained is the result of the difference between these two economic quantities.

	31/12/2022	31/12/2021	31/12/2020
ECONOMIC VALUE GENERATED	€ 13.212.114,00	€ 10.933.505,00	€ 7.892.815,00
Revenues from sales and services	€ 12.690.117,00	€ 10.838.676,00	€ 7.940.874,00
Change in work in process and finished goods	€ 236.614,00	-€ 171.855,00	-€ 205.382,00
Internally generated Fixed assets	€ 0,00	€ 0,00	€ 0,00
Other revenues and income	€ 285.110,00	€ 266.432,00	€ 154.325,00
Financial income	€ 273,00	€ 252,00	€ 2.998,00
ECONOMIC VALUE DISTRIBUTED	€ 12.533.550,00	€ 10.517.872,00	€ 7.828.714,00
Production cost (cost of raw materials, consumables and merchandise, cost of services, cost of rents and leases)	€ 10.554.559,00	€ 8.787.976,00	€ 6.501.380,00
Personnel costs (salaries and wages, social security and welfare contributions, employees' termination benefits, other personnel costs)	€ 1.564.558,00	€ 1.494.407,00	€ 1.203.668,00
Interest on loans and other forms of debt	€ 24.506,00	€ 12.701,00	€ 24.542,00
Other financial expenses	€ 148.394,00	€ 81.690,00	€ 73.219,00
Distributed dividends	€ 0,00	€ 0,00	€ 0,00
Taxes and losses	€ 237.583,00	€ 137.998,00	€ 23.405,00
Charities and donations	€ 3.950	€ 3.100	€ 2.500
ECONOMIC VALUE RETAINED	€ 678.564,00	€ 415.633,00	€ 64.101,00

STAKEHOLDER

The term *stakeholder* refers to the internal and external subjects who have an interest of any nature towards the company realised in expectations, information needs, economic interests:



Internal stakeholders:

- Partners;
- Board of Directors;
- Employees;
- Contributors.

In relation to the above-mentioned stakeholders, the expectations concern compliance with the rules, the greater protection of workers and their involvement in the implementation of actions aimed at improving current working conditions.

External stakeholders:

- Suppliers;
- Partners;
- Customers;
- Social security and welfare institutions;
- Local and national institutions and authorities;
- Associations and organizations;
- Trade associations.

Towards external stakeholders, the social management system develops in a different way according to the roles that each of them has towards the company. All interested parties can contribute to the Social Responsibility Management System by reporting any problems on the respect of social values and method chosen for drawing up the social report.

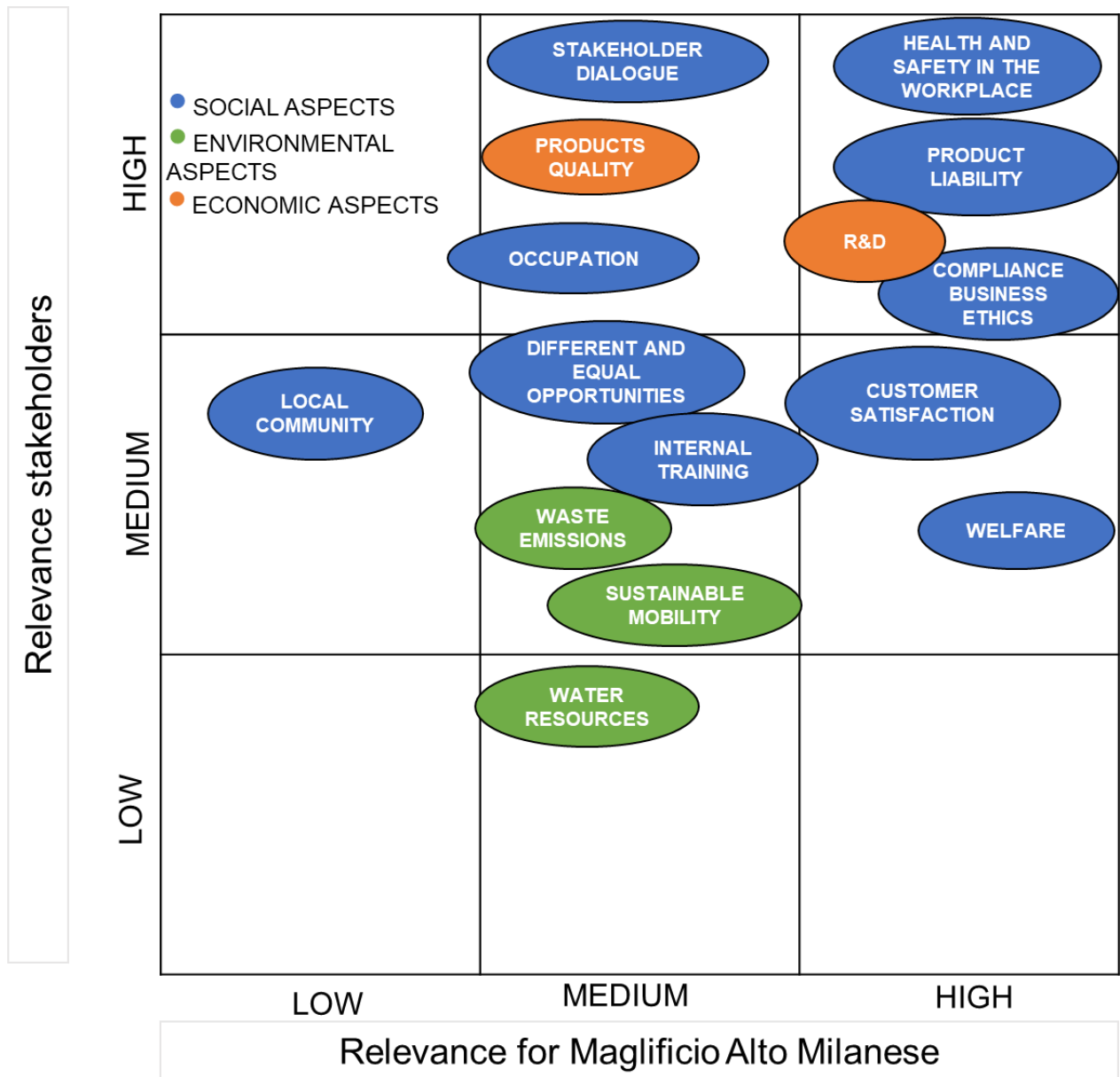
Maglificio Alto Milanese is convinced that sustainable growth is closely linked to the ability to identify and respond to market and society changes.

A constant dialogue with stakeholders over time allows the Company to identify the most important sustainability issues and to evaluate how best to integrate them into industrial and management activities. This dialogue promotes trust, creates mutual value and supports the sustainable growth of business activity in line with the stakeholders' expectations.

MATERIALITY MATRIX

"Materiality" is the principle that determines which relevant issues are important to make reporting. To define the issues, it is necessary to carry out an analysis that allows the Company to clearly highlight the relationship between business interests and those of stakeholders. The materiality matrix is the graphic tool that summarizes this analysis, emphasizing the point of view of stakeholders ("Importance for stakeholders") and the business point of view ("Importance for Maglificio Alto Milanese"). Several important issues have been identified taking into consideration economic, social and environmental impacts (positive or negative). Maglificio Alto Milanese has started a process of comparison and analysis with the main stakeholders in order to assess the relevance of some issues to ensure a correct prioritisation. The data received were analysed and the results allowed the materiality matrix to be processed. It is a graph that describes the relevant values for the company (axis of the abscissa) and for the stakeholders (axis of the ordinate).

The key objective of this analysis is to reinforce stakeholders' relations in order to refine the sustainability strategy, analysing risks, social and environmental opportunities.



SDG GOALS– AREAS OF SPECIFIC APPLICATION

The 17 Sustainable Development Goals (SDGs) and the 169 sub-objectives associated with them, are the basis of the 2030 Agenda, which is composed by three dimensions of sustainable development: economic, social and ecological. For the first time, a single policy document brings together sustainable development and the fight against poverty. By 2030 the Sustainable Development Goals must be achieved by all UN member countries. This means that every country on the planet is called to make its contribution to jointly addressing these great challenges. In addition, incentives should be found to encourage non-governmental stakeholders to participate more actively in sustainable development.



Maglificio Alto Milanese has made a careful analysis of the macro-objectives selecting the most applicable and relevant:



Maglificio Alto Milanese guarantees medical insurance for its employees’ health - target 3.



It ensures inclusive and equitable quality education and promotes opportunities for everybody and for achieving gender equality - targets 4-5.



It actively participates in the promotion of sustainable economic growth with full employment and safe work - target 8.



Maglificio Alto Milanese is committed to building a resilient infrastructure, promoting sustainable and innovative industrialization to ensure sustainable production models - targets 9 and 12.



Maglificio Alto Milanese guarantees the availability and sustainable management of water and access to sustainable and clean energy - targets 6-7.



It has developed projects for mobility and climate protection - targets 11 - 13.



Maglificio Alto Milanese is committed to supporting solidarity initiatives - targets 1 - 10.



CHILD LABOUR

Maglificio Alto Milanese has never used child labour in his history and to prevent this in the future, it has in place appropriate procedures. If one of its suppliers use child labour in his workplace, the company will contact the Authorities and the Social Services territorially competent, providing the necessary support to enable an appropriate plan for the child and/or his family members.

Maglificio Alto Milanese does not use or provide child labour (under the age of 16). The average age of the employees is just over 43 years and the average stay in the company is about 6 years. At 31.12.2022 the youngest worker in Maglificio Alto Milanese is 22 years old and the oldest 59 years old.

COMPULSORY WORK

Maglificio Alto Milanese refrains from resorting or supporting the use of compulsory or forced labour (ref. ILO 29-105 International Labour Organization). All persons involved in the company work voluntarily in accordance with the employment contracts in force in Italy..Arbitrary deductions are not made on employees' salary, except in cases provided for by law or for voluntary reasons communicated by the worker (such as trade union deductions, pension funds, disposals of the Fifth, private financing, foreclosures). The Company does not charge any fees or withhold any costs related to recruitment. In addition, it requires to worker the necessary documentation for the purposes of administrative formalities, such as: identity card, tax code, family status, any residence permit, bank details, TFR destination form, tax deduction form etc.

When requested by workers, Maglificio Alto Milanese gives advances on the TFR in order to meet specific economic needs of the team, in compliance with the provisions of the law and, in some emergency cases, it agrees even to best treatment. All the workers are fully

aware of the rights and obligations arising from their employment contract and Maglificio Alto Milanese makes available to them a copy of the CCNL.

FORMATIVE STAGE AND DISABLED PERSONS WORK

Maglificio Alto Milanese usually collaborates with Universities, School Institutes of Secondary Education and ITS (Higher Technical Institutes) / IFTS (Higher Technical Training Institution) for carrying out internships and work school alternation paths. Students, like every employee, are taught about safety regulations and business practices, and are given the same safeguards as Company’s employees. In addition, Maglificio Alto Milanese collaborates with local governments to carry out training placements and work orientation experiences. On this issue, every year it participates in the Industry Project’s Generation promoted by Confindustria Varese.





Unione degli Industriali
della Provincia di Varese

Maglificio Alto Milanese Srl

10 anni con



GENERAZIONE
D'INDUSTRIA

2011-2021



Il Presidente
dell'Unione degli Industriali della
Provincia di Varese Roberto Grassi

SPECIAL PROJECT “WORK SCHOOL ALTERNATION AND ITS”

REALIZZATO CON IL SOSTEGNO DI



Maglificio Alto Milanese adheres to ITS COSMO enhancement program promoted by Centrotessile Cotoniero for new generations’ formation. The project involves the industrialization of the product and process in the textile, leather and new materials supply chain.

Thanks to the project, the Company has given the opportunity to many young guys to know and live the reality of Maglificio Alto Milanese, actively cooperating in its productive process. Some of them have decided to continue their experience and still work in the company.

FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

Maglificio Alto Milanese respects employees’ right to freely join trade unions and to collective bargaining, although employees are not members of any trade union. Currently there are no requests by anyone to join any trade union.

In the Company there is no RSU (Unitary Union Representation) as there is always the opportunity to freely speak with the owner and discuss about work contracts, production decentralizations, employment trends and internal organization.

DISCRIMINATION

Maglificio Alto Milanese does not discriminate against its workers, guarantees equal opportunities and does not interfere with their private or religious life. It condemns all forms

of discriminatory behaviour linked to race, social class, origin, sex, sexual orientation, politics, trade union membership, etc.

The Company's staff selection and management rules ensure equal opportunities and no discrimination.

The Company seeks to ensure that everyone can achieve career goals, rewarding who demonstrate technical and collaboration skills and skills, motivation, resourcefulness and ambition.

DISCIPLINARY PRACTICES

Maglificio Alto Milanese as provided by the CCNL (National Collective Labour Agreement) applies disciplinary procedures such as:

- Verbal warning;
- Written warning;
- A fine not exceeding three hours' pay calculated on the basis of the minimum table;
- Suspension from service and pay up to a maximum of 3 days;
- Dismissal.

The Company guarantees that no action will be taken without having ascertained the actual existence of the alleged infringement and without having previously heard the worker. The worker may also present its defence with the possible assistance of a representative of the trade union association. All disciplinary measures are recorded in the employee's personal file, stored at the Administration Office.

WORKING TIME

Working time is fixed, according to the CCNL, at 40 hours per week. The normal working time is:

- from 08.30 a.m. to 12.30 p.m.
- from 14.00 p.m. to 18.00 p.m.

Despite the rigidity of the schedule, the Company shows great attention to the needs of staff by allowing flexible hours.

SALARY

The salary paid to workers is for the most part higher than the minimum scales laid down in the National Collective Labour Agreement. Salaries and type of contract are managed and monitored by the Administration Office which verifies also the level of satisfaction of the staff.

The Company pays the salary through transfer on individual accounts and pays all salary allowances to all the staff, in compliance with the laws.

“SAFETY FIRST OF ALL”

Maglificio Alto Milanese places health and safety of its workers among the primary business objectives. The Company operates in accordance with the provisions of D.lgs. 81/2008 s.m.i. and in particular provides for:

- Appointment and training of a Head of Prevention and Protection Service (RSPP);
- Appointment of the Doctor in charge, specialized in occupational medicine;
- Drafting of the risk assessment document (DVR);
- Development of appropriate procedures for emergency and evacuation situations and related simulations;
- Delivery of PPE (personal protective equipment) with appropriate training and information on its use;
- Staff's training in health and safety at work.

These activities have allowed the almost total absence of accidents at work, as shown on the table below.

ACCIDENTS	Year 2020	Year 2021	Year 2022
Events in the administrative area	0	0	0
Events in the technical-commercial area	0	0	0
Warehouse events	0	1	0
Sample events	0	0	0
TOTAL EVENTS	0	1	0

There have been no accidents in the last three years. In the event of an accident, the Company, in addition to reporting the occurrence to the competent authorities, promptly analyses and remove any causes by consulting the RSPP and, if necessary, the competent doctor or qualified external personnel, to prevent repetition of the event.

In addition to the medical examinations carried out at the beginning of the employment relationship, periodic health surveillance visits are conducted by the competent doctor. He has to verify if the employees are healthy with their job and may continue to perform their duties.

Maglificio Alto Milanese, is committed to constantly inform and train its workers and collaborators about the risks arising from its activities. The Company also ensures that each worker receives specific and adequate training in health and safety, with particular reference to:

- All risks, damages, prevention, protection, rights and duties of corporate subjects, supervisory bodies, control, assistance;
- Risks related to the individual tasks along with the possible damages, the consequent prevention and protection measures and procedures.

During the 2022, Maglificio Alto Milanese gave its employees 190 hours of general training, most of which concerning health and safety at work. In addition, it provides to every worker an annual update on this matter.

HEALTH AND WELLFARE

Maglificio Alto Milanese has taken out an insurance policy (Sanimoda) in favour of all employees, including their families, to ensure their health and well-being.

The Company also organizes team building activities in order to create a more compact and unified group. During the year 2022, in fact, a company Padel tournament was organized and very much appreciated by all the employees.





TECNOLOGY AND DEVELOPMENT

Maglificio Alto Milanese is committed to:

- Obtaining and updating the most important international certifications on social and environmental responsibility;
- Developing projects that promote creativity, innovation with a view to continuous improvement and efficiency;
- Selecting suppliers that respect both environmental protection and human rights, signing the Ethical Code;
- Reduction and monitoring the presence of chemicals used in all the processing (involving also its own suppliers).

As far as concerns digital innovation, Maglificio Alto Milanese has launched a digital transformation program, defined in the perspective of Industry 4.0, in order to improve customers' needs.

Innovation is the leitmotif of production processes and means continuously improving its practices, processes, products and services. Thanks to the combination of innovation and complete process management, Maglificio Alto Milanese is able to guarantee the highest quality of products by constantly improving their environmental and social sustainability profiles.

Maglificio Alto Milanese manages and controls the entire production cycle: from the creative idea to the design of the fabric up to the finishing phase. A production about quality and luxury of an all-Italian excellence, borns, initially with the processing of terry fabric and then expanded to other natural, composite and technical fibers.

The synergy between heritage and innovation, as well as between craftsmanship and dedication, have allowed Maglificio Alto Milanese to cross time and merge into a heritage that finds in manufacturing excellence one of its cornerstones. This is a capital born from a solid complex of cultural and artisanal knowledge that have made the company an undisputed leader.

OUR STANDARDS AND CERTIFICATIONS

The art of know-how represents for Maglificio Alto Milanese an immense heritage of creativity and craftsmanship and as such must be protected and enhanced. Only in this way, a fabric can still represent a real competitive advantage. In an economic and social context, it is fundamental for the Company to confirm its deep respect for the artisanal and environmental heritage, guaranteeing the highest quality of its work.

In the textile industry, user safety is primarily linked to product compliance with environmental and chemical regulations. In this context, the primary policy of Maglificio Alto Milanese is represented by guaranteeing that all products are aligned with environmental regulations and chemical compliance: a field to which the company dedicates a great commitment, especially in the form of investments aimed at improving product quality and safety control. Internal and accredited external laboratories permit to maintain compliance with suppliers and customers.

In line with the strategic decision to develop an integrated management system, Maglificio Alto Milanese has embarked on a path that has led it to achieve important international recognized certifications. A brief description of each standard is given below.

ISO 9001:2015, QUALITY MANAGEMENT

In 2013 Maglificio Alto Milanese obtained Quality Management System's certification according to the UNI EN ISO 9001:2015.

This certification defines the minimum requirements that an organization's Quality Management System must have to ensure the level of product and service quality. The ISO 9001:2015 is the internationally recognized standard for quality management of all public and private organizations of any economic sector and size. The aim is to respond simultaneously to the need of increasing the effectiveness and efficiency of internal processes, and to achieve goals with competitiveness in the markets to improve customer satisfaction and loyalty.

This certification represents for Maglificio Alto Milanese the opportunity to build a Management System that takes into account all business processes to ensure the

optimization of the use of its resources, to reduce production costs, to achieve the expected objectives and to maintain a constant quality level of its products.

For the enhancement of goods and services' quality, Maglificio Alto Milanese assures to work with a view to a continuous improvement of business performance.

In order to better monitor customer satisfaction, the Company has created an online survey sent to customers periodically to understand any problems and improve them.

ISO 14001:2015, THE ENVIROMENT IS MORE SECURE

From 2022 Maglificio Alto Milanese has obtained the Certification of the Management System for Environmental Protection.

ISO 14001:2015 is a standard certificate that assures the compliance of business operations and the requirements of principles, systems and support techniques for proper environmental management. One of the main challenges for companies in terms of sustainability is in fact limiting the impact of the environmental activities and the sustainable growth of the organization.

OEKO-TEX® STANDARD 100: SCIENCE-PROOF ECOLOGICAL REQUIREMENTS

Since 2018, the Company has been certified by Oeko-Tex® Confidence in Textiles Standard 100.

The Oeko-Tex 100 standard is an independent and uniform international certification system with verification criteria, limit values and scientifically-based testing methodologies for human-based requirements. This control can be made on the raw materials, on semi-finished and finished products of every level of the textile sector.

The controls of potentially toxic substances are mainly designed considering the intended use of tissues and materials: several human-ecological must be respected due to the sensitive of an intense contact product-skin.

GOTS CERTIFICATION – GLOBAL ORGANIC TEXTILE STANDARD CERTIFICATION

The Global Organic Textile Standard has been developed by leading international organizations in organic farming to ensure the compliance between organic textile products and stringent environmental and social criteria. These rules are applied to all levels of production, from the collection of natural fibres to the labelling of the finished product.

The standard requires that all manufacturing processes, such as dyeing, can be certified in accordance with GOTS requirements. The chemical evaluation is mainly based on the verification of toxicological and eco-toxicological characteristics.

The targets for textile products have to contain at least 70% of natural organic fibres (fibres, yarns, fabrics, clothing, textile accessories and others).

GRS CERTIFICATION – GLOBAL RECYCLE STANDARD

GRS is a standard promoted by Textile Exchange and recognizes the importance of recycling for the growth of a sustainable production and consumption model. Its aim is to promote the reduction of resource consumption (virgin raw materials, water and energy) and increase the quality of recycled products. The GRS provides for the issuance of a verified environmental statement by a third party which ensures the content of recycled materials of the products, to the maintenance of traceability throughout the entire production process.

GRS certification imposes restrictions on the use of chemicals and compliance with environmental and social criteria at all paths of the production chain and ensures at least 20% of pre-consumer and post-consumer recycling material in its own products.



RESPONSIBLE CONSUMPTION AND PRODUCTION

In today's world we talk about sustainability, a process of change in which the exploitation of resources, the investment plan, the orientation of technological development and the institutional changes are in tune to exploit the current and future potential to meet human needs and aspirations, preserving the Planet. For many years now, the themes of the protection of Earth and people are widespread and it is right to apply these concepts to the textile industry, considered one of the most polluting in the world. The aim of the Company is to create and maintain an eco-sustainable supply chain for all chemical and textile products, an integrated ecosystem that makes use of selected partners who share the values and the mission. For this reason, Maglificio Alto Milanese decided to apply the Chemical Management 4Sustainability® protocol and the implementation of MRSL ZDHC v.2.0 (Manufacturing Restricted Substances List) involving in the project the entire production chain and making the principles of good chemistry a concrete commitment to a cleaner planet.

ZDHC is the acronym for Zero Discharge of Hazardous Chemicals and consists in a program initially created by some of the top worldwide brands, with the aim of focusing on the principles of transparency and management of chemicals according to an integrated approach of prevention and precaution.

The basic goals of ZDHC can be summarized as follows:

- Get rid of hazardous chemicals;
- Develop transparent processes to promote safer chemistry;
- Develop effective tools, good practices and training to improve chemical management;
- Improve collaboration with stakeholders to promote transparency about the chemicals used/discharged and the application of good practices.

The Company is submitted to internal audits that certify its quality and control of the entire supply chain. In order to maintain the required standards, Maglificio Alto Milanese periodically tests its samples by external laboratories to ensure the absence of toxic and

polluting substances. In addition, there are audits organized directly by customers so as to ensure maximum transparency. For example, during the year 2022 audits were performed by well-known worldwide fashion brands.

MRSL (Manufacturers Restricted Substances List) published by ZDHC is a list of substances banned for use during production processes.

REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) is a regulation of the European Union in force since 1 June 2007, adopted to improve the protection of human and environment health from chemical risks.

Unlike ZDHC, it is therefore a mandatory regulation and its compliance is reviewed and evaluated by ECHA (European Chemicals Agency). ZDHC is a voluntary protocol to which companies can adhere and it is more restrictive than REACH.

Different programs and tools like Roadway Map to Zero, ZDHC Academy and ZDHC Gateway have the aim of reducing chemical presence in clothing industry, gradually eliminating hazardous chemicals and driving towards the implementation and deployment of a sustainable textile chemistry.



Maglificio Alto Milanese adheres to the 4sustainability® roadmap, making its values and programs to promote a virtuous path of change in the business model.



Maglificio Alto Milanese srl
 has joined the 4sustainability® Commitment
 and applies the Chemical Management Protocol
 for eliminating toxic and harmful substances in production
 through the ZDHC MRSL.

CHEM
 IMPLEMENTATION LEVEL



LOW-HIGH ENVIRONMENTAL IMPACT SUPPLIER MONITORING PROCEDURE

Inspired by and aligning with the Sustainable Development Goals, the Company is committed to contribute to the generation of a positive global change, assuming a clear environmental and social responsibility.

Annually, the Company verifies the implementation's level of the Chemical management system to define new objectives and the related action plan for the following year.

The management system applies to all direct responsibility processes, aimed at the surveillance of suppliers and of purchased material.

The criterion adopted to distinguish between HIGH and LOW risk processing is linked to the number of chemical products used by the company and the relative risk. Companies that use a large number of chemicals are therefore considered HIGH risk; while companies that do not use chemicals or only a small quantity are considered LOW risk. In order to be able to carry out controls on suppliers, a specific request for Commitment is sent to them according to the type of supply.

Each year, the Company defines a supplier monitoring plan that is mainly based on their strategic position. Maglificio Alto Milanese carries out the Chemical management audit at suppliers using:

- 4S Audit Checklist;

- Audit Report inspection report;
- Action plan.

The result is recorded in the 4S Platform by chemically testing, through accredited laboratories, raw materials and finished product according to the parameters of the MRSL. Below, an excerpt of the site containing information about suppliers.

Test su Materie Prime e Processo

Anno Relativo ai Test: 2022

Test Registrati: 42

TEST PASSED: 42 **TEST FAILED: (Vuoto)**

Esito Test: 100% (Pass)

Test per Categoria Fibre:

Sintetica: 14	Naturale cellulosa: 9
(Vuoto): 10	Mista: 6
	Naturale pro...: 2
	Artifi...: 1

Origine: Tutte

Tipo Materiale: Tutte

Provenienza Test: Tutte

Fornitori: TICINO MAGLIA DI RADINI FRANCO & C., TEXPRO SPA, TESSIBEL SRL, T.B.M. S.R.L., SUEDWOLLE GROUP S.P.A., STAMPERIA DI MAGNAGO S.R.L., Stamperia di Lipomo, SINTERAMA SPA, RED WOLF SRL, Novalfa, Monticolor S.p.a., MARCHI & FILDÌ SPA, Mantafil S.p.a., Lanificio Botto Giuseppe e Figli Spa, INTERFIL TP S.r.l., IL FILO DI SILVANA SRL, I COTONI DI ALBINI SPA, Hyosung Europe S.r.L., GOAL S.P.A., Fulgar S.p.a., ELTRADE S.P.A.

DATA NON-CONFORMITY

The non-conformities can be divided into two main categories:

- Non-conformity of product;
- Non-conformity of system.

Product non-conformities are linked to the failure to meet the eco-toxicological requirements of a material, verifiable through laboratory tests.

System non-conformities may cause the non-compliance of one or more requirements in the Chemical Management Procedure.

The Company provides the following procedure in case of NON-CONFORMITY (NC) of product and/or system:

1. In case of NC found out, inform the Chemical Manager (CM);
2. The CM assumes/identifies the causes of non-compliance;
3. The CM defines one or more corrective actions to eliminate the causes and prevent the recurrence of NCs;
4. The CM verifies the correct implementation of corrective action over time.

Examples of qualification of non-conformities are as follows:

REQUIREMENT	MAJOR NON-CONFORMITY	MINOR NON-CONFORMITY
1	Lack of knowledge of toxic and harmful chemical elimination pathways (e.g. ZDHC Roadmap to Zero, MRSL Brand subscription etc.)	Partial application, with reference to the process performed, of toxic and harmful chemical elimination pathways
2	Absence of an identified and/or adequately trained Chemical Manager (CM)	Failure to formalize Letter of Appointment to Chemical Manager.
3	Absence of Chemical inventory or Chemical inventory not bearing the minimum necessary information (such as e.g. compliance with MRSL ZDHC, indication of Level ZDHC compliance, indication of consumption/volumes purchased)	Presence of Chemical inventory bearing incomplete information in relation to compliance with MRSL ZDHC
4	Lack of a minimum traceability system (where minimum means the total absence of information regarding the production cycle adopted and the raw materials used)	Lack of a chemical batch traceability system
5	1) Failure to update the DVR, Chemical Risk Assessment Annex (if older than 5 years from the date of the audit); 2) Failure to deliver or use prescribed PPE; 3) Failure to possess environmental permits; 4) Any obvious non-conformities detected in the management of chemicals or safety in general (e.g., incorrect storage, incompatibilities not observed, flammable isolation not present etc.).	Failure to properly record the successful delivery of PPE as prescribed



CLIMATE CHANGE AND EMISSIONS

Maglificio Alto Milanese works to monitor its emissions, even if limited, and starts a program of containment of the same on annual basis.

ENERGY EFFICIENCY

Below the report for the monitoring of energy consumption.

Energy efficiency	2019	2020	2021	2022
	42.148,00	38.506,00	38.981,00	43.220,00

Consumption over the years, considering the particular situation occurred during 2020 because of Covid-19, is constant and in line with the development of the company.

METHANE

Below the report for the monitoring of methane consumption.

Methane	2019	2020	2021	2022
	7.042,00	7.615,00	7.873,00	7.479,00

Methane refers only to the use of heating; the decrease is linked to the decrease of 1°C in heating winter temperature and the same increase in summer.

WASTE

The Company does not generate a large amount of waste, but pays anyway great attention to the subject. In the company all garbage is separated and divided on the basis of CER (European Waste Code) codes and located in a temporary warehouse.

The waste produced by the Company is destined for recovery (r13), such as cardboard or wood. Rarely the company produces waste for disposal (d15) such as non-recoverable electronic material.

The Company also does not produce waste from hazardous substances, as there are only non-hazardous substances in the Headquarter.

Starting from 2022, Maglificio Alto Milanese joined the Retex Green project, promoted by Sistema Moda Italia and Fondazione Tessile Italiano. It is the first national consortium of manufacturers for the management of clothing waste, textile-home, footwear and leather goods with the aim of making Fashion system circulate.

PAPER

Maglificio Alto Milanese, over the years, has always consumed a lot of paper because of a non-digitized working mode. Starting from 2023, the Company has set itself the goal of reducing the number of prints produced in a year. In addition, the black and white mode has already been set up on all computers and employees have been sensitized and trained to use a digital archive; these actions are meant not to exceed the consumption of toner and paper (using recycled paper in some cases).

Below the number of prints made during the years 2021 and 2022.

Paper	2021	2022
	1.774.751,00	1.872.323,00

11 SUSTAINABLE CITIES
AND COMMUNITIES

SUSTAINABLE MOBILITY PROJECT

"Sustainable mobility" refers to travel's mode (and in general to an urban mobility system) able to reduce the environmental, social and economic impacts caused by private vehicles:

- Air pollution;
- Noise pollution;
- Road congestion;
- Road accidents;
- Degradation of urban areas (the space normally destined to pedestrians is occupied by cars);
- Land consumption (caused by road construction and infrastructure);
- Travel costs (both for the community and the individual).

Maglificio Alto Milanese intends to gradually introduce the use of electric vehicles into its fleet.

The Company has also already installed a double electric charging point available for visitors' and collaborators' use.

Due to the not mature times and too high distances and limitations in the recharges, the previous attempts have not allowed the Company to proceed in great measure to the purchase of electric vehicles.



It is assumed the purchased of hybrid vehicles for 2023. The Company aims to optimize its logistics by promoting FTL (Full Truck Load).

1
NO
POVERTY


SOLIDARITY PROJECT

10
REDUCED
INEQUALITIES


Maglificio Alto Milanese participates in solidarity projects such as initiatives by the fire brigade and the association for the fight against cancer (Lilt) with the aim of supporting charity and aid initiatives.



Associazione Provinciale di Varese

ORGANIZZAZIONE DI VOLONTARIATO Iscritta nel Registro Unico del Terzo Settore RUNTS repertorio n.82226
BUSTO ARSIZIO -P.za Plebiscito 1 Tel.0331623002 -segreteria@legatumorivarese.it -WWW.legatumorivarese.it

ATTESTAZIONE DI SOSTENIBILITA' ESG –ANNO 2022

RINGRAZIAMO IN PARTICOLARE LA DITTA

MAGLIFICIO ALTO MILANESE

PER AVER SUPPORTATO LE NOSTRE ATTIVITA' ISTITUZIONALI ED IN PARTICOLARE L'INIZIATIVA DI SOLIDARIETA' NATALIZIA CHE HA L'AMBIZIONE DI CONTRIBUIRE CONCRETAMENTE ALL' OBBIETTIVO 3 FISSATO NELL'AGENDA ONU 2030 ESG





Associazione Nazionale Vigili del Fuoco del Corpo Nazionale – Provincia di Varese ODV

Codice Fiscale 90016910128 Organizzazione di Volontariato iscritta nel Registro Unico Nazionale del Terzo Settore RUNTS repertorio numero 31019
Sede Principale Distaccamento V.V.F. Busto – Gallarate C.so Sempione 245 - 21052 Busto Arsizio (VA)
www.anvf-varese.org - e-mail: info@anvf-varese.org



ATTESTAZIONE DI SOSTENIBILITA' ESG – ANNO 2022

RINGRAZIAMO IN PARTICOLARE LA DITTA

MAGLIFICIO ALTO MILANESE

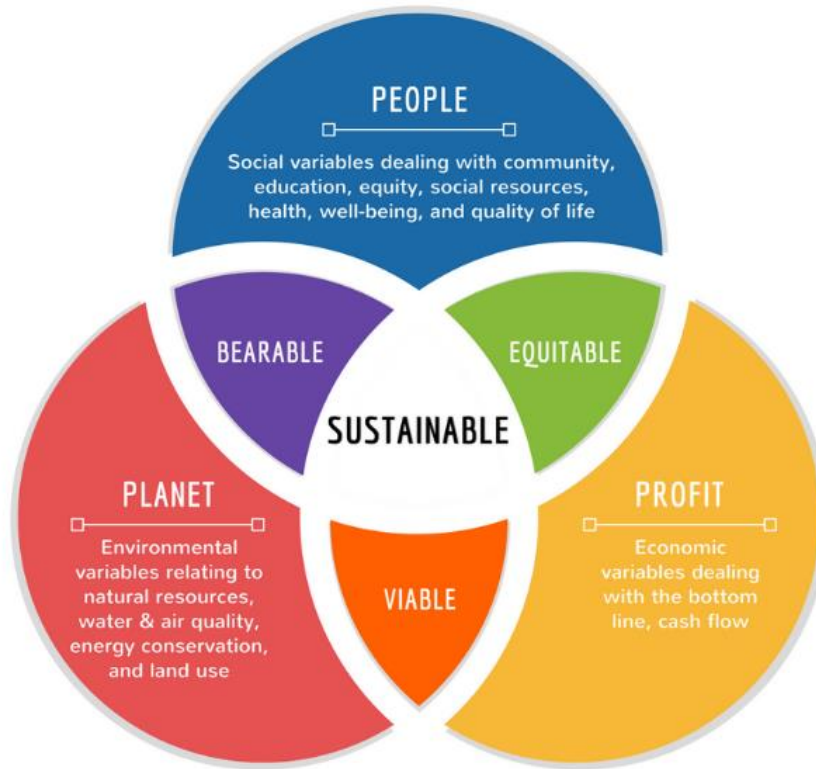
PER AVERE SUPPORTATO LE NOSTRE ATTIVITA' ASSOCIATIVE ED IN PARTICOLARE L'INIZIATIVA DI SOLIDARIETA' NATALIZIA CHE, DA 35 ANNI, HA L'AMBIZIONE DI CONTRIBUIRE CONCRETAMENTE NEGLI OBBIETTIVI 1 & 10 FISSATI NELLA AGENDA ONU 2030 ESG.





"Firmissima est inter pares amicitia" sito web nazionale www.anvf.it





ATTACHMENTS

ETHICAL CODE

ETHICAL CODE



Issue of 03/11/2022

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MESSAGE FROM CEO

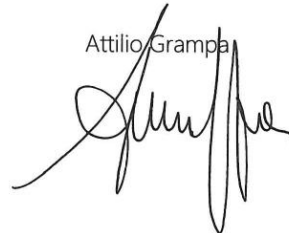
With pleasure and pride, I present our Ethical Code in its updated version, which is aimed at all those who work with us or who, in any case, are linked to Maglificio Alto Milanese, in order to make the ethics principles clear, unequivocal and understandable.

If we have been able in all these years of business to reach different goals of Transparency, Responsibility, Uniqueness and Excellence, it is thanks to the professional skills, commitment and dedication of all those who have collaborated, are collaborating and will collaborate with Maglificio Alto Milanese. The Code, in fact, is the official document in which are fixed all our principles and ethical values; Maglificio Alto Milanese and all those who collaborate with him are inspired by these values.

For this reason, I invite all employees, partners, customers, suppliers and collaborators to read this Code carefully and to consider it as a guide to daily action.

The President

Attilio Grampa



PHILOSOPHY AND VALUES

Cultivating the talent of each person has always been a fundamental value of Maglificio Alto Milanese, whose collaborators have always been considered a strategic resource, like the suppliers, whom we consider partners and with us, creators of past results and strategic elements of future objectives.

T.R.U.E. is the acronym of our philosophy.

TRASPARENCY

Maglificio Alto Milanese makes every effort to be transparent towards everyone, because people are the most important assets to be protected, and the Company's constant commitment is aimed at promoting their growth and their future.

RESPONSIBILITY

Maglificio Alto Milanese has always believed that responsibility in full sharing of objectives, information, knowledge, experience and professional skills can create and generate new values essential for business growth.

UNIQUENESS

Maglificio Alto Milanese has always designed articles with high quality standards for the most different sectors, from underwear to technical performance, from fashion to basic articles for laminating and coating, and sportswear, which make it unique in the panorama of knitwear.

EXCELLENCE

Maglificio Alto Milanese considers quality as a fundamental and essential characteristic of its entirely Made in Italy production.

INTRODUCTION

The Ethical Code is an effective mean of preventing irresponsible or illegal behavior by those who work in the name and on behalf of the Company, because it introduces a clear and explicit definition of their ethical and social responsibilities towards all those directly or indirectly involved in the activity of the Company. It is the main tool for implementing ethics within the company, aimed at clarifying and defining the principles to which its recipients are required to comply in their mutual relations as well as in relating with stakeholders in relation to Maglificio Alto Milanese.

The Ethic Code integrates and globally refers to the procedures already in place and related to the maintenance of the Quality System in force with reference to the ISO 9001: 2015.

Maglificio Alto Milanese is determined to ensure the utmost fairness in the conduct of its business and related business activities, also to protect its image and reputation, and has chosen to comply with the provisions of Legislative Decree 8 June 2001, n. 231. It is therefore aware that the adoption of an Ethical Code, is of central importance for the proper performance of its activities.

The Code also constitutes a supporting element of the organization, management and control, which Maglificio Alto Milanese adopts, pursuant to and for the purposes of the Decree, for the prevention of the offenses envisaged in the Decree itself.

In general, those who work on behalf of Maglificio Alto Milanese are required to comply with the laws and regulations of the countries in which they carry out their activities and to respect the rules of the International Community.

The Ethical Code, however, does not replace and does not prevail over the laws in force and the existing national collective agreement.

TO WHO IS ADDRESSED THE ETHICAL CODE

This Ethical Code applies to all employees, suppliers, consultants and all partners and external collaborators of Maglificio Alto Milanese, people who act in the name and / or on behalf of Maglificio Alto Milanese or in its interest, regardless of the legal qualification of the relationship. The recipients, during their activities, both in Italy and abroad, adopt the principles of the Ethical Code, inspired by the values of impartiality, correctness, legality, management, efficiency; they cooperate and collaborate each other respecting internal procedures to preserve the integrity of Maglificio Alto Milanese's assets and to protect its respectability and image.

The recipients of the Ethical Code are:

- Collaborators: all the collaborators of Maglificio Alto Milanese including the temporary workers;
- Consultants: persons acting in the name and/or on behalf of Maglificio Alto Milanese, on the basis of a mandate or other relationship of advice, style, technical or professional;
- Employees: employees and managers of Maglificio Alto Milanese;
- Suppliers: raw material suppliers, manufacturers, commercial suppliers, as well as service providers (excluding consultancies).

The President of Maglificio Alto Milanese is required to be inspired by the principles of the Ethical Code, in setting the objectives of the company, in proposing investments and implementing projects, and in any decision or action relating to the management of the company.

POLICY TOWARDS STAFF

Maglificio Alto Milanese is committed to creating a serene working environment in which everyone can work in compliance with the laws, principles and shared ethical values. Maglificio Alto Milanese ensures the confidentiality of information also towards employees and collaborators. Maglificio Alto Milanese is inspired by the principle of transparency and completeness of information in the performance of institutional activities, in the management of financial resources, and in the subsequent reporting and/ or accounting registration.

Maglificio Alto Milanese ensures that its employees and collaborators behave and are treated with dignity and respect, within the framework of the laws of our order and the related changes. Maglificio Alto Milanese does not tolerate any form of isolation, exploitation or harassment for any reason of discrimination, for personal or work reasons, by any employee or collaborator towards another employee or collaborator. Maglificio Alto Milanese is opposed to any kind of discrimination based on the diversity of race, language, color, faith and religion, opinion and political affiliation, nationality, ethnicity, age, sex and sexual orientation, of marital status, invalidity and physical appearance, of economic and social status, as well as the granting of any privileges linked to the same principles. Maglificio Alto Milanese is opposed to "undeclared work", forced, child and minors as well as any other conduct that integrates the cases of wrongdoing against the individual personality. Every working and collaboration relationship is established by regular contract. All employees and collaborators are properly informed of the rights, duties and obligations arising from the conclusion of the contract. Maglificio Alto Milanese recognizes trade union rights in compliance with current laws.

Maglificio Alto Milanese promotes culture among its employees and enhances their professionalism, supporting their training. Maglificio Alto Milanese provides employees with the same training tools, trying to develop and grow their skills. Maglificio Alto Milanese is committed to the respect of the regulations of safety at work and to promote safety in all the places that make up the working environment itself, even beyond the express legal obligations.

OBLIGATIONS OF EMPLOYEES AND COLLABORATORS

The employees of Maglificio Alto Milanese carry out the functions of their competence according to the principles of honesty, correctness, commitment and professional rigor, and operate, in the performance of their activities, in accordance with current legislative provisions. In particular, employees must:

- Diligently observe the provisions of the Ethical Code and refrain from any conduct contrary to it;
- Orient its activity according to the operating instructions of the higher hierarchical levels;
- Adopt, in relations with colleagues, behaviors based on the principles of civil coexistence and full cooperation and collaboration;
- Consider confidentiality vital and absolute principle of activity;
- Use the assets available in accordance with their intended use and in order to protect their preservation and functionality;
- Protect the industrial and intellectual property of Maglificio Alto Milanese, preserving the know-how related to confidential and exclusive information of the company.

Maglificio Alto Milanese is taking care of the maximum spread of the Ethical Code, through publication on internal boards accessible to all staff and publication on website.

USE OF EQUIPMENTS, DEVICES AND FACILITIES WITH PARTICULAR REFERENCE TO COMPUTER TOOLS

Each recipient is required to act diligently to protect the company's assets, through responsible behavior and in line with the operating procedures established to regulate the use of the same. Each recipient has the responsibility of preserving and defending the assets and resources of Maglificio Alto Milanese given to him in the context of his activity and must use them in his own way and in accordance with the social interest, preventing any improper use. It is expressly forbidden to use the company's assets, for personal needs, for purposes contrary to law, public order, as well as to commit or induce the commission of crimes or in any case to racial hatred, to the exaltation of violence, discriminatory acts or violations of human rights.

As regards in particular computers tools, it is expressly forbidden to carry out conduct that could damage, alter, deteriorate or destroy computer or telematic systems, computer programs and data of Maglificio Alto Milanese. It is also forbidden to enter computer systems protected by security measures as well as procure or disseminate access codes to protected computer or telematic systems.

Recipients shall in particular have access only to the IT resources to which they are authorized, to keep the credentials and passwords of access to the company network and to the different applications and personal keys, to prevent them from being easily identified and misused, to comply with internal policies on intrusion and antivirus devices.

Maglificio Alto Milanese guarantees the processing of personal and sensitive data relating to its employees and third parties according to the criteria laid down by the current Privacy Law (GDPR).

SAFETY AND HYGIENE AT WORK

Maglificio Alto Milanese is committed to spreading and consolidating a culture of safety, developing awareness of risks, promoting responsible behavior by all employees and working to preserve, especially with preventive actions, the health and safety of his staff. The activities of Maglificio Alto Milanese must be carried out in full compliance with current legislation on prevention and protection, pursuing the improvement of health and safety at work.

RELATIONSHIP WITH SUPPLIERS

Maglificio Alto Milanese considers its suppliers as partners. For this reason, everyone is required to relate to them always demonstrating the utmost correctness and professionalism, encouraging ongoing collaboration and mutual growth, building solid and lasting relationships of trust in compliance with laws and regulations.

Maglificio Alto Milanese is committed to researching in suppliers and external collaborators professionalism and full sharing of the principles and contents of the Ethical Code.

Therefore, it is required to:

- Ensure maximum correctness and professionalism from the first moments. The choice must be based exclusively on the technical capabilities of the partners, their reliability, including financial, the most competitive economic conditions and full adherence to the ethical standards of Maglificio Alto Milanese;
- Ban and prosecute corruption practices, illegitimate favors, collusive behavior, solicitations of benefits, payment of material and intangible benefits as well as other advantages aimed at influencing or compensating representatives of institutions as well as employees of Maglificio Alto Milanese;
- Avoid the assumption of contractual obligations involving formulas of mutual dependence;
- Don't accept or solicit any form of personal advantage;
- Educate and train suppliers on the principles of the Ethical Code.

RELATIONSHIP WITH CUSTOMERS

Relationships with customers are based on the full satisfaction of their needs with the aim of creating a solid relationship inspired by the general values of fairness, honesty, integrity, professionalism, transparency, legality and impartiality.

It is required to:

- Ensure the highest quality standards of the products sold;
- Comply with commitments and obligations;
- Provide accurate, complete and truthful information so that customer can make a conscious decision;
- Ensure maximum attention to suggestions and complaints from customers;
- Ensure that products meet expectations and meet market requirements, pursuing quality.

Promotional items and/ or gifts or acts of courtesy and hospitality to customers are allowed, provided that they are of low value and in any event such as not to impair the integrity and reputation of one of the parties or to be construed as acquiring unlawful or undue and/or improper advantages.

EXTERNAL RELATIONS

To protect its communication policy, its image of the correctness of the information released, Maglificio Alto Milanese believes that:

- No employee and/or collaborator releases to unqualified external subjects, or qualified journalists, interviews or any kind of declaration information regarding Maglificio Alto Milanese not authorized by the communication manager;
- Any employee and/ or collaborator who was solicited by unqualified external parties, or journalists accredited to make statements or information regarding Maglificio Alto Milanese and to whose release may result in this damage, referrals to the appropriate bodies.

RELATIONS WITH INSTITUTIONS

Relations with the public administration must be marked by clarity, transparency, recognition of their respective roles, also with a view to a positive comparison aimed at substantive compliance with the applicable regulations.

RECEIPTS, PAYMENT AND OTHERS

Maglificio Alto Milanese carries out its activities in full compliance with the currency regulations and anti-money laundering regulations in force in the countries in which it operates and the provisions issued by the competent authorities. Employees and collaborators must avoid establishing suspicious transactions in terms of fairness and transparency. In particular, employees and collaborators must verify in advance the available information regarding commercial counterparties, suppliers, consultants, etc., in order to verify their respectability and the legitimacy of their activity; they also undertake to operate in a way to avoid implications in operations which may facilitate money laundering arising from illegal or criminal activities, acting in full compliance with primary and secondary anti-money laundering legislation. To avoid giving or receiving undue payments, employees and collaborators, in all their negotiations, shall comply with the following principles concerning the documentation and record keeping:

- All payments and other transfers made by or to Maglificio Alto Milanese must be accurately and fully recorded in the books required;
- All payments must be made only to the recipients and for the activities contractually formalized by Maglificio Alto Milanese;
- False, incomplete or misleading records must not be created and hidden or unregistered funds must not be set up, and funds may be deposited only on Maglificio Alto Milanese accounts;
- No unauthorized use of the Company's funds or resources shall be made;
- No payment should be made by means of bearer payment.

RESPECT FOR THE ENVIRONMENT

Maglificio Alto Milanese is committed to spreading a culture of respect for the environment by promoting responsible behavior on the part of all, and contributing to its protection. Maglificio Alto Milanese is aware of the importance of respect for the environment, understood as a common resource to be preserved for the benefit of the community and future generations with a view to sustainable development.

Maglificio Alto Milanese aims at a continuous improvement of its environmental performance by minimizing the impact of its production site and its facilities, as well as activities, services, products and logistics. In this regard, the ISO 14001:2015 certification was also made.

COMPLIANCE WITH THE CODE

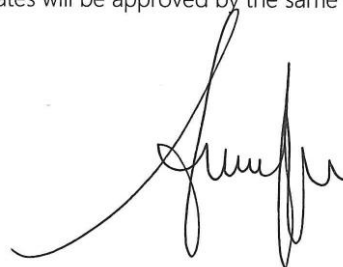
Compliance with the rules of the Ethical Code is an essential part of the contractual obligations of employees, pursuant to and for the purposes referred to in articles 2104, 2105 and 2106 of the Civil Code. The obligation to comply with this Code is included in the collaboration contracts with external personnel. The violation of the provisions of the Ethical Code by workers constitutes a breach of contractual obligations.

The implementation of the principles contained in the Ethical Code is entrusted to the Board of Directors of Maglificio Alto Milanese, which has the task of:

- Ensure the maximum dissemination of the Ethical Code among workers (employees, external collaborators), customers and suppliers, providing the necessary interpretative support of the provisions contained therein;
- Prepare the communication actions aimed at better knowledge and implementation of the Ethical Code;
- Participate in the definition of criteria and procedures to reduce the risk of violation of the Ethical Code, collaborating with the competent functions;
- Carry out the necessary checks regarding any news of violation of the code;
- Monitor periodically the state of application of the Ethical Code.

APPROVAL OF THE ETHICAL CODE AND AMENDMENTS

This Ethical Code has been amended and approved by the Board of Directors of Maglificio Alto Milanese on 03/11/2022. Any changes and/or updates will be approved by the same body and promptly communicated to the recipients.



POLICY FOR SUSTAINABILITY

POLICY FOR SUSTAINABILITY MAGLIFICIO ALTO MILANESE

Maglificio Alto Milanese produces circular knitted fabrics, we turn to a customer who deals with different sectors of the textile supply chain, from fashion, underwear, sports to articles for coupling and personal protection (PPE); we therefore take care of the search for a unique product designed for your needs. The continuous research and development of yarns, compositions and processes with a lower environmental impact is essential for us to obtain better performance, creating increasingly innovative, sustainable, trendy and at the same time performing fabrics.

Growth and sustainability are therefore what we want to stand out in, basing our strategies on the belief that ethics and profit cannot be in conflict, since there cannot be long-term economic development separate from social and environmental development.

Inspired and aligned with the Sustainable Development Goals, we are committed to contributing to the generation of positive change globally, by taking on a clear environmental and social responsibility.

Environmental responsibility

Maglificio Alto Milanese aims to reduce the environmental impact resulting from its business by adopting an approach oriented towards monitoring and continuous improvement of performance, starting from compliance with current legislation with a constant focus on innovation and research and development.

In particular, with a view to reducing the environmental impact, Maglificio Alto Milanese constantly wants to reduce the introduction of pollutants into the production processes, and therefore into the environment, and ensure compliance with limits relating to the presence of chemicals that are dangerous for the environment and humans, increasingly restrictive on the processed product delivered to customers.

In full awareness that the implementation of sustainability objectives is only possible from a collaborative perspective, we constantly seek partnerships with entities that share the same values of attention to the protection of the environment, of people as well as with an orientation towards innovation.

Maglificio Alto Milanese has therefore defined the following macro-objectives for reducing the environmental impact:

- Appoint a person responsible for the management of environmental aspects;

- implement a chemical risk management system aimed at reducing the environmental impact deriving from the use of chemical substances harmful to humans and the environment in production processes (even if external) and along the production chain, depending on the state of advancement of technical knowledge on the subject, through the implementation of the MRSL ZDHC;
- guarantee constant monitoring and improvement of the quality of waste water indirectly linked to our production;
- inform and train employees on the activities carried out by the company in the field of sustainability through regular meetings and meetings, in order to stimulate research and innovation;
- seek legislative compliance by constantly addressing partners and suppliers who share the same strategic values and objectives, capable of responding to the increasingly challenging demands of the market;
- adopt cutting-edge management techniques and tools aimed at continuously improving sustainability performance;
- periodically sharing the results achieved and the new improvement objectives defined with the stakeholders;
- correctly and responsibly manage the waste deriving from the production process;
- consider district partners as a priority, in order to minimize the environmental impacts associated with the movement of materials along the production cycle;
- prefer, where possible, raw materials with a lower environmental and social impact, such as recycled or regenerated raw materials, certified, tracked and traceable, organic and / or connected to sustainable initiatives;
- consider the environmental impact of our activities right from the design of the collection in a perspective of "sustainable design";
- search for productive and organizational solutions and partners that guarantee greater efficiency of production processes in order to reduce and / or minimize energy and water consumption and CO2 emissions into the atmosphere;
- research and favor solutions aimed at reducing the production of waste and / or increasing reuse and recycling practices;

In light of the above objectives, we have decided to concentrate our efforts to address the issue relating to the assessment and management of the risk deriving from the use of chemical products in a systemic way, and for this reason we have adopted the 4sustainability® Chemical Management Protocol, which implements the MRSL ZDHC with a structured method (Percorsimaptzero.com), monitors the supply chain and periodically measures the level of application in a transparent manner.

In line with the aim of introducing raw materials with a lower environmental and social impact, the company has decided to certify some articles of organic origin through the GOTS standard (Global Organic Textile Standard) and other articles with a certain percentage of recycled material through GRS (Global Recycle Standard).

Social responsibility

In the ethical and social field, Maglificio Alto Milanese is committed to respecting the rights of workers according to the Universal Declaration of Human Rights and respecting the main conventions of the International Labor Organization (ILO), national legislation and the conditions provided for by national bargaining matter of:

- Child labor
- Forced labor
- Health & Safety
- Prevention of any phenomenon of discrimination and abuse
- Regularity and transparency in employment contracts, registration of working hours, payment of wages due

The company also undertakes to favor 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 through on-site audits.

The company therefore takes action to disclose all the contents of this policy within its organization, so that it is known and prosecuted at all levels. At the same time, all the tools for the disclosure of these purposes to external parties with whom the company comes into contact have been prepared. Mainly customers and suppliers, as they are directly linked to the manufacturing cycle, but also reference associations, communities and public institutions, to raise awareness of their attention to sustainability issues.

Busto Arsizio, 31.05.2022

La Direzione

QUALITY POLICY

 <p>MAGLIFICIO ALTO MILANESE</p>	<p>Quality Management Manual QUALITY POLICY</p>
	<p>Rev. 03 19/10/2022 Pag.1 di 5</p>

The Management of Maglificio Alto Milanese s.r.l, in accordance with the company leadership, considers the application and continuous improvement of the Quality System fundamental to ensure both company competitiveness, and customer satisfaction in terms of product requirements, related services, operational activities necessary for its realization.

Such satisfaction can be reached by Maglificio Alto Milanese which operates in the following contexts:

- In the past the area of Maglificio Alto Milanese S.r.l. was the fulcrum of textiles; now unfortunately most of the companies for several reasons have been closed and the company is forced to find suppliers of raw materials also abroad and knitted fabric and dyeing factories outside the area.
- The market in which it operates, in fact, is both foreign and Italian; in both places the society must confront with the relative competition, prices and technologies of the various products.
- The company is a converter, operates in three different market contexts: the yarn market, the production knitted fabric market, and the finishing market; three kind of markets that can be locally or not.
- The financial-economic context is definitely very important for the Company: access to credits and customer solidity are evaluated (The Company uses Credit Insurance).
- The team must have the organizational skills and knowledge necessary to be able to support the achievement of the objectives. Currently the company has consolidated staff with suitable skills.

 MAGLIFICIO ALTO MILANESE	Quality Management Manual QUALITY POLICY
	Rev. 03 19/10/2022 Pag.2 di 5

- For what is concerning the environmental context, the Company doesn't have an impact on the environment as it has no internal production and the safety system is simple. However, the company has adopted a Sustainability Policy

which defines its approach including the issues and objectives for reducing environmental and social impacts.

The Management of Maglificio Alto Milanese has allocated the funds and has given to the staff, the necessary tools for the implementation of the Quality Management System, which will be constantly monitored and evaluated, measuring the achievement of the objectives set for all the processes.

The management and the entire organization are therefore aimed at:

1. Satisfy the direct customer and the final consumer:

- providing a product corresponding to his requests and expectations to completely satisfy his needs and requirements.
- reducing, eliminating (within the limits of physiological defects) and preventing reports, complaints, and returns to continuously increase the positive image of the company.
- improving constantly customer service, respecting delivery times and avoiding any contractual penalties.
- paying great attention to the quality-price ratio, to satisfy the customer both from a financial and qualitative point of view.

2. Satisfy the collaborators:

- Offering them a work environment that guarantees a safe and healthy workplace;
- Continuously improving the internal organization by defining work flows, responsibilities and authorities;
- Sharing (and not imposing) periodic objectives with them;
- Offering them continuous training with the aim of improving their performance, but also offering them professional improvement for the future;

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- Guaranteeing them communication and clear work instructions to allow everyone to operate with peace of mind, without penalizing the decision-making flexibility necessary to be ready and quick for the changes imposed by the market;
- Activating a system of collaboration, communication and dialogue with all interested parties (institutions, trade union associations, members, suppliers, etc.), which allows access to all information on the products and services provided, on the correctness and quality of their offer.

3. Satisfy suppliers:

- Involve suppliers in continuous improvement, to allow them to be competitive on the market both in terms of product and technology;
- Involve them in the implementation projects of sustainability issues;
- Provide them with clear purchase information and clear control tables in line with the updates of European standards relating to laboratory tests;
- Ensure business continuity for suppliers to allow the same supplier to plan and implement technological and quality improvements;
- Continuously improve the quality of procurement, in particular, through the selection, control, improvement and continuous optimization of raw materials and products purchased, production and management processes, and the finished product.

4. Reduce costs as much as possible:

- verifying the possibility of reducing the costs of raw materials, semi-finished and finished products without sacrificing the quality required by the market segments where the Management has decided to position itself;
- reducing waste throughout production;
- following the production process point by point, trying to maximize efficiency and minimize non-conformities or defects.

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5. Comply as much as possible with the specifications issued by the customer in compliance with all laws, regulations applicable to products, processes and services, reducing non-conformities and decreasing waste.

6. Ensure business growth and continuity by pursuing business results in terms of the number of contracts acquired, revenues, cost reduction and by improving the internal organization.

To concretize what has been said and reaffirm its commitment, the General Management:

- wants to have an active and guiding role in complying with the requirements of the applicable regulations in order to keep the guiding principles of the reference organizational model active and dynamic in compliance with the requirements of the UNI EN ISO 9001: 2015 standard with periodic reviews of the information documented to maintain and to preserve.
- Wants to provide the human, instrumental, economic and documentary resources necessary to achieve the set objectives.
- Wants to disseminate and promote understanding and sharing of the policy and the objectives connected to it to all personnel
- Wants to review the Management System at scheduled intervals to ensure its continuous adequacy and effectiveness, identifying and making available the human, instrumental and economic resources necessary for its continuous improvement.
- Wants to define quality objectives that are understandable at all levels and / or functions of the organization.
- Wants to constantly improve the organization and communication between the various company functions in order to improve internal efficiency and make the Quality Management System more effective
- Wants to continuously monitor not only production but also management processes to pursue the objectives expressed through the indicators.

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- Wants to identify and evaluate situations that can generate risks or, on the contrary, provide opportunities for improvement.
- Wants to implement research and development of new products and processes to develop articles that are always technologically advanced.

The Management requires from all its collaborators the utmost commitment to pursue the objectives stated here, with a continuous synergy between all the functions, acknowledging that quality is the result of a choral, gradual and daily work.

The Management periodically checks that this policy is appropriate for the purposes and the business context, implemented and shared at every level of the organization, establishing objectives for continuous improvement and customer satisfaction.

The CEO

METHODOLOGICAL NOTE

The environmental sustainability report of Maglificio Alto Milanese was drawn up for the first time, on a voluntary basis, for the year 2022 according to the GRI Standard (Core Option of the Global Reporting Initiatives) and highlighted the relation with the objectives of the 2030 UN Agenda.

The information and data refer to the Maglificio Alto Milanese with operational headquarter in Via Grosseto 14 - 21052 in Busto Arsizio (VA) for the period 1 January 2022 - 31 December 2022, unless otherwise indicated. The company perimeter is defined by Maglificio Alto Milanese.

Where available, comparative data from previous years were reported in order to present the company performance over a longer time period. In order to provide an updated performance representation, priority was given to the inclusion of directly detectable and measurable quantitative indicators.

The sustainability report was approved by the shareholders' meeting on 31/01/2023.

The company entrusted as Responsible for the presentation of this report is the legal representative; he is also in charge to check the progress of the Sustainable Development Goals identified by the company.

The contents of this report have not been verified by a third party.

For any additional information related to this document you can contact us by sending an email to contact@altomilanesesrl.it or visiting the website www.altomilanesesrl.it or calling phone number +39 0331 629277.

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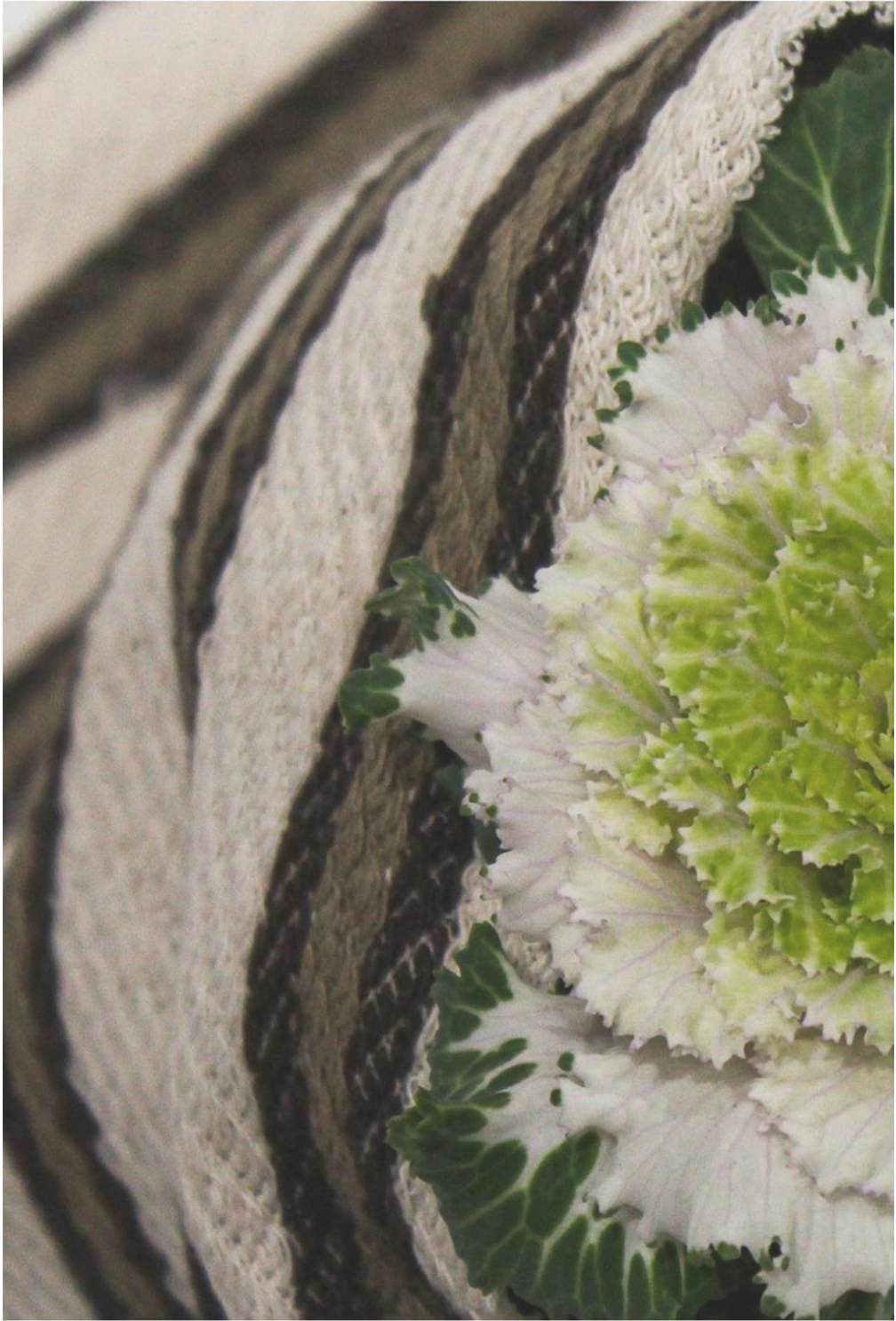
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