

**FOOTPRINT
REPORT
2020**



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Letter to the stakeholders

EUROJERSEY's journey towards sustainability began in 2007 with a very specific goal: to improve the production system of our Sensitive® Fabrics by first and foremost **optimizing processes and the use of resources**, because for us the "how" we produce is even more important than the "what" we produce.

From this challenge the SensitivEcoSystem® project was born, **an inclusive and integrated program** that transforms that intent into the founding value of every single decision and choice made by EUROJERSEY.

Keeping 100% of our production in Italy, in recent years we have been able to count on the exceptional opportunity to explore the theme in all its facets, coordinating and harmonizing with commitment the sustainability of processes: environmental, social and economic.

These pages tell the story of the vision that guided our project, the strategies put in place to limit the negative impacts of the production processes and maximize the positive ones, as well as the goals achieved with commitment and satisfaction.

The Footprint Report looks in particular at **the year 2020, a year characterized by a social, economic and, above all, health crisis without precedent in our recent history**. Despite the Covid-19 pandemic, we have never ceased to place **responsibility towards the environment, society and people at the heart of our strategy**. We **hope** that the results achieved through the SensitivEcoSystem® program and reported in the Footprint Report will be an invitation and an incentive for our stakeholders to **maintain an open dialogue on these issues** in order to create collective value. We wish to continue in this direction with **transparency, trust and commitment**, sharing the ethical principles that guide this Company.

You, our stakeholders, are the foundation of EUROJERSEY's success and of the reliability that we have been able to build together. With the Footprint Report we would like to share with you the results achieved to date and the paths we intend to follow in the near future.

This document does not represent the final destination on our sustainability journey, but a new shared starting point.

Thank you for deciding to accompany us in this endeavor.

Andrea Crespi
Managing Director EUROJERSEY S.p.A



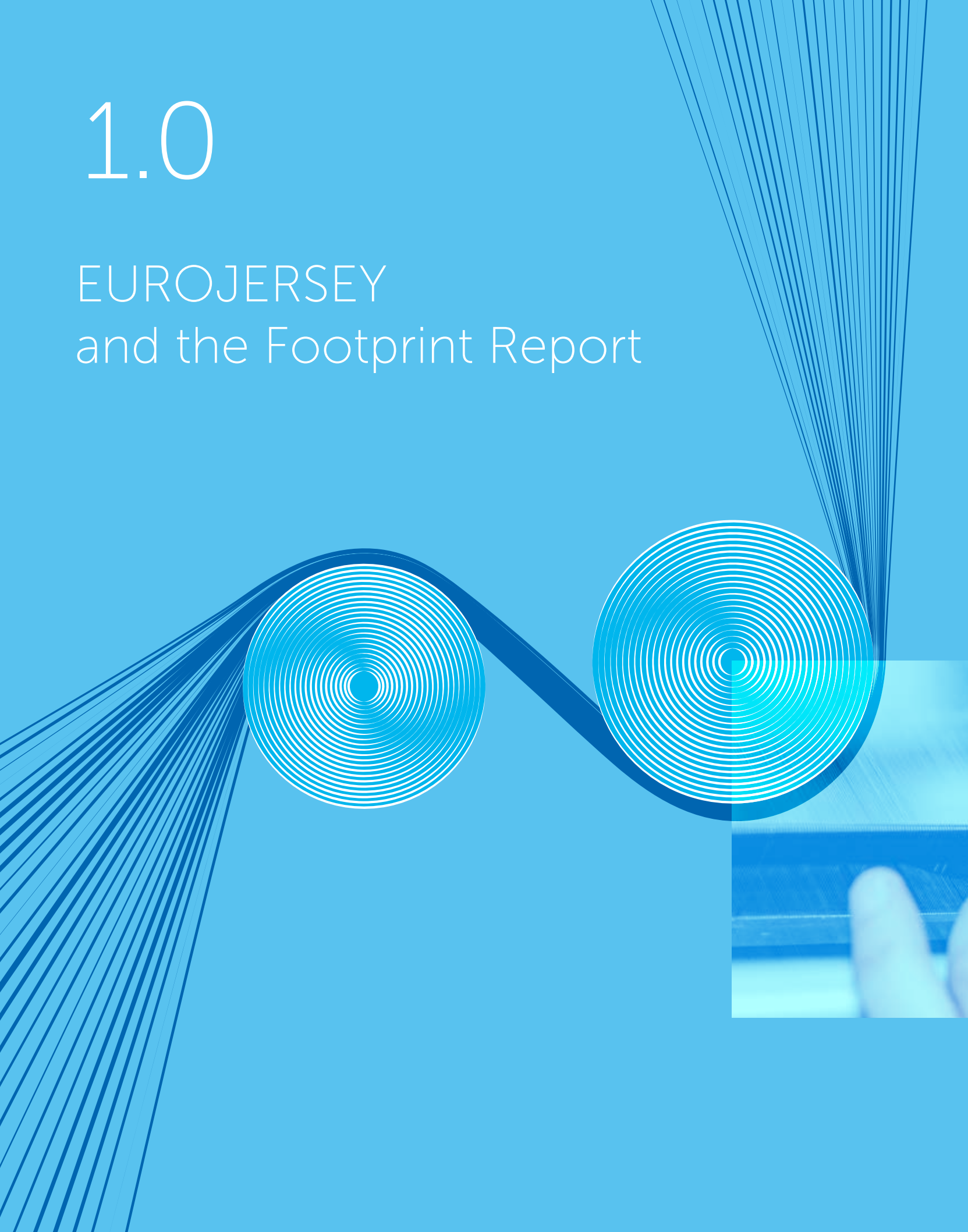
Letter to stakeholders

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1.0

EUROJERSEY and the Footprint Report



1.1 EUROJERSEY identity

Founded in 1960, EUROJERSEY has specialized since its origins in the production of high-end fabrics made in Italy, characterized by creativity and style.

In 1989, the Company became part of the Carvico Group, a leader in the sector of warp knit fabrics, and in the same period, created a new product family, Sensitive® Fabrics, which has evolved and today constitutes the central cornerstone that characterizes EUROJERSEY.

EUROJERSEY stands out as one of the textile companies that have chosen to **operate in Italy in every phase of its integrated production process**: from weaving to dyeing, through finishing and printing, Sensitive® Fabrics are produced in Caronno Pertusella's large-scale production plant.

At the heart of the Company's success is a strategy that combines a strong push to innovation, continuous research into quality, and the constant pursuit of sustainable development. Sensitive® Fabrics are among the most chosen by the main brands of sports, clothing, underwear, and swimwear sectors, not only for their high esthetic and functional characteristics but also because they are considered **environmentally friendly**.



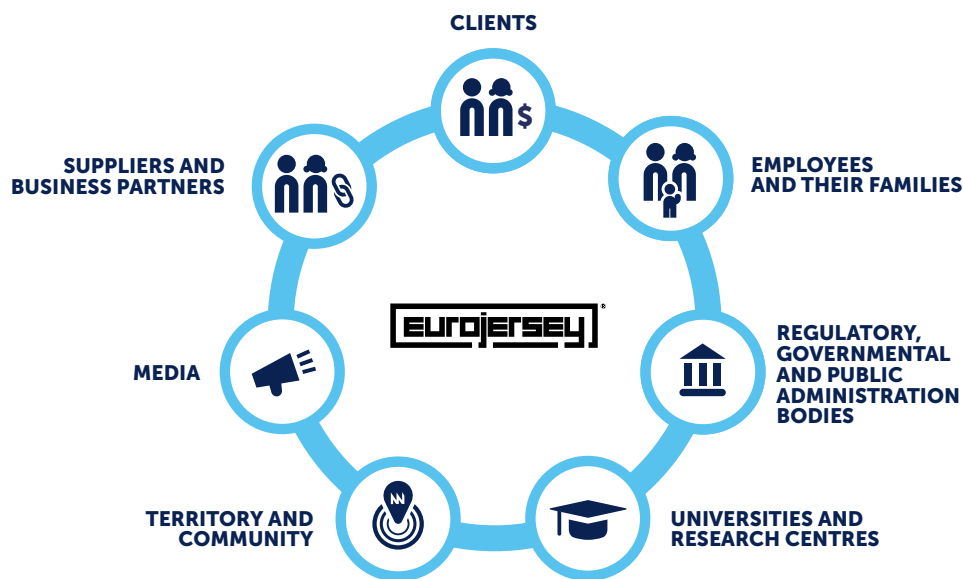
1.2 Who is the Footprint Report aimed to?

EUROJERSEY Footprint Report 2020 aims to communicate the ESG (Environment, Social and Governance) footprint of EUROJERSEY with particular focus on the environmental aspects and the main strategies and actions implemented to mitigate the negative impacts linked to EUROJERSEY's production processes, and for maximizing the outcomes. This document is addressed to all those who, in various ways, are interested, influence and/or are influenced by the work and the ESG footprint of EUROJERSEY (so-called stakeholders).

Through its products, EUROJERSEY aims at creating shared long-term value by recognizing stakeholders as the cornerstone of its success and recognition of its brand reliability. With them, therefore, the Company intends to continuously strengthen **a relationship based on transparency, trust, and commitment**.

In the figure below are depicted the main macro-categories of stakeholders related to EUROJERSEY businesses management¹.

The process of identifying and categorizing relevant stakeholders lays the basis for strengthening dialog and collaboration with all of EUROJERSEY's stakeholders.



↑ 1. Stakeholder Map

¹ For the purpose of this Report, the Company has conducted a specific benchmark analysis on the main peers and competitors of the sector, aimed at understanding what are the main categories of stakeholders identified by them and what their main needs and expectations. The results of the benchmark analysis were discussed and evaluated by representatives of the EUROJERSEY management, who contributed to the implementation of the map included in the document through additions and modifications.

1.3 How the contents of the Footprint Report are defined?

The contents of the report have been identified based on the **Materiality principle**.

In particular, to objectively identify the main sustainability issues, EUROJERSEY has conducted a Materiality analysis, supported by a **benchmark analysis aimed at examining the sustainability issues identified as relevant** by the main peers and competitors in the textile sector.

The Company management have expressed their opinions about the Materiality of the sustainability topics identified

during the benchmark analysis. As a result of this analysis, the material topics for EUROJERSEY and its stakeholders were identified, as well as their relevance, represented in the Materiality matrix below.

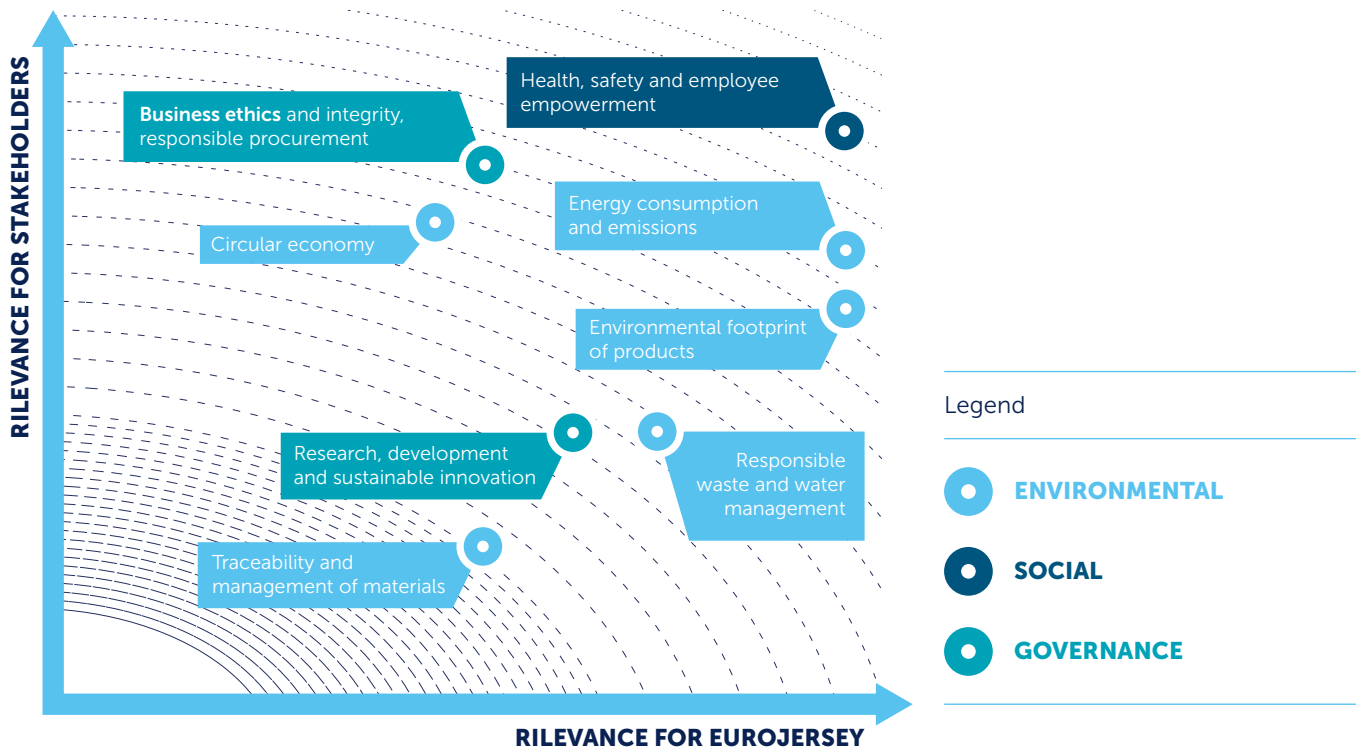
The matrix reflects the relevance of each ESG topic from both the stakeholders perspective (y-axis) and THE EUROJERSEY perspective (x-axis).

The evaluation thus defined is the subject of periodic updating, in line with the evolution of EUROJERSEY's business prospects and its stakeholders.

MATERIALITY PRINCIPLE

A key principle underlying the reporting of non-financial information, which must present all the information necessary to understand the impacts of the Company's activities in relation to the sustainability issues that most affect the Company's ability to create value over time, as defined by the GRI Reporting Standards.

↓ 2. Materiality matrix

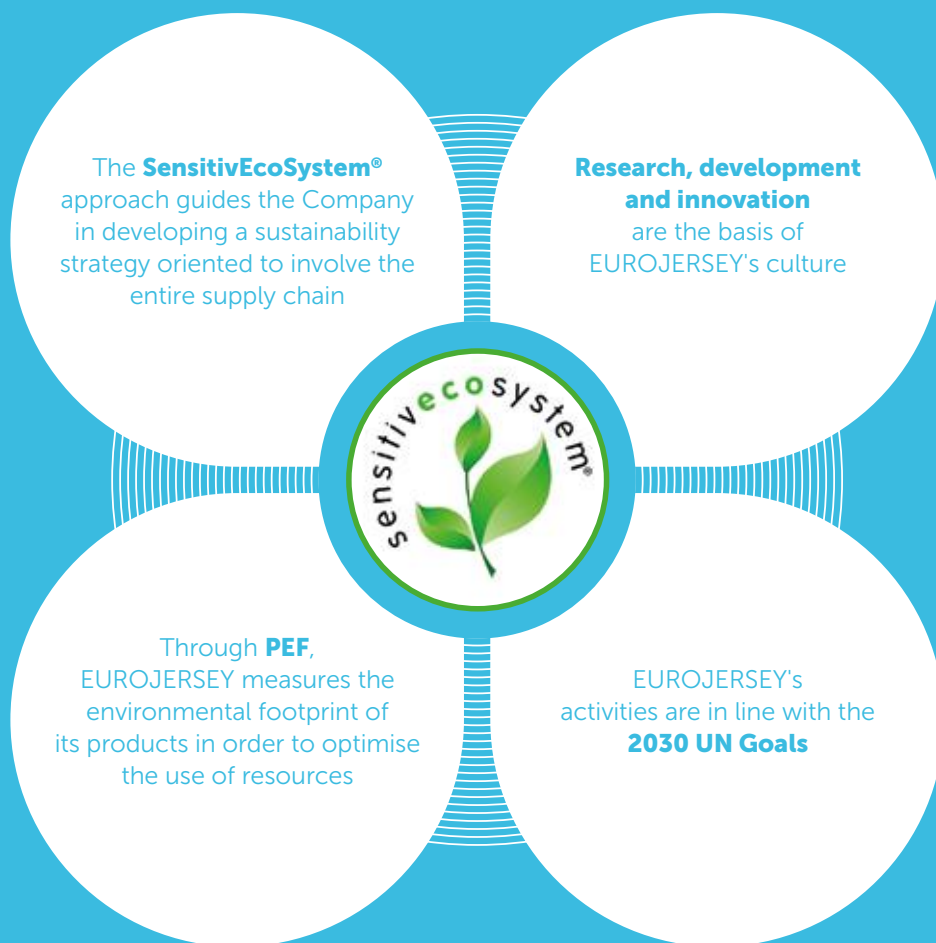






2.0

SensitivEcoSystem®: Sustainability culture



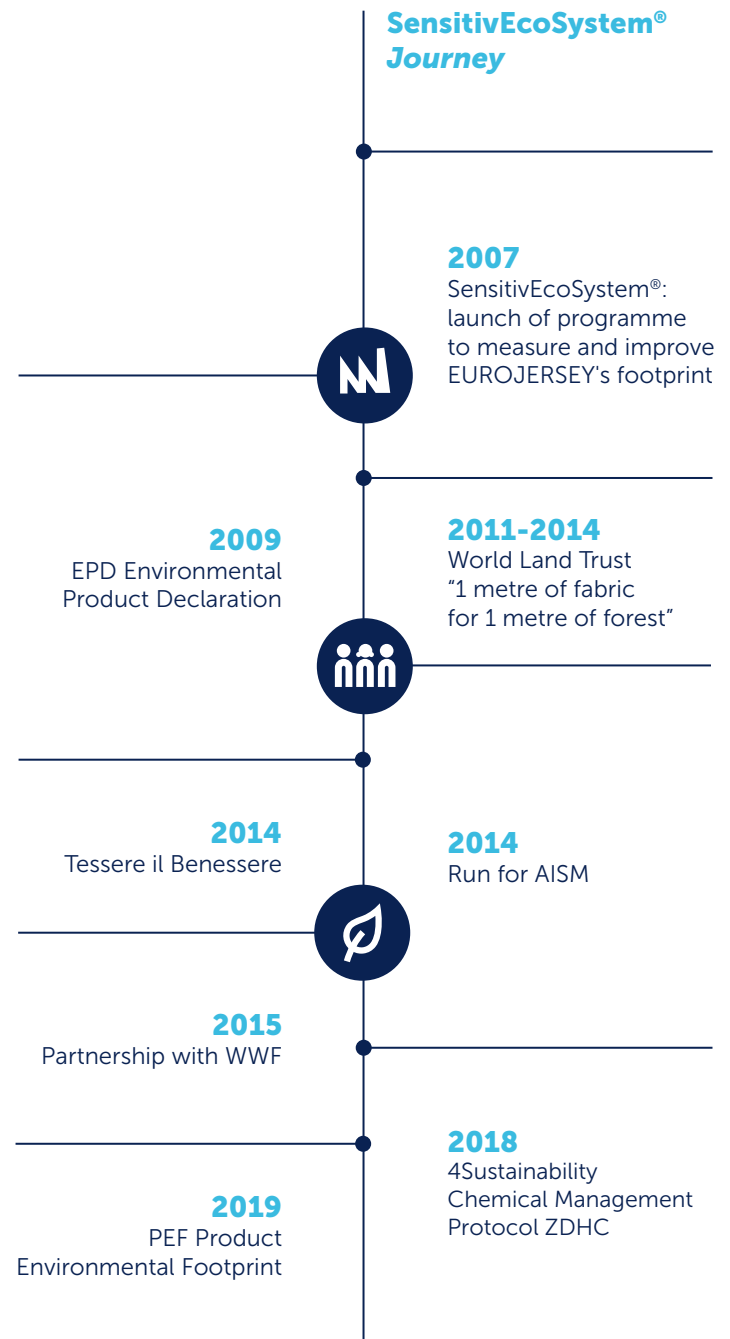
2.1 A holistic approach to sustainability: SensitivEcoSystem® and SDGs

Transparency and a **sense of responsibility** are the values that guide EUROJERSEY's journey towards corporate sustainability. The choice of undertaking this journey towards sustainability is linked to an important fact: our responsibility to work in the present to create value without compromising future generations. For this reason, **sustainability is a principle that is reflected on the whole production cycle of the Company**, involving its choices and processes.

Since 2007, with the launch of the ambitious SensitivEcoSystem® program, EUROJERSEY has committed itself to ensure the maximum respect for the environment at every stage of our business, through the optimization of processes that reduce the impacts associated with the production of Sensitive® Fabrics. The program presents a **holistic vision** to sustainable design across the entire value chain, involving employees, suppliers, customers, and consumers.

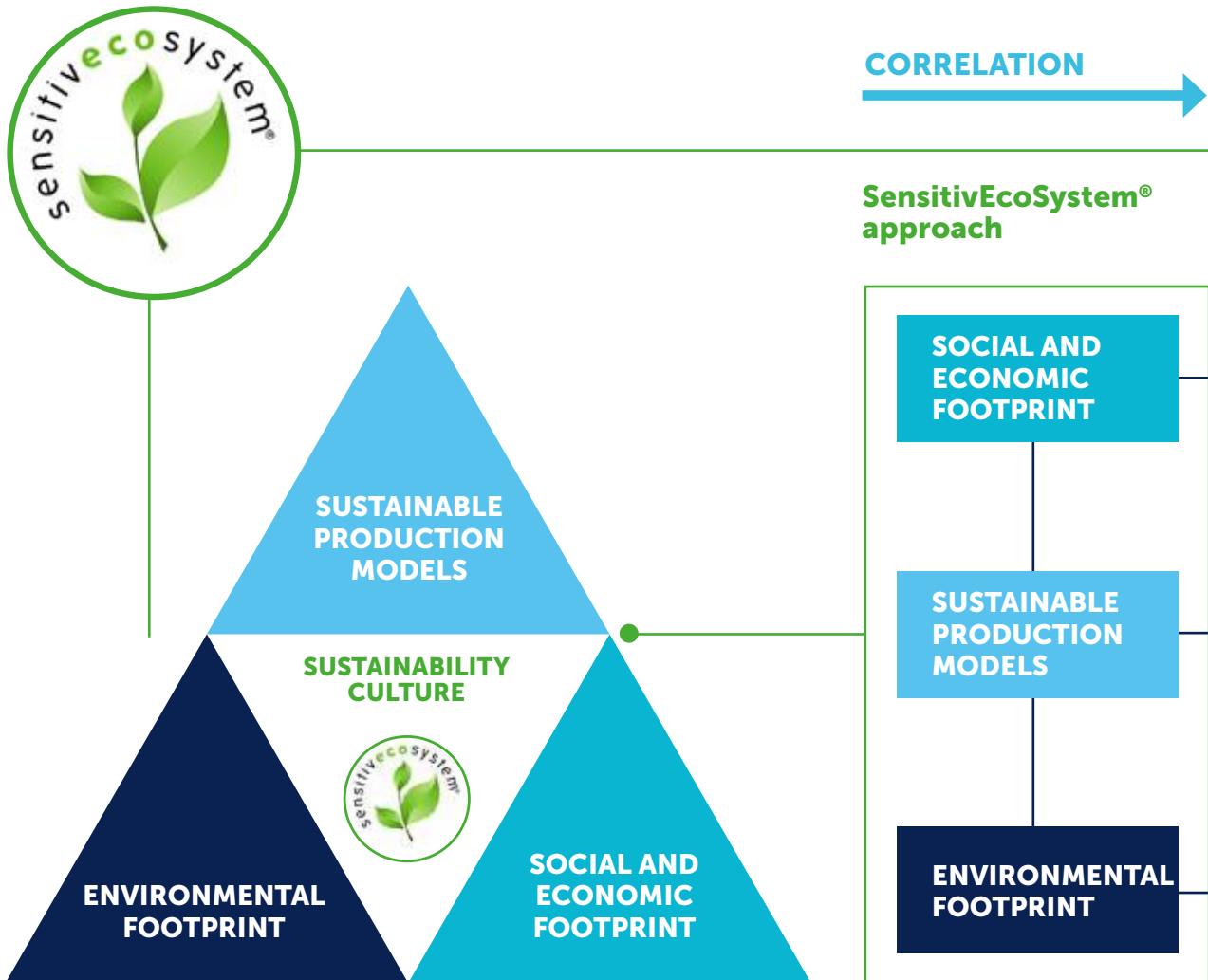
In the recognition that in our journey towards sustainability necessarily we need to **trace and measure our footprint**, the SensitivEcoSystem® program, born as a set of good practices and methods to reduce the environmental impact of our business processes, has evolved into **an inclusive and universal approach** that is reflected in every EUROJERSEY decision and choice. A true commitment towards sustainability, which combines environmental, social, and economic responsibility to **drive continuous improvement**.

The program is made possible thanks to the daily commitment of all EUROJERSEY employees, that share common values of directing every business action beyond the professional role, and in particular at the personal and human level.



The three areas in which EUROJERSEY's sustainability culture is realized, as reflected in the SensitivEcoSystem® program, are related to **the 2030 for Sustainable Development Goals**², a program of action for "peace and prosperity for people and the planet" which includes 17 Sustainable Development Goals (SDGs), which are in turn related to 169 'targets' or targets. This Agenda, signed by the 193 UN member countries in September

2015, has been examined in its 169 targets in order to understand how EUROJERSEY itself, with its activities, can contribute to the achievement of the SDGs. Thanks to this analysis, the EUROJERSEY has identified the most important SDGs³ for its business operations: Goal 8, concerning **decent work and economic growth**, directly related to the social and economic footprint; Goal 12, on the **promotion of responsible pro-**



↑ 5. SensitivEcoSystem® approach

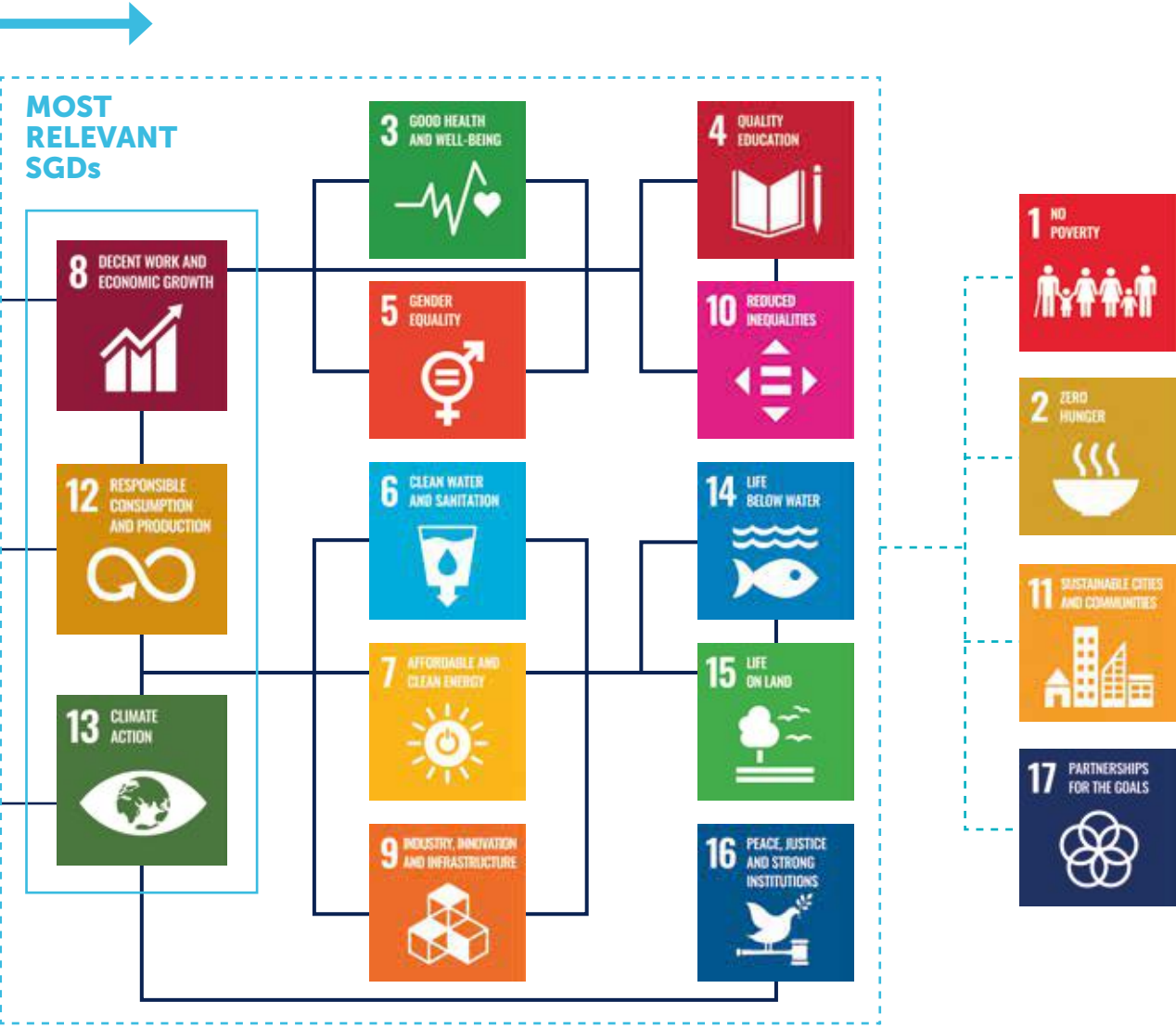
²SDGs, <https://sdgs.un.org/goals>.

³SDGs, <https://sdgs.un.org/goals>. Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all; Goal 12: To ensure sustainable patterns of production and consumption; Goal 13: To promote action, at all levels, to combat climate change. Source: United Nations Regional Information Center,

duction and consumption models, linked to responsible production models and commitment to research and development; and Goal 13, on **the fight against climate change**, to which EUROJERSEY contributes by reducing its environmental footprint.

The impacts associated with EUROJERSEY's activities can also be directly and indirectly related to other SDGs, as better illustrated in the following infographic.

Such a correlation is made possible thanks to a journey, started in 2007 with the SensitivEcoSystem® program, that led the Company to contribute to sustainable development, not only through internal actions but also in collaboration with other important organizations at the national and international levels.

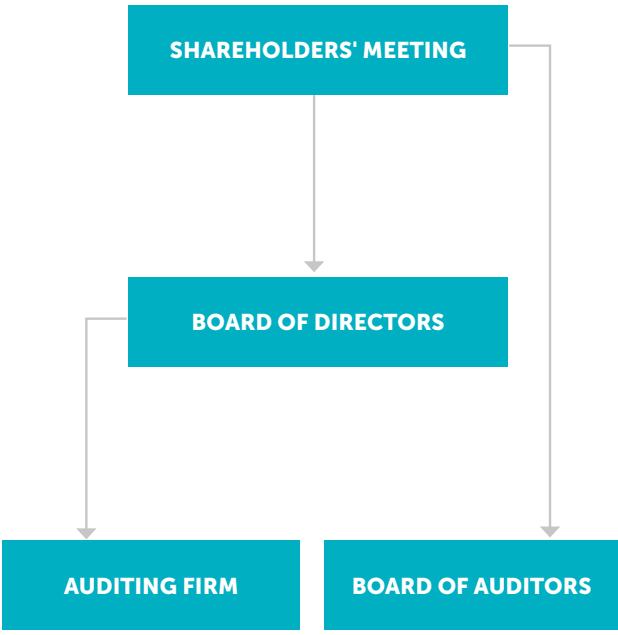


Direct correlation Indirect correlation

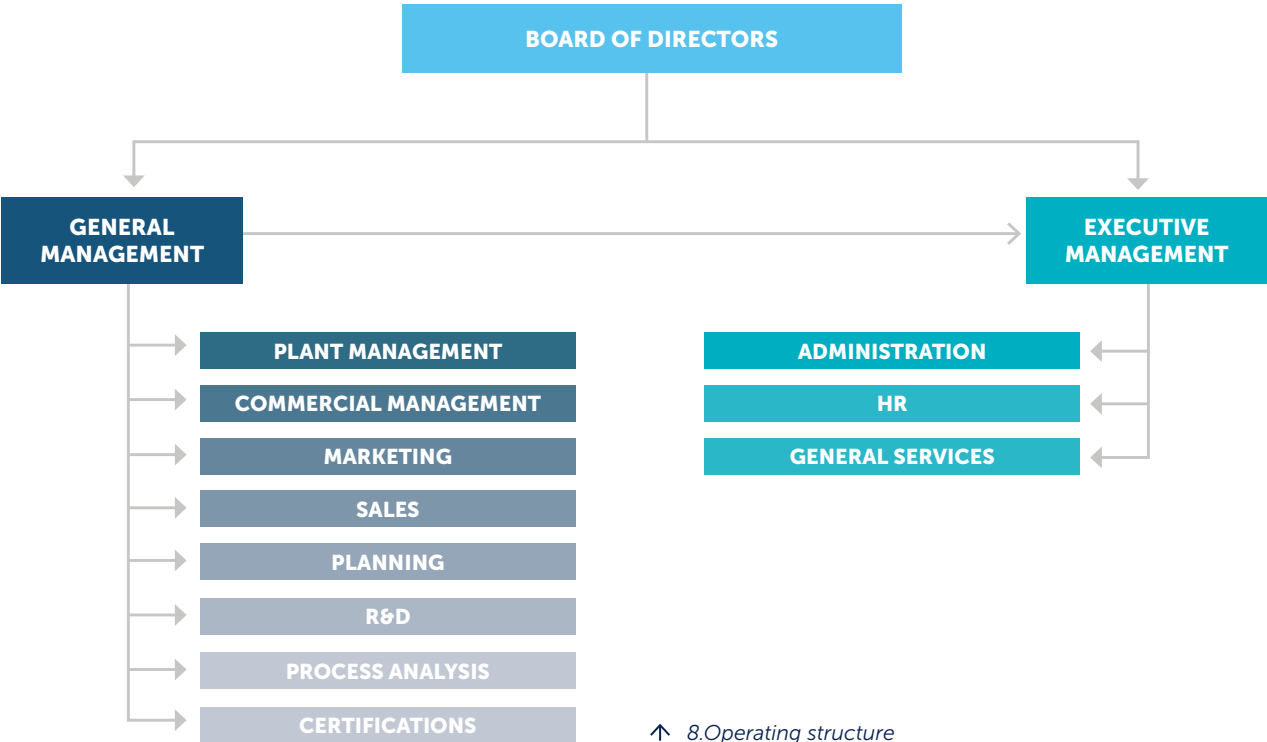
↑ 6. Our contribution to the SDGs

2.2 Administrative bodies, compliance, and business ethics

EUROJERSEY is owned by **Il Belvedere S.p.A.**, to which its management and business activities are subject to. The Shareholders' Meeting appoints the Board of Directors (Board of Directors), which is composed of seven non-executive members, are collectively assigned the prerogatives of **control and management of the Company, the assessment of the adequacy of the organizational model, the definition of investment strategies and plans, and more generally, the evaluation of the performance of the management.** The directors have a mandate of three years with the possibility of being re-elected. It is also the responsibility of the Shareholders' Meeting to appoint the Board of Statutory Auditors and to approve the financial statements for the year. The Board of Statutory Auditors is the body responsible for the verification and control of compliance with statutory rules, compliance with current legislation, and the control of corporate governance. It is appointed by the Shareholders' Meeting and have a three year mandate; it consists of three regular members and two alternates.



↑ 7. EUROJERSEY Governance



↑ 8. Operating structure

The operational structure, under the direction of the Board of Directors, to which the General and Administrative Directors are responsible, is organized as represented by the following organization chart.

EUROJERSEY adheres to **specific ethical principles** to which all employees, other workers, and suppliers of the Company are bound and strictly adhered.

With the imperative commitment to operate in full compliance with the applicable law, particular focus is placed in ensuring that all employees and subjects who interface with the Company act **in respect of the integrity of EUROJERSEY's business**, counteracting and eliminating any form of irregular business practices. Ethics and integrity are the fundamental elements of the management of all EUROJERSEY's activities. The Company also acts **following the precautionary principle**, favoring a risk-based approach in the management and planning of its activities, as well as in the development and launch of its products.

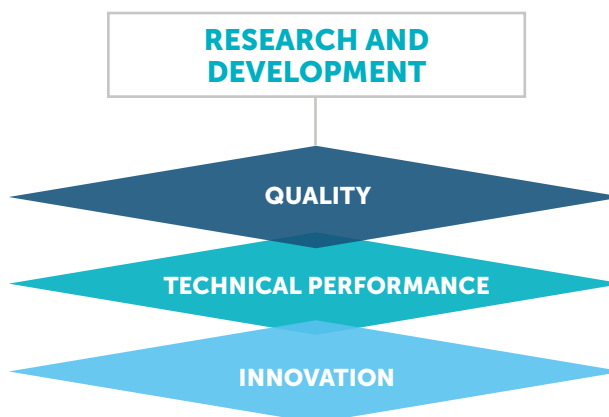
→ 9. Ethical principles of EUROJERSEY



2.3 Research, development, and sustainable innovation

In line with the specifications of the quality management system certified according to the UNI EN ISO 9001:2015 Standard, **Research and Development have always been fundamental elements of the EUROJERSEY DNA.** Research & Development ("R&D") is also synonymous with **quality, technical performance, and innovation**, with reference both to the production process and to the fabrics.

In 2016, the Company invested about €350,000 in the creation of a **Research and development lab**, equipped with **the most advanced instruments** to design and test the technical characteristics of Sensitive® Fabrics. Every year, the R&D department sets **ambitious and stim-**



↑ 10. R&D in EUROJERSEY

ulating objectives, designing solutions-oriented to offer the market **more innovative technical fabrics**. In particular, the commitment is to develop fabrics that have these characteristics:

- high performance for the sports sector;
- functionality for intimate apparel and swimsuits;
- elegance and comfort for clothing.

The combination of R&D and sustainability has been a **natural evolution for EUROJERSEY**, becoming **fundamental** in SensitivEcoSystem®'s approach to continuous improvement. Research and sustainable innovation are an **integrated approach** that involves all the departments and offices of the Company, but also the partners across the value chain, in a real **teamwork approach**.

1

Collaborating with its suppliers to search for sustainable raw materials:

safe chemicals and sustainable yarns form the basis of EUROJERSEY's research into environmentally friendly product sustainability.

2

Designing more durable and high-performance Sensitive® Fabrics:

for EUROJERSEY, sustainable product innovation means developing fabrics that are resistant and long-lasting not only thanks to the choice of raw materials, but also to their construction and technical properties. Sensitive® Fabrics fabrics are designed not only to be high-performance and durable, but also easy care.

3

Creating value for clients with tailor-made projects:

listening to and collaborating with our clients is fundamental in the search for innovative and sustainable solutions. The development of articles together with clients and the creation of customised colours and prints are just some of the tailor-made projects which EUROJERSEY carries out in partnership with its clients.

4

Researching new solutions to reduce consumption and the environmental footprint of the production process:

state-of-the-art machinery and experimentation with new production techniques allow EUROJERSEY to set increasingly virtuous objectives to minimise the use of natural resources and the impact on the environment.

2.4 Certifications, programs, and regulations

The main certifications obtained by EUROJERSEY, as well as the main Company reference programs and frameworks, are summarized below.

1994		<p>OEKO-TEX®</p> <p>It represents a guarantee for the consumer that Sensitive® Fabrics do not contain or release substances that are harmful to the health of the end consumer.</p>
2007		<p>REACH (Registration, Evaluation, Authorization and Restriction of Chemicals)</p> <p>It provides a legal framework for the use of chemicals in the European Union, to ensure a high level of protection of human health and the environment, as well as to promote the free movement of chemicals in the EU market, enhancing competitiveness and innovation.</p>
2008		<p>ISO 14001</p> <p>Main management system standard specifying the requirements for implementing and maintaining an Environmental Management System. It certifies the Company's compliance with the environmental management requirements defined in the standards.</p>
2009		<p>EPD (Environmental Product Declaration)</p> <p>In 2009, EUROJERSEY became the first Company in the textile industry to obtain Environmental Product Declaration certification, which measures the environmental impact of every square metre of Sensitive® Fabrics.</p>
2018		<p>ZDHC (Zero Discharge of Hazardous Chemicals)</p> <p>The programme was initially set up by some of the world's top brands, who created it by focusing on the principles of transparency and management of chemicals according to an integrated approach of prevention and precaution.</p>
2018		<p>ISO 9001</p> <p>International standard for Quality Management Systems (QMS), published by ISO (International Organization for Standardization). The standard was last updated in 2015 and is called ISO 9001:2015.</p>
2019		<p>PEF (Product Environmental Footprint)</p> <p>EUROJERSEY is also the first textile Company to measure and certify the environmental footprint of the entire product life cycle through the European PEF methodology.</p>
2019		<p>Global Recycled Standard (GRS)</p> <p>It demonstrates that Sensitive® Life Reco fabric, made from recycled materials, meets environmental and social criteria at all stages of the production process.</p>

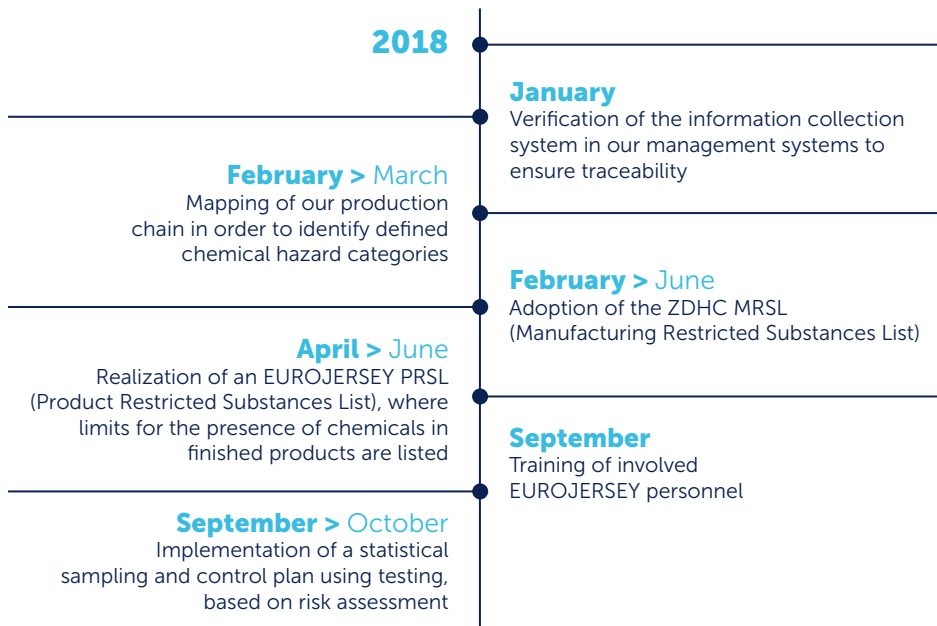
Focus: The ZDHC journey

EUROJERSEY has embarked on a path **for the responsible use of chemical resources** in production processes.

In 2018, the Company implemented the Chemical Management Protocol of 4sustainability[®], a brand of the strategic consulting Company process Factory that attests to the adherence of the companies of the Fashion & Luxury sector to the road map for sustainability. Since then, the Company has set the objective of **verifying and reducing the presence of chemical substances, considered dangerous for man and the environment, in the processing cycles of Sensitive[®] Fabrics**, defining a management system for the reduction of these substances.

The 4sustainability[®] protocol is based on the Manufacturing Restricted Substances List (MRSL) of the Zero discharge of Hazardous Chemicals (ZDHC) program, which indicates the limits of the presence of chemical substances applied to the products. ZDHC is a **holistic and transparent approach** that encourages the collaboration of all the players in the supply chain to eliminate hazardous chemicals.

To implement the protocol and objectively measure the results through specific Key Performance Indicators (KPIs), the following steps were carried out:

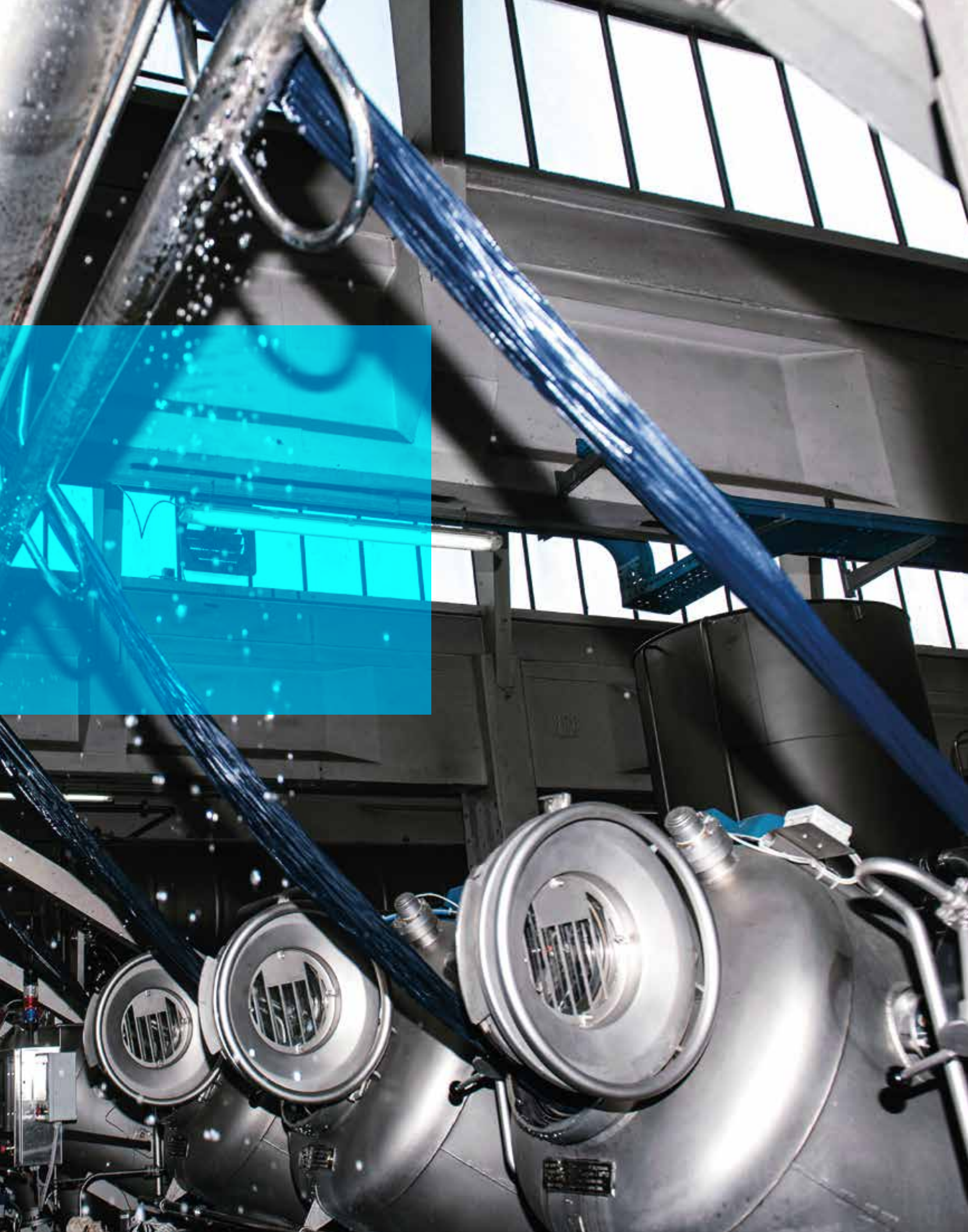


In 2020, the first monitoring system of the 4sustainability[®] Chemical Management Protocol was implemented and we maintained the advanced implementation level at 92%. Monitoring results has enabled us to build an Action Plan to improve performance.

By participating in the ZDHC program through the implementation of the MRSL, we were able to:

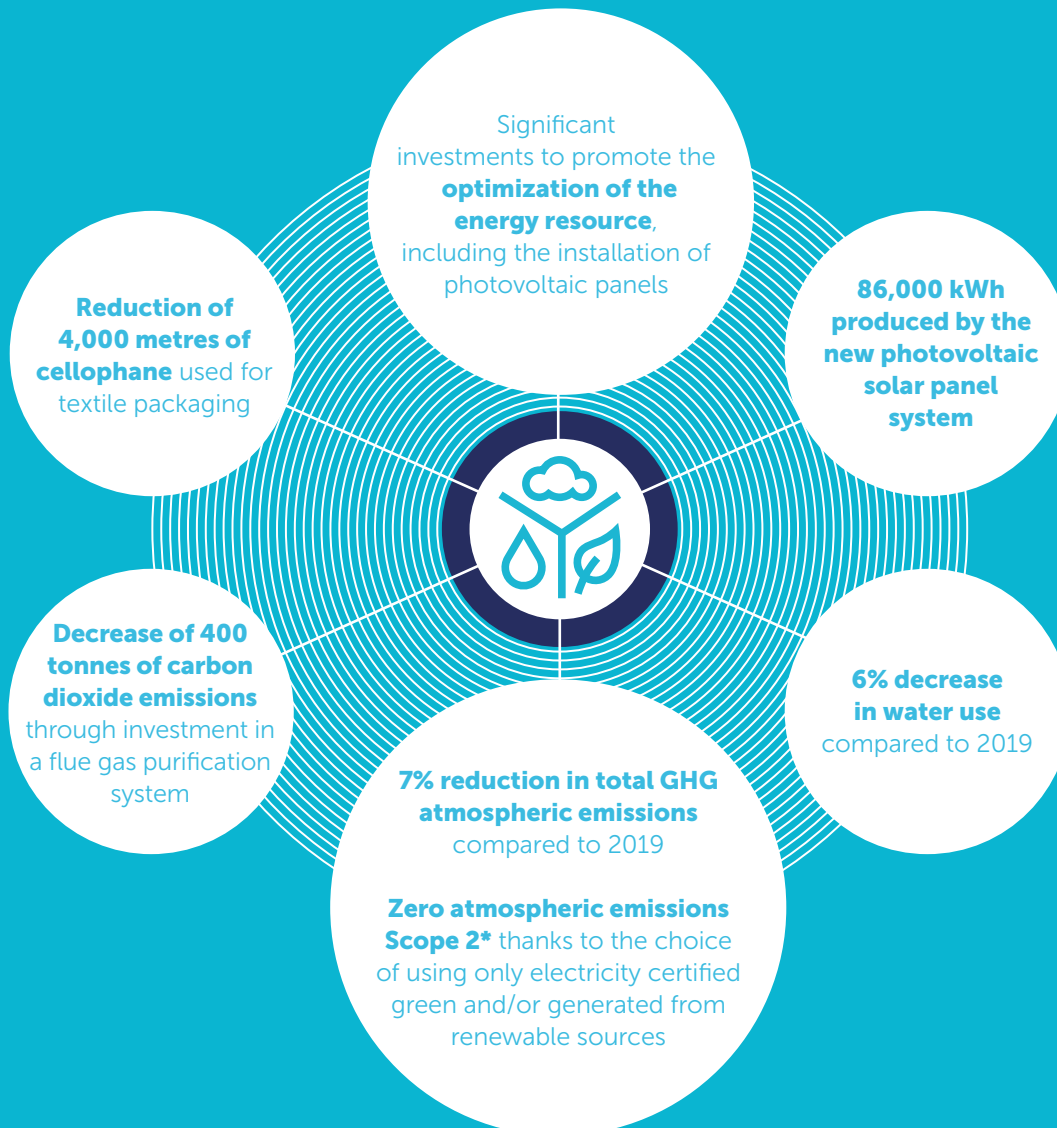
- reduce chemicals in the production process;
- to reduce the impact of the use of these substances on man and the environment;
- increase transparency and information sharing across the supply chain.

To help **improve the chemical management of the textile industry**, EUROJERSEY has also been a Contributor to ZDHC since July 2018. This enables the Company participate actively in the industry's transition to minimizing environmental impact and the progressive reduction of the use of harmful chemicals in the production processes.



3.0

Environment



*Calculated according Market-Based approach, as explained in the following pages.

3.1 Our sustainable process

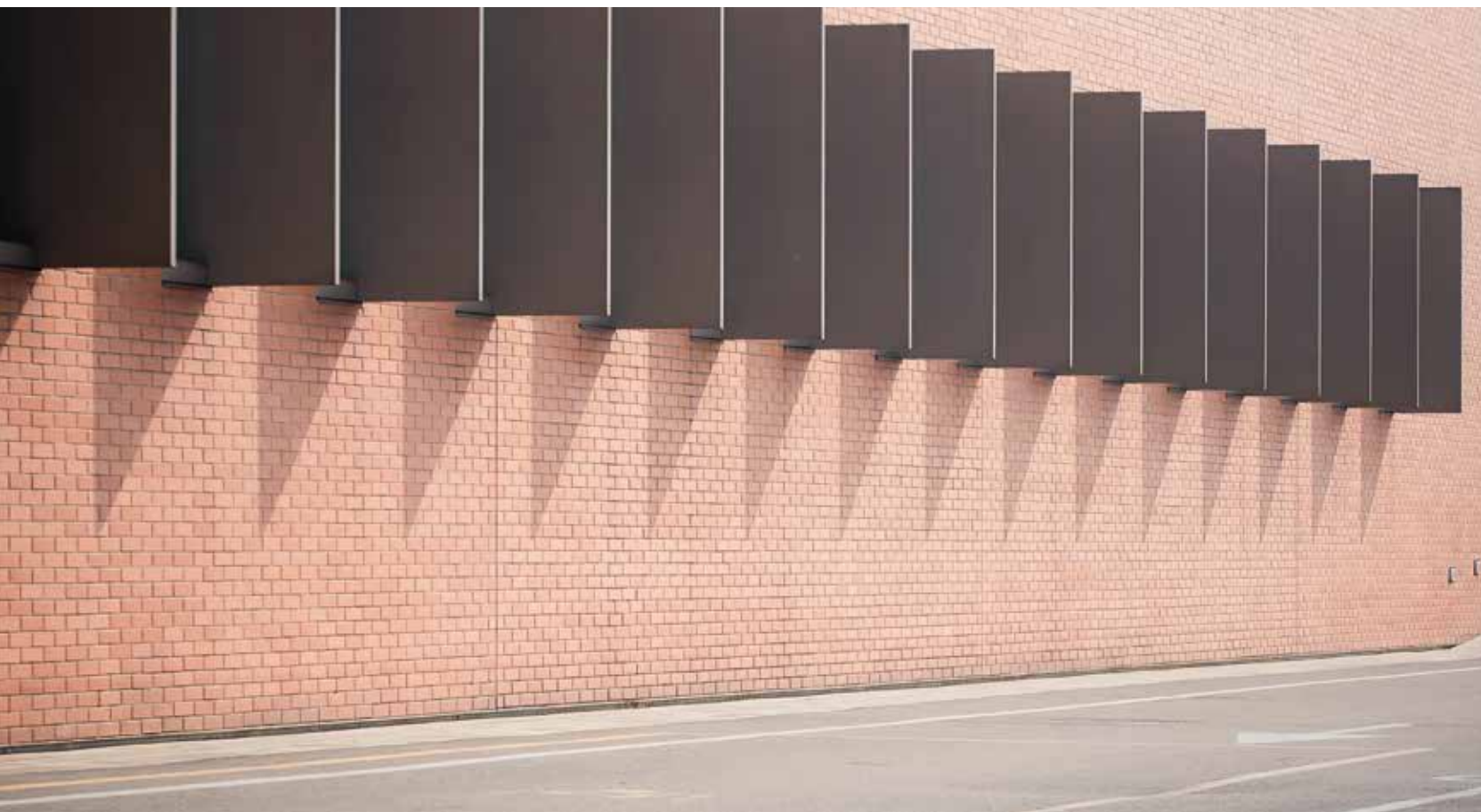
Regarding the production processes of Sensitive® Fabrics, since 2007 EUROJERSEY has developed a set of practices and technologies for the **continuous improvement of the efficiency in the use of resources and the progressive reduction of its production process-related negative impacts**.

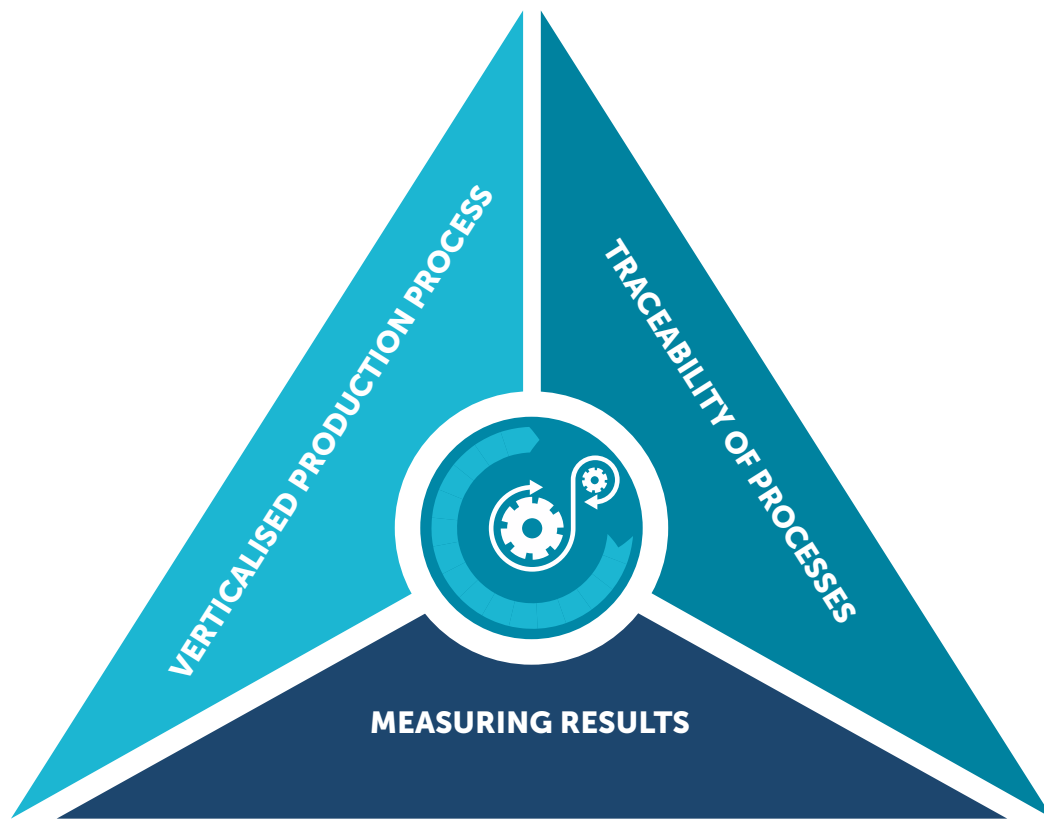
The choice to maintain every working phase in Italy in the Caronno Pertusella plant, allows the Company to guarantee the **control of each phase of the production cycle** and the constant monitoring of the results obtained for the mitigation of environmental impacts.

Through **the environmental management system certified according to the UNI ISO 14001:2015 standard**, the Company activities are carried out in compliance with the Environmental and Quality Policy and to optimize the energy consumption, to reduce the water withdrawals, promotion of the circular economy, and efficient management of processing waste.

The plant has obtained **the Integrated Environmental Authorization (AIA)**, which confirms the respect of the Company concerning the regulations in place for environmental issues and guarantees complete management of the impacts generated. Periodic audits are also carried out by ARPA Lombardia (Regional Agency for the Protection of the Environment) regarding the compliance with different environmental regulations (emissions in atmosphere and water, waste management, acoustic emissions, etc).

In recent years, EUROJERSEY has promoted significant activities to ensure responsible use of the resources employed at every stage of its production process and throughout the supply chain.





↑ 15. The principles of our sustainable process

↓ 16. Activities to protect our resources

THERMAL EFFICIENCY

through the introduction of methane gas finishing machinery and the complete renewal of the thermal power plant from 2014 to 2019, the Company has gradually eliminated diathermic oil, a highly dangerous flammable fluid, from production processes, achieving annual savings of about 217,000 cubic meters of natural gas and 460,000 kWh. .

WATER AS A RESOURCE

by improving the process of washing the printed fabric from 2017 to 2019, water consumption has been progressively reduced by 8%, a percentage corresponding to 40 million liters of water for the entire production cycle. Using the service of a certified external consortium, the Company also guarantees the purification of the residual waters of the production process.

FEWER CHEMICALS

limit the consumption of coloring and auxiliary chemicals dangerous to health and the environment.

WASTE-FREE PACKAGING

less waste of paper and film for packaging comes from careful management of packaging destined for shipments. By adapting the packaging to the sizes of Sensitive® Fabrics pieces, EUROJERSEY saves every year 4,000 meters of film for textile packaging and 9,000 FSC certified cardboard tubes, equal to about 6,000 kg.

FROM SCRAP TO RESOURCE

every year, 50,000 kg of Sensitive® Fabrics waste is recovered and reused within the supply chain.

3.2 Measuring the production process footprint

For EUROJERSEY, the commitment to the environment starts from measuring the impact of its production processes.

For this reason, with the SensitivEcoSystem® program, the Company has established the objective of **tracing and measuring its environmental footprint**, from the production of Sensitive® Fabrics, in accordance with accredited methodologies, to determine what actions are needed to reduce negative impacts.

In 2009, the Company adopted the voluntary EPD certification scheme, thus starting a path of measurement of the environmental footprint. The use of **the LCA (Life Cycle Assessment) analysis methodology** has enabled EUROJERSEY, as a first player in the Italian textile sector, to measure the environmental footprint of each phase of the production process, from yarn production to the development of Sensitive® Fabrics.

Continuing the road to continuous improvement of the environmental performance of its production processes, since 2014 the Company has found in **PEF (Product Environmental Footprint)** and in **OEF (Organization Environmental Footprint)** additional instruments for measuring the impact on the environment.

PEF and OEF methodologies were specifically introduced in 2013 by the European Union Joint Research Center (JRC) and recommended in 2020 by **the European Green deal** to create **a standard and accredited method of measuring the product and organization environmental footprint**. The objective is to overcome the confusion generated by the fragmentation of previous methodologies and to guarantee greater transparency of the supply chain toward all stakeholders.

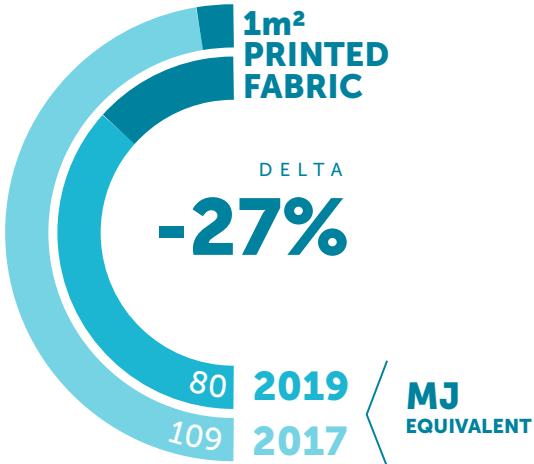
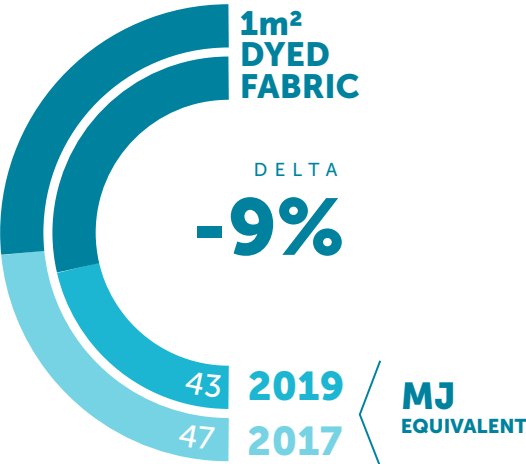
ENERGY FOOTPRINT

RESOURCE USE, FOSSIL FUELS



17.1. Energy Footprint

To which extent are we responsible for the depletion of natural resources? This parameter estimates the energy employed to make a product, considering its whole life cycle and measuring consumption from processes, manufacturing and transportation.



As a result to PEF studies, EUROJERSEY is able on the one hand to monitor and communicate thoroughly and transparently the environmental impact of its processes, which is reflected directly on Sensitive® Fabrics and, **on the other hand, to identify opportunities for concrete improvement** in reducing its footprint.

Combining the Life Cycle Assessment (LCA) approach with a set of 16 specific environmental indicators and defined criteria, the environmental footprint of EUROJERSEY takes into account **all phases of the production cycle** and all up-stream activities, including all the impacts generated by raw materials, energy flows, and their transport⁴.

PEF brings many advantages, because it offers EUROJERSEY the opportunity to cross the Company's borders and **to create value in collaboration with its custom-**

ers, measuring with completeness and precision the environmental footprint of finished garments made with Sensitive® Fabrics.

The environmental footprint of Sensitive® Fabrics is **rigorous and specific** because it considers the context in which the Company has chosen to operate **without re-locating** any phase of the production process.

Figure 17 below presents a summary of the analyzes carried out on the entire production cycle of Sensitive® Fabrics of class 4⁵ dark dyed and printed fabrics with traditional printing produced in 2019 compared with 2017.

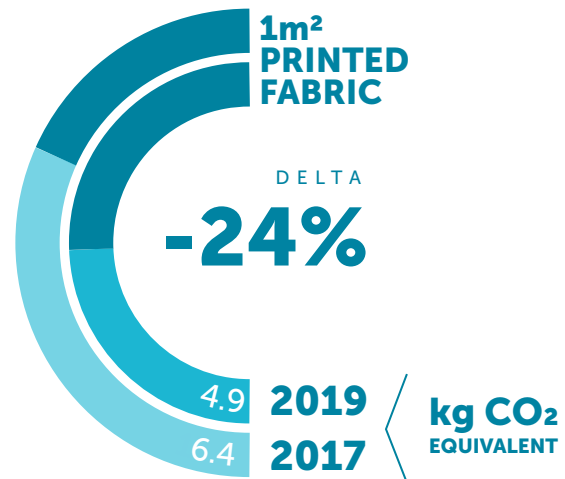
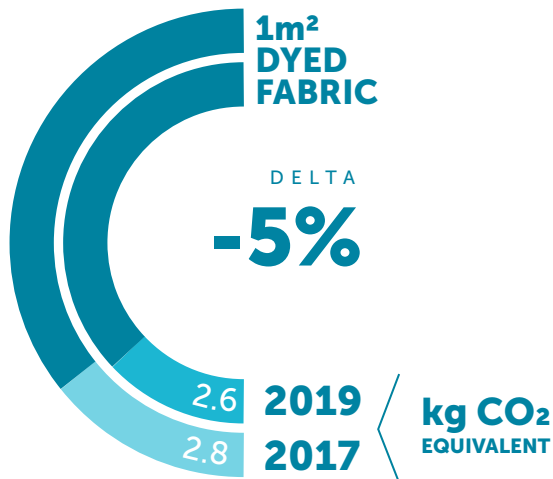
These fabrics were chosen because they present the evolution and the significant improvements achieved by EUROJERSEY regarding the three most important impact indicators: water, energy, and carbon footprint⁶.

CARBON FOOTPRINT



How much do we contribute to climate change?

This parameter estimates the influence of greenhouse gas emissions on global average temperature changes, and their consequences on the world's climate over a century.



↑ 17.2. Carbon Footprint

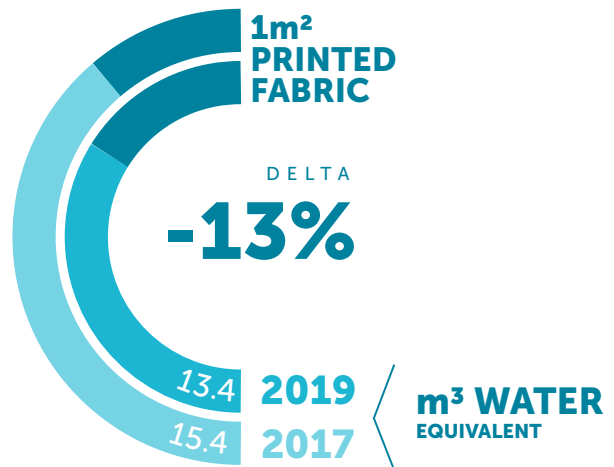
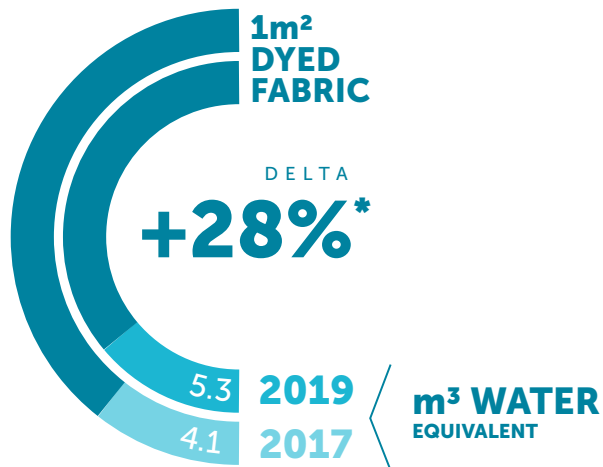
⁴ For the evaluation of the environmental footprint of EUROJERSEY, all the impact categories and related methods provided for in Recommendation 2013/179/EU have been applied, as revised in accordance with "supporting information to the characterization factors of recommended EF Life Cycle impact Assessment methods".



WATER FOOTPRINT



What is the impact of our water consumption?
 This parameter estimates the impoverishment of water resources caused by human activities carried out in a specific areas, comparing water consumption to local water availability.



⁵ Each class is homogeneous from the point of view of the production process, the variation of the environmental loads within the class is proportional to the weight. Considering that the impact of transport is an exclusive function of the transported weight, this has been quantified for the square meter of dyed fabric and printed fabric respectively, which is distinguished only by weight classes.

⁶ For more details on the PEF results, please refer to the section Attachments - detail tables.

3.4 Reduction of the environmental footprint

At the heart of EUROJERSEY's approach to sustainability is its commitment to promoting **responsible use** of resources through technical initiatives aimed at **reducing and improving** consumption, preserving natural resources, and reducing emissions into the atmosphere.

The containment of the consumption of the production cycle is **the result of continuous research** that allows the Company to reduce the environmental footprint generated by the production process of Sensitive® Fabrics. The daily commitment of all EUROJERSEY employees are also fundamental, enabling significant results achieved in reducing waste.

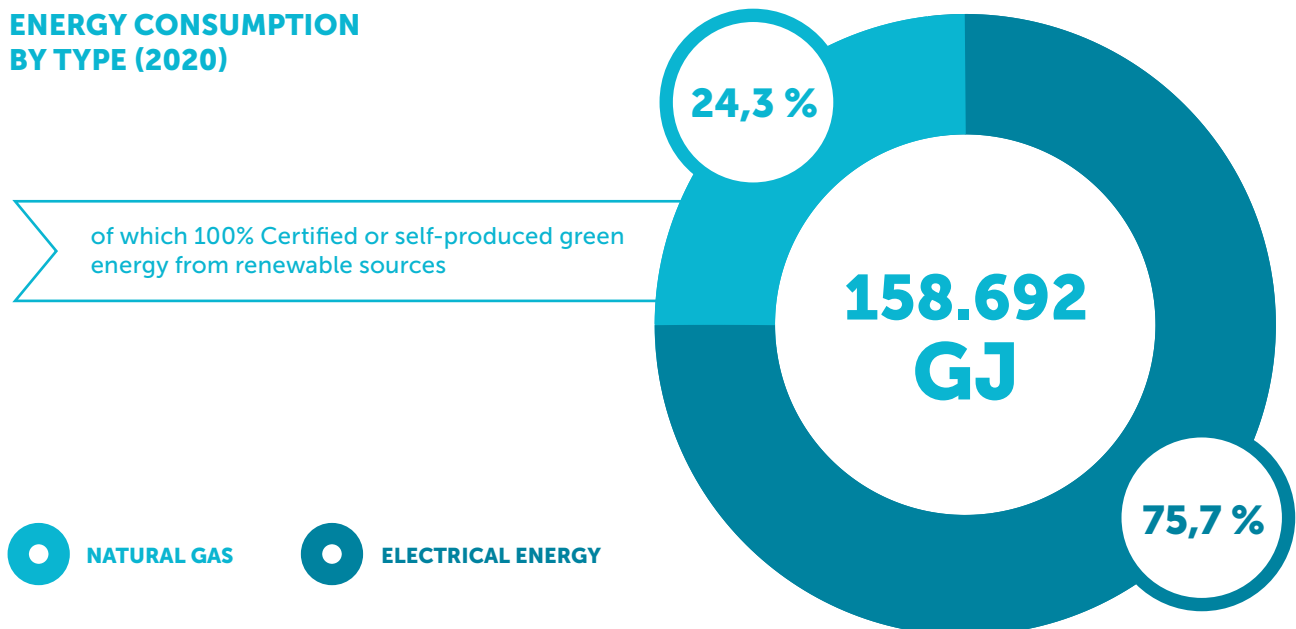
Energy

Since 2008, for EUROJERSEY, the strong focus on energy consumption reduction and energy efficiency has resulted in sourcing **electricity from renewable sources** with a guarantee of origin certification.

Renewable electricity, solar photovoltaic systems, installed in EUROJERSEY in 2008 and 2019, allow the Company to **produce 86,000 kWh of electricity** capable of satisfying the consumption of office lighting systems and the new shipping warehouse.

Since 2009, other significant interventions have also been carried out to promote **energy efficiency** both of service plants and of production machinery, favoring a significant reduction in consumption per unit of produced product.

ENERGY CONSUMPTION BY TYPE (2020)

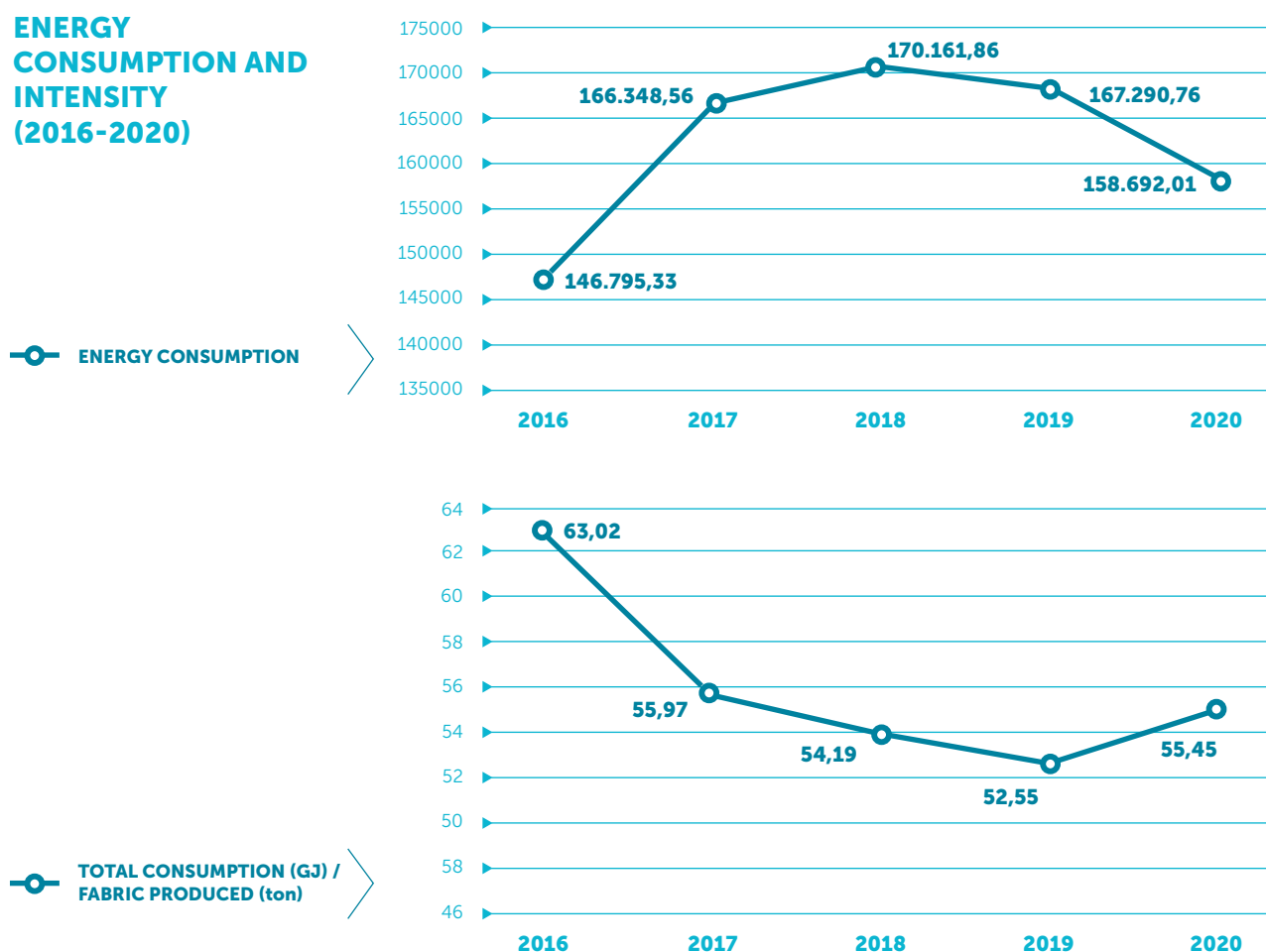


In this regard, already in 2007, the Company invested in **an advanced system of purification of the fumes** that allows reusing the water destined for the cooling of the plant, with a total energy saving of more than 200 T.E.P. (tons of oil equivalent)⁷.

Finally, EUROJERSEY **has reduced the methane gas demand over time**, saving about 200,000 cubic meters of gas per year, or 6% of annual consumption, and reducing carbon dioxide emissions by 400 tons⁸.

Over the last 5 years, investments to improve production plants and machinery have enabled EUROJERSEY **to gradually reduce overall energy consumption** concerning the tons of fabric produced. The so-called "overall energy intensity", as shown in the graph below, **has recorded a steady decline since 2016**, despite the slowing down of the production process caused by the COVID-19 pandemic, negatively affected this trend during 2020.

ENERGY CONSUMPTION AND INTENSITY (2016-2020)



↑ 19. Energy consumption and intensity

⁷ The Company thus recovers every year about 30 million liters of hot water equal to 6% of the liters used in the production process.

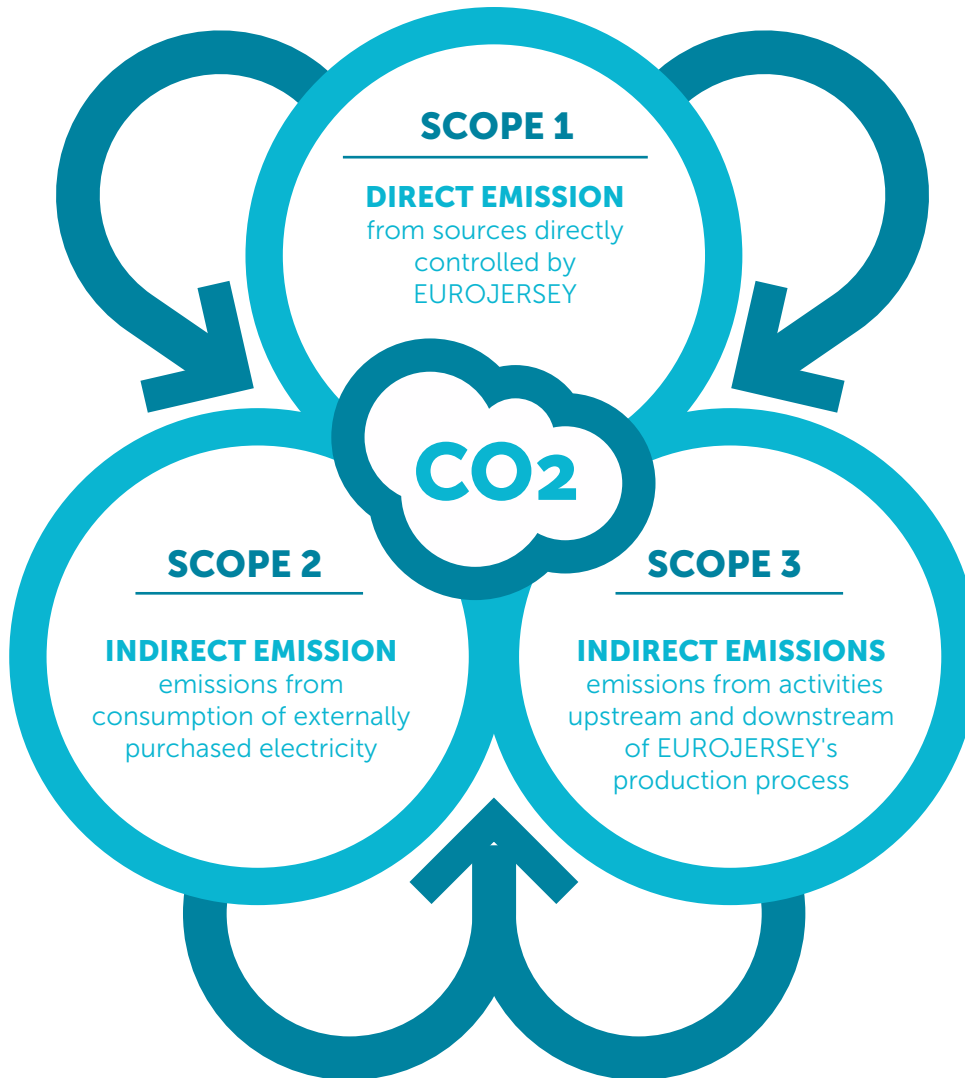
⁸ EUROJERSEY's total energy consumption for 2020 is around 158,700 GJ, of which 24,3% are linked to renewable sources (electricity purchase from a free market and electricity consumption from renewable sources). For more details on the energy consumption recorded and the conversion factors used, please refer to the section Attachments - detail tables.

⁹ The overall energy intensity is calculated as the ratio between the total consumption of methane and electricity in GJ, and the tons of fabric processed in the dyeing and printing departments.

GHG emissions

Greenhouse gas emissions are directly linked to energy consumption. EUROJERSEY considers its essential, as a manufacturing Company, **to promote environmental policies that help reduce emissions**, leaving a lighter footprint on the planet and thus contributing to the fight against climate change, the international community's development objective is pursued at national and European levels, also through regulatory interventions such as the European Green Deal.

Greenhouse gas emissions are divided into 3 types, a summary of which is given below¹⁰.

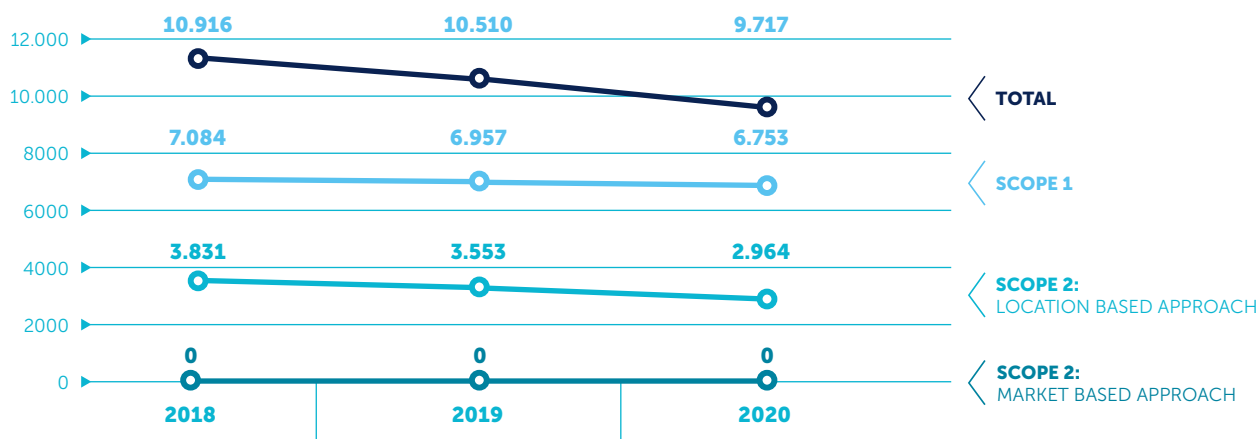


↑ 20. The emissions generated by EUROJERSEY.

¹⁰ Scope 3 emissions are not reported in this Report.

In 2020 Eurojersey saw a **reduction in emissions in the atmosphere compared to 2019**, both for Scope 1 and Scope 2¹¹ calculated according to the Location-based approach, following the decline in production volumes due to the pandemic crisis. Thanks to the virtuous choice of using only **certified green electricity**, Scope 2 emissions calculated according to the Market-based approach are equal to 0.

EMISSIONS (t CO₂)



↑ 21. Emissions ¹²

GRI 305-1 | GRI 305-2: EMISSIONS

Unit of measure t CO ₂	2018	2019	2020
SCOPE 1	7.084	6.957	6.753
SCOPE 2: LOCATION BASED APPROACH	3.831	3.553	2.964
SCOPE 2: MARKET BASED APPROACH	0	0	0
TOTAL	10.916	10.510	9.717

↑ Table 1. Emissions

¹¹ Scope 2 emissions are divided, as required by the reporting standard used (GRI Sustainability Reporting Standards), into two calculation approaches:

- Location based approach: Reflects the intensity of emissions generated by electricity consumption in relation to the production network in which it operates;
- Market based approach: Reflects the intensity of emissions generated by the electricity consumption purchased by EUROJERSEY through any specific supply contracts.

¹² The emission factors provided by ISPRA were used for the calculation of scope 1 emissions for methane consumption (for 2018: 0.001972 t CO₂/SMC (source: ISPRA, 2018); for 2020: 0.001972 t CO₂/SMC (source: ISPRA, 2019); for 2020: 0.001984 t CO₂/SMC (source: ISPRA, 2020)).

For the calculation of scope 2 emissions according to the "Location based" approach, the emission factor provided by ISPRA was also used [for 2018: 317.40 g CO₂/kWh; for 2020: 297.2 g CO₂/kWh (source: ISPRA, 2019); for 2020: 277.6 g CO₂/kWh (source: ISPRA, 2020)].

For the "Market based" approach, emission factors defined on a contractual basis with the electricity supplier were used, in particular for the three-year period considered the purchase of green energy certified by means of a guarantee of origin for 100% of the total one, which leads to the zeroing of emissions generated by electricity.

It should be noted that the Scope 2 emissions calculated with the "Location based" approach are expressed in tons of CO₂, however the percentage of methane and nitrous oxide has a negligible effect on the total greenhouse gas emissions (CO₂ equivalents) as can be deduced from the technical reference literature.

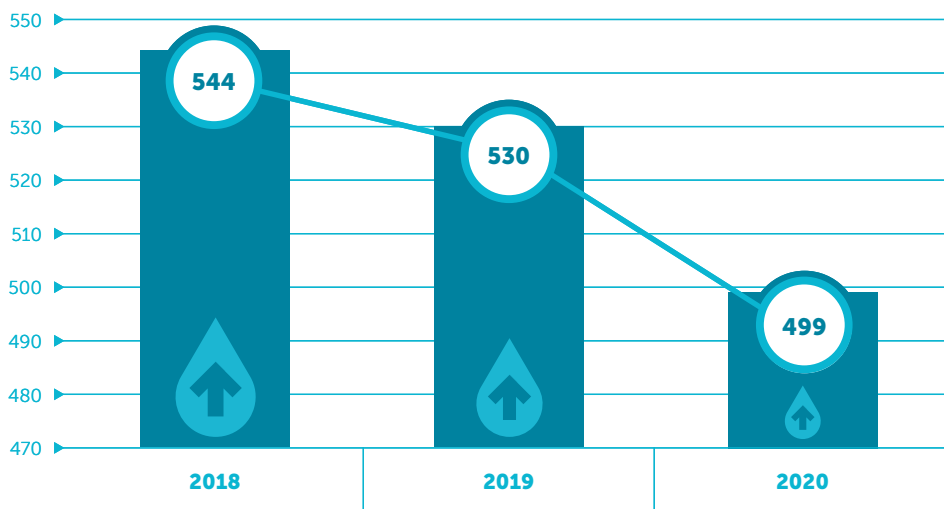
The total emissions are calculated as a summation between scope 1 and scope 2 emissions calculated with the "Location based" approach.

Water

Water conservation and water saving are two very important actions for reducing the environmental footprint of a Company. For this reason, EUROJERSEY adopts a management approach through the introduction of technological and process innovations capable of **ensuring water quality**, reducing waste, and thus mitigating the environmental impact of the production process

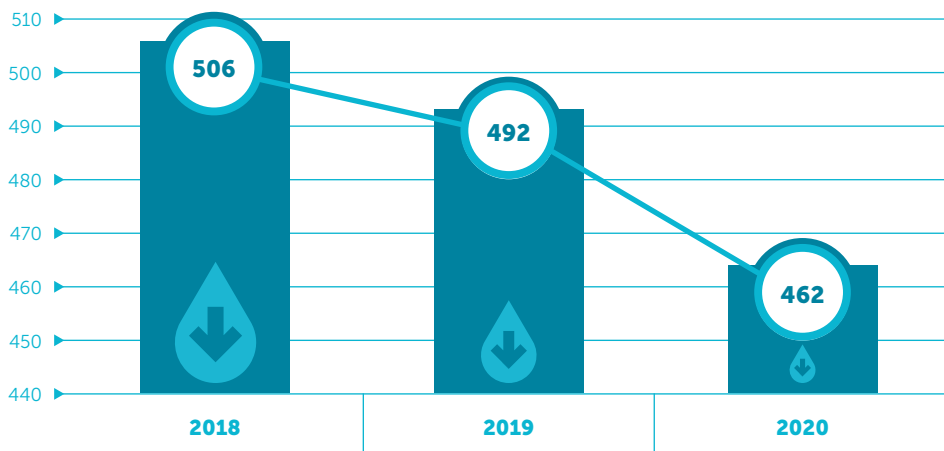
In 2020, compared to 2019 and 2018, there was a decrease in water consumption. If compared to 2019, **EUROJERSEY consumption decreased by 6%**, while overall consumption decreased by 8% compared to 2018. The water discharges recorded during the three years are also presented below¹³.

WATER EXTRACTION IN MI (2018-2020)



← 22. Water Withdrawals

WATER DISCHARGE IN IN MI (2018-2020)



← 23. Water Discharge

¹³ For more details on recorded water consumption and discharges, please refer to the section Appendix - tables. Water withdrawals from groundwater and third-party water resources are entirely freshwater withdrawals. Regarding water discharges, it should be noted that the difference between water removal from groundwater (i.e. from the water) and water discharge is represented by water which evaporates during the production process. All water drains consist of fresh water (<1,000 mg/l total dissolved solids)

¹⁴ The data refers to 2019.

In the area of water management, decisive measures have also been taken over the years to minimize the environmental footprint of EUROJERSEY. Among these is the flue gas purification plant, which allows the Company **to reuse the cooling water**, recovering every hour about 7,000 liters of water at 85°C, reused in the production cycle for the heating of the departments.

Since 2010, thanks to the innovative Ecoprint printing technique, **EUROJERSEY has reduced its water consumption by up to 60%** through the elimination of the fabric steaming and finishing phases.

The consumption of EUROJERSEY's Ecoprint print is much lower than that of a traditional print with regard to water, energy and thus GHG emissions. At the same time, the color quality and solidity and the print definition of the drawing are unchanged¹⁴.



↑ 22. Environmental footprint: Traditional print vs. Ecoprint

3.4 Towards circular economy

In the context of the strategic priorities outlined in its Environmental Policy, EUROJERSEY pursues also **the reduction, reuse, recovery, and recycling of waste** from a circular economy perspective, which involves every phase of the production process but also **the Daily behaviors and actions of individuals** within the Company. With this virtuous approach, the SensitivEcoSystem® program promotes a corporate culture aimed at encouraging **behaviors attentive to the reduction of waste**, also through digital information panels inside the departments and containers of separation of waste positioned in different points of the Company, which allow doing the differentiated collection.

EUROJERSEY also takes care of waste and production waste management. Although the inclusion of the tissue coupling department in the production process and the COVID-19 pandemic have led to an increase in waste production and disposal, the Company has always committed itself to implement good practices oriented to the reuse and recovery of waste and waste generated in the production cycle¹⁵.

In 2020, EUROJERSEY recorded an increase in waste produced and disposed of (+24%) compared with 2019, with particular reference to hazardous waste (+25%). The increase recorded is mainly due to the integration of the new manufacturing process of coupling, to which is added the impact of some operational dynamics of extraordinary characteristics such as the destruction of fabric in landfill, the dismantling of pipes and shelves, and the waste disposal processes related to the pandemic during the Covid-19.

Practices to favor the circular economy

PRODUCTION TEXTILE WASTE

The search for an effective way to recycle the production waste and the search for an effective way to recycle Sensitive® Fabrics and production waste represents EUROJERSEY's most ambitious and challenging challenge for a complete transition to a circular economy model.

Despite the objective difficulties of the approaches of the mechanical and chemical recycling of Sensitive® Fabrics, due to their composition, since 2015 EUROJERSEY has started projects of Research and development for new solutions for the recycling of fabric waste, collaborating with strategic partners along the entire chain. Already today the first upcycling results are visible, which will allow the Company to create a virtuous circular recycling system, tightening synergies with customers and external realities belonging to other sectors, such as automotive and plastics.

THE SEARCH FOR NEW YARNS: SENSITIVE® FABRICS RECO

The transition to a circular economy model also occurs in **the constant search for new yarns** made from recovered waste materials. The GRS certified Sensitive® Fabrics product range is made from RECO®NYLON, polyamide yarn made by recycling pre-consumer waste.

ATTENTION TO THE END OF WASTE OF THE RAW MATERIALS

EUROJERSEY is also attentive to the **end of waste of the Raw materials** and collaborates with suppliers and partners for recovery and recycling. The recycling of plastic is also an integral part of the initiative: since 2014, the Company **recovers packaging waste to transform it into a new plastic material**. In this light, another important challenge is to insert **recycled packaging materials** made of raw and finished raw materials with low environmental impact, capable of not affecting the quality and performance of Sensitive® Fabrics, into the process.

¹⁵ For more details on the recorded waste produced and disposed of please refer to the section Attachments - detail tables.

3.5 Contribution to biodiversity conservation

EUROJERSEY is working with several initiatives and partnerships to reduce its environmental impact to safeguard land and biodiversity.

World Land Trust and forest conservation

With the project “one meter of fabric for one meter of forest”, from 2010 to 2015 EUROJERSEY has partnered with World Land Trust to safeguard **the rainforest in Argentina**.

The mission of World Land Trust (WLT), a non-governmental body in the UK, is to acquire habitats that are threatened and key biodiversity areas, **by creating protected reserves** in partnership and with the support of local organizations and communities, to ensure their permanent conservation.

With World Land Trust, EUROJERSEY reached the important milestone of **36.8 million square meters of conserved rainforest in 2015**, giving a sum equal to the value of one square meter of forest per meter of Sensitive® Fabrics sold, resulting in a total of 258,000 €.

At the end of the project, the forest area was conserved with the commitment of EUROJERSEY and the management has been entrusted to local authorities, with the support of the Fundació Frontera Verde association, and the native Guarani community.

EUROJERSEY and WWF Italy

Since 2015 EUROJERSEY has been working with WWF Italy on various **campaigns and projects for the protection of the territory and oceans** through brand awareness initiatives whose aim is to spread greater awareness about the need to conserve the most precious resources of the planet.

To date, 311,000 € have been collected for this purpose and, on the occasion of the 50th anniversary of WWF Italy, EUROJERSEY has donated to volunteers and its employees a series of t-shirts made of fabrics Sensitive® Fabrics.

TOGETHER FOR THE MEDITERRANEAN SEA

During the first three-year partnership, EUROJERSEY supported **the Mediterranean Initiative** promoted by WWF Italy **to protect the biodiversity of the Mediterranean Sea**.

On the occasion of this initiative, the Company has engaged in a fascinating journey to know some of the species that are the symbol of Mediterranean biodiversity. In particular, the collaboration focused on conserving the sea turtle Caretta Caretta and the dolphin Tursiops, both in risk of extinction.

In 2017, EUROJERSEY symbolically adopted the Sea Turtles Recovery Center in the WWF Oasis of Policoro in the province of Matera, where many turtles find shelter that remains caught in fishing nets or injured by boats.

TOGETHER FOR THE WATER AND OCEANS CONSERVATION

In recent years, EUROJERSEY's partnerships have focused **on the theme of water as a planet's key resource** through several projects, including sustainable fishing and the #SaveSharks campaign, with a T-shirt made of Sensitive® Fabrics donated to the fishermen of some Italian fishing centers.

The 2020 initiative was dedicated to the international awareness campaign for **the re-development of watercourses** and the restoration of their ecological continuity. This last stage of the collaboration with WWF Italia was an important opportunity for EUROJERSEY to raise public awareness of the need for the protection of rivers and natural and cultural heritage.

3.6 Towards an improvement of the environmental footprint: Future objectives

The environmental initiatives have enabled EUROJERSEY to achieve significant results in improving its environmental footprint. EUROJERSEY has already identified several objectives to be achieved by 2026:

- reduction of water consumption by 20%, per product unit;
 - reduction of CO₂ emissions by 15%, per product unit (scope 1 and scope 2 Location based);
 - waste recycling to give used fabrics a second life;
 - study and experimentation of new fibers and technologies:
 1. to reduce the environmental impact, such as biopolymers or other;
 2. to increase the longevity of the finished product, improving qualitative performance;
 3. to reduce the presence of microplastics in the environment.
-



4.0

People



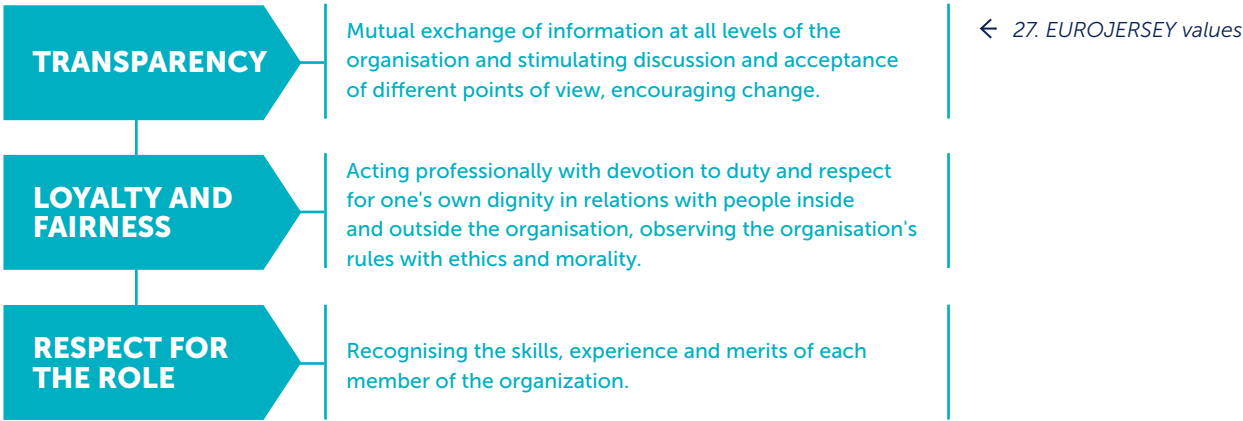
4.1 People

The results obtained through the SensitivEcoSystem® project would not have been possible without the daily commitment of all EUROJERSEY people.

Everyone, with his or her role and within his or her job role, is a resource that helps to determine the identity of EUROJERSEY and to support the achievement of its objectives. For this reason, the Company **protects and promotes the value of each one**, guaranteeing paths of improvement and growth both in professional terms and in personal terms. **Respect for work and workers is at the heart of** EUROJERSEY's corporate policies and its concrete commitment to **combating all forms of discrimination promotes** inclusion and equal treatment, protecting every employee in his or her dignity and ensuring optimal conditions for the performance of his or her duties.

For the Company, it is precisely in the diversity of gender, experience, and knowledge that the generative resources reside to favor the creation of a socially and economically sustainable economic value.

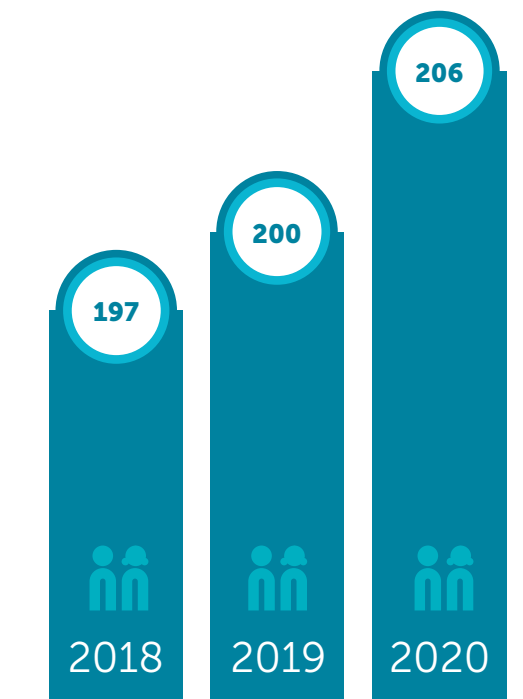
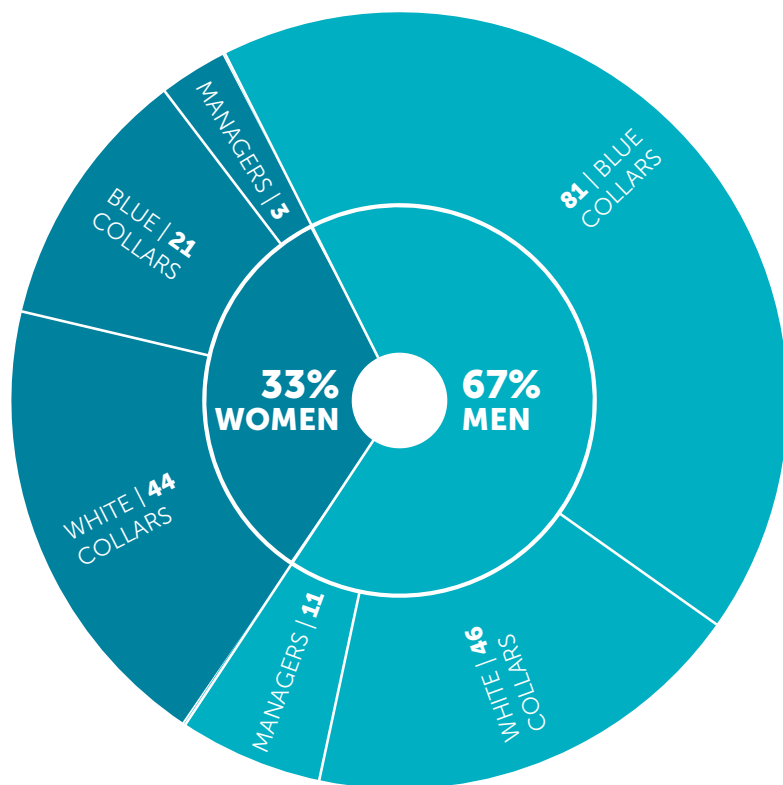
The Company values underlying the activity that influence the quality of the product and the process are also recognized in the Company management systems:



EUROJERSEY guarantees **equality in employment opportunities**, by existing legal provisions and compliance with the principles set out in the Universal Declaration of Human Rights adopted by the UN¹⁶.

¹⁶ The Universal Declaration of Human Rights was adopted on 10 December 1948 by the United Nations General Assembly and enshrines the inalienable rights of every human being, without distinction of race, sex, religion or political ideology.

The Company is growing continuously: since 2018, 31 people have been employed in staff, compared with the release of 22 employees for retirement. In 2020, the team reached 206 people, with a composition as follows:



↑ 28 e 29. EUROJERSEY employees

As a confirmation of EUROJERSEY's commitment to ensuring **the economic stability of its people and their families**, in 2020 100% of people are employed with a permanent contract.

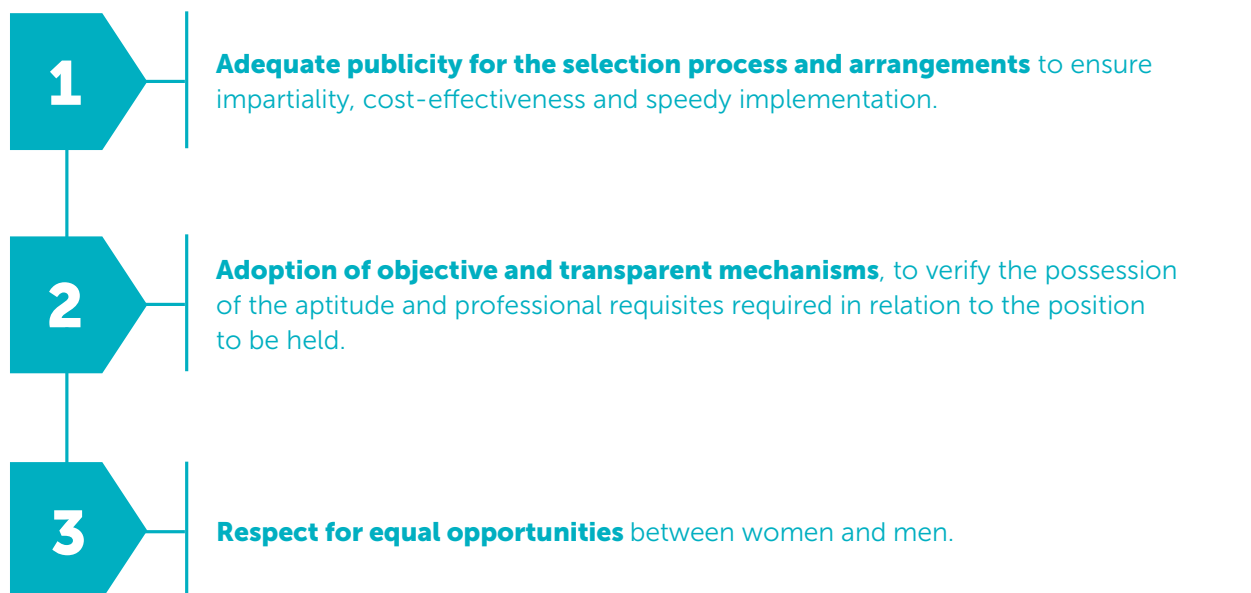
In the production field, the Company employs outsourced personnel for the replacement of outgoing staff for resignation or retirement and the management of peak work in particular periods of the year. The period of fixed-term work for outsourced personnel is considered to be in all respects a period of trial and training to the task which, in most cases, results in a permanent contract. Workers are employed in operational tasks that require **professionalism and skills** that can only be acquired after an adequate training path.



Selection and recruitment of people

EUROJERSEY adopts a **procedure for recruitment and selection of staff**. It defines roles, responsibilities, operating modalities, and behavioral principles to which the Company staff must follow in the management of the process of research, selection, and recruitment of personnel.

The search for personnel is based on reasoned requests from Area Managers or organizational analyzes, examined by management who consistently shares the choices following the principles of objectivity, transparency as follows:



↑ 30. Selection and recruitment criteria for EUROJERSEY personnel

Education and development of young talents

EUROJERSEY is attentive to the training and development of young talents. As evidence of this vision, since 2018 the Company has joined the **Industrial Generation Project**, promoted by the Industrial Union of the Province of Varese to which the Company is associated. The project aims to spread the Company culture by involving and offering **customized school/work alternation routes** for students of the fourth and fifth higher classes.

The philosophy of the project is to **make the most of the potential of the students** by rewarding their merit: at the end of the school year, worthy students are rewarded with scholarships financed by the participating companies and the Association.



4.2 Well-being: people first

With the SensitivEcoSystem® “Tessere il Benessere” Wellness Program, EUROJERSEY organizes activities designed to **promote a healthy lifestyle** and to offer its employees better work-life balance opportunities.

Since 2013, the Company has joined the Project **workplaces promoting Health** - WHP Network (Workplace Health Promotion) of the Lombardy Region, and through its activities supports some good practices concerning important issues on the health of its people such as smoking, alcohol, and nutrition.

Concerning the theme of healthy and correct nutrition, EUROJERSEY is committed to offering employees **warm and balanced meals** through the Company's kitchen canteen service. Moreover, since 2016, in collaboration with ATS in Varese, a project has been launched to promote the sustainability of food products aimed at raising awareness **about the seasonality and traceability** of products consumed every day.

In 2008, the willingness to support the improvement of the lifestyle of its people led EUROJERSEY to open **Sensitive® Gym**, the Company gym offered free to every employee with the opportunity to exercise during breaks or

after hours, with the possibility to count on a dedicated personal trainer.

In the logic of social sustainability, **the importance of people and their relationships** is reflected in a series of initiatives, which are set out in the following scheme.

EUROJERSEY, **as provided for in current legislation, recognizes parental leave or leave for assistance to disabled persons**. In 2020, Covid leave was planned for the management of family cargo during the pandemic period.

The Company provides **courses aimed at strengthening** technical-specialist skills, reducing the risks associated with the performance of operational activities, with particular reference, for example, to the area of health and safety at work, to the environmental area, and to raising awareness of critical events that can damage the Company's reputation.

Finally, EUROJERSEY promotes **the value of people and merit for productivity**, recognizing every year all staff, regardless of level, a premium remuneration component concerning several factors based on quality, efficiency and profitability.

4.3 Measures and impacts of the Covid-19 emergency

EUROJERSEY has appointed a Company Covid Committee and implemented the *“Shared Protocol for the regulation of measures for the fight against and containment of the spread of the Covid-19 virus in working environments”* signed between the Government and the social parties on March, 14th 2020 and subsequent additions. The Company has also reorganized its activities **by intensifying the use of smart working in the permitted areas**, allowing

the regular continuation of the Company's activities. For all those who carried out productive activities, which suffered interruptions due to the health emergency, **the intervention of social shock absorbers was requested**, which affected about 50% of the total workforce, bringing forward to the normal monthly deadlines the amount relating to the Integration Fund to protect the salaries of employees.

BENEFIT EUROJERSEY



A welfare platform for all employees, regardless of contract type with a concrete service offer to support employees' spending power.



Benefits (reimbursement of education costs, reimbursement of school textbooks, reimbursement of interest on loans, health vouchers, leisure, culture and travel vouchers).



With regard to overtime and flexibility, **internal agreements with social partners are foreseen for workers.**



Flexibility on entry before 9.00 a.m. for day workers.



Incentivising part-time working for the reconciliation of work and family life.



Recognition of 20 hours per year of paid leave or medical examinations for staff with blue collar qualifications.



Activation of the Smart Working Project by independently organising work commitments and time, with positive effects on both work activity and the well-being of workers who benefit from a better work-life balance.

4.4 Health and Safety at work

EUROJERSEY's commitment to **making workplace safety an essential element in the performance of its business activities** is through the updating and methodical improvement of the tools designed to guarantee health and safety at work and to minimize the risk of injuries, in compliance with the provisions of D. Lgs 81/08¹⁷.

The Company also considers it essential **to spread and consolidate a safety culture** that guarantees the development of risk awareness and promotes the adoption of responsible behavior by all employees and collaborators. Careful assessment of risks in the workplace, the imple-

mentation of the various activities by the Prevention and Protection Service, the recording of injuries or missed injuries and their assessment are key tools for risk reduction. To guarantee the protection of the psycho-physical health of every worker, **continuous training and careful health surveillance are added.**

The issues related to safety at work are dealt with in the annual meeting of the Prevention and Protection Service, in which the objectives achieved during the year are discussed and those for the following year are defined. EUROJERSEY **periodically updates risk assessment**

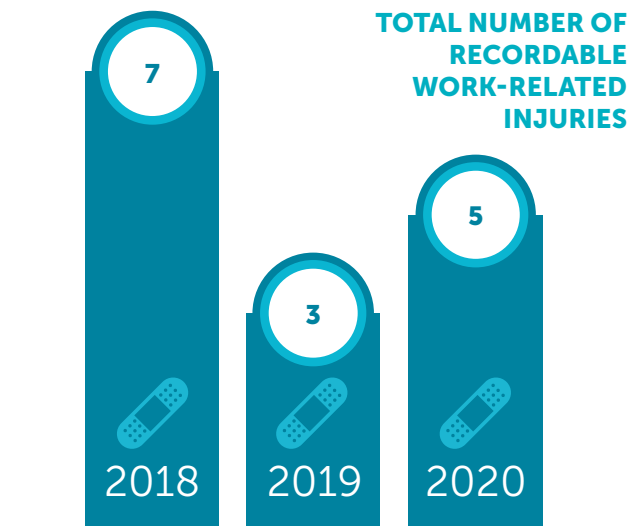
PREVENTION ACTIONS THAT THE PREVENTION AND PROTECTION SERVICE AIMS TO IMPLEMENT

- 1** Periodic updating of risk assessment documents (physical and chemical DVRs).
- 2** Promotion of "Tessere il Benessere" project, Workplace Health Program (WHP).
- 3** Specific working procedures in the departments.
- 4** Periodic checks on plant and equipment.
- 5** The training plan for workers.

↑ 33. Actions in the field of health and safety of workers

documents and analyzes injuries, constantly examining the Company's activities through visits, interviews with managers, workers, and the competent doctor. These activities are also subject to audits by customers, increasingly sensitive to health and safety issues, with assessments aimed at bringing about improvements to the approach or the introduction of new procedures. In particular, the greatest dangers associated with the Company's work activities arise from the risk of exposure to chemical and physical agents such as noise. In the history of EUROJERSEY, **there has never been any death from work-related injuries**. There also have been no cases of work-related injuries in the last three years that have had serious consequences¹⁸.

In 2020, 5 minor injuries were recorded. This result has also been made possible thanks to the continuous monitoring of the persons in charge, to the application of working procedures, and to the use of the "near-injuries" reporting modules that favor better prevention.



↑ 34. Work-related injuries

AUTOMATED COLOUR KITCHENS FOR CHEMICAL PROTECTION

By replacing the colour kitchens in the dyeing and printing department with automated colour kitchens, we at EUROJERSEY have increased the health and safety of our employees when handling chemicals. In addition to more precise recipes for dyeing and printing Sensitive® Fabrics, the high degree of automation and control of the colour kitchens:

- minimizes people's contact with dyes;
- prevents dust dispersion into the environment;
- protects against spillage into the environment.

REDUCING THE RISK OF FIRE THROUGH THE COMPLETE ELIMINATION OF THERMAL OIL

Through the replacement of the stenter in the finishing department and the revamping of the thermal power plant, in 2019, at EUROJERSEY we completed the project to eliminate thermal oil from the production processes. This important milestone has enabled us to increase the safety of people from the risk of fire and improve the environmental conditions in which they work on a daily basis.

↑ 35. Initiatives to protect EUROJERSEY workers

HEALTH AND SAFETY TRAINING

Aware of the importance of professional growth in people's lives, and the need to create the conditions for all workers to be aware of the risks and dangers associated with their work, EUROJERSEY **invests in the training of employees**, both at the time of their incorporation into the Company, both in the course of their career. The ob-

jective is to provide the worker with concrete information on safety and emergency plans in the production plant, as well as more general indications such as the organizational structure of the Company, the management system, and the operating modalities on the management of the activities related to the task. The plan is updated in the event of an employee change of position.

¹⁷ Legislative Decree 81/08: Consolidated text on the health and safety of workers.

¹⁸ "Work-related injuries" means all injuries to which death, days of absence, restrictions on work, transfer to other duties, medical treatment beyond first aid, loss of knowledge can be achieved. These are all injuries caused by risks and dangers to which workers are exposed in the workplace (e.g. death, amputations, tears, fractures, hernia, burns, loss of knowledge and paralysis). Serious injuries are those which lead to death or damage from which the worker cannot recover, is not resumed or is unrealistic to expect to return to the state of health before the injury within 6 months.

4.5 Territory and local community

EUROJERSEY creates tools of dialog with virtuous realities to generate a positive social impact through **initiatives or partnerships in support of the territory and the community.**

EUROJERSEY with the B.Livers for the Star Journey

In 2019 the Company supported **Near Onlus Foundation** through the creation of co-branded technical T-shirts made with Sensitive® Fabrics for the event *the Journey of the Stars*, a journey in stages realized by **B.Livers, children suffering from serious and chronic diseases**, who from Milan reached Cortina pedaling on eBike to bring a message of strength on the occasion of the election of the site of the Winter Olympics of 2026.

Near Onlus Foundation was founded in 2012 with the mission of building bridges between companies, universities, and non-profit organizations through social initiatives aimed at young people and adolescents in difficulty. With projects such as the Journey of the Stars, the near Onlus Foundation wants to alleviate the difficulties that children face due to illness by taking them out of the individual path of care.

Run for AISM - Associazione Italiana Sclerosi Multipla

Since 2014 EUROJERSEY has collaborated with **AISM (Italian Association of multiple sclerosis)** for the annual event of the Milan Marathon through **the donation of sports shirts made** with Sensitive® Fabrics for all runners running for the Association.

Run for AISM **wants to be a message of support for the fight against multiple sclerosis**, a mission carried out with determination and seriousness by the Association for 50 years through scientific research. As a testimony to EUROJERSEY's social commitment, a team of people from the Company actively participates every year in the 42 km marathon with departure and arrival in the center of Milan.

EUROJERSEY for sport

Finally, in the sports field, EUROJERSEY has **several sponsorship agreements with local sports associations**, including the Association of Non-Professional Football La Caronnesi Football of the Municipality of Caronno Pertusella. With this sponsorship, the Company has always wanted to recognize the importance of **local territorial initiatives aimed at the development of youth cohesion. With the same objectives**, EUROJERSEY supports the association AS Basketiamo Vittuone, a young non-professional basketball Company, and the Italian Ski School County Bormio.

Workshop in collaboration with Politecnico di Milano

At EUROJERSEY the interest in the academic world is manifested concretely in the collaboration with the **Politecnico di Milano**, which since 2013 has resulted in the organization of annual workshops with the involvement of about 50 students for each project. Each workshop includes a theme chosen by the Company and developed by the students, from the development of the concept to the production of prototypes, as finished garments made inside the university laboratory. The last workshop focused on the theme **THE UNIFORMALS: a new interpretation of urban uniform based on the transformability of the head and its reuse in a new form**. The projects of the students of the Faculty of Fashion and Design have inspired themselves to the frenzy of the city life emphasizing the performance of Sensitive® Fabrics and creating technical and practical clothes washable in washing machine at low temperatures, crease-resistant, no-ironing, made from a few seams or external accessories and can be converted back to new use, thanks to graphic labels that illustrate their sustainability.

Christmas solidarity with Medici Senza Frontiere

For Christmas 2020, EUROJERSEY supported **MSF - Doctors without Borders**, giving value to their solidarity projects and contributing to the activities of an organization committed to the front line to cope with the outbreak from Covid-19 in more than 70 countries, including Italy.

To face the health emergency linked to the Covid-19 pandemic, EUROJERSEY also donated €50,000 for the initiative **to support public health facilities for hospitals** in the province of Varese.

4.6 Towards an improvement of the social footprint: Objectives for the future

EUROJERSEY's ongoing commitment to people is based on an awareness of their fundamental importance for the Company's success. For this reason, the work to ensure ever-higher standards is constant and daily. Here are the main objectives that EUROJERSEY intends to achieve by 2026 in the social field for its people:

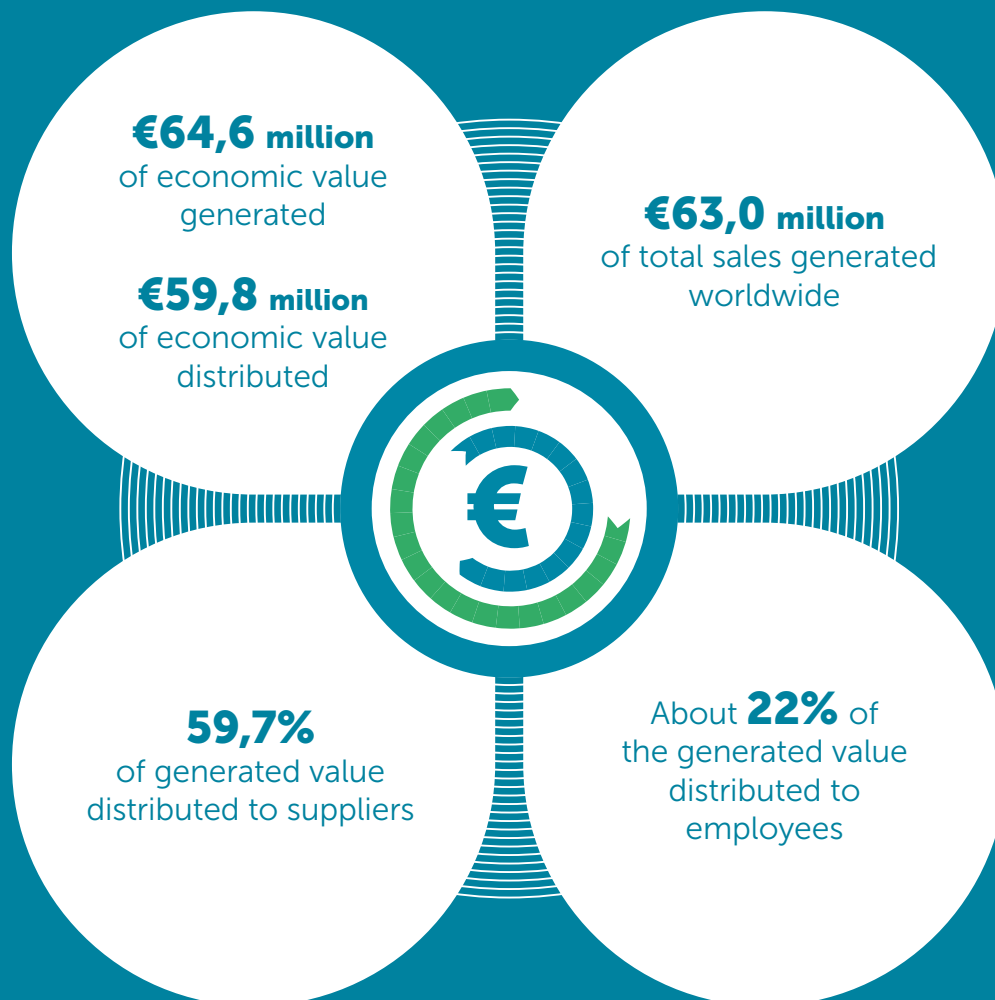
- implementation of a new training plan for all the staff;
- implementation of a corporate welfare plan.





5.0

EUROJERSEY for the creation and distribution of value



5.1 Generated and distributed economic value

EUROJERSEY's commitment to monitoring performance and evaluating the goals achieved, with a view to continuous improvement, characterizes the model of creation and distribution of shared value.

Through the carrying out of business activities, the Company generates positive impacts for **the benefit of the stakeholders and the territory** in which it operates: from the creation of jobs, to the distribution of economic value along the supply chain of goods and services and the payment of taxes.

Its business model is based on the ability to **create and distribute economic and social value** in ways that allow obtaining simultaneously internal benefits and for external stakeholders. The measurement of the generated and distributed economic value expresses an organization's ability to create and distribute economic value for itself and its stakeholders. This representation is complementary to that of the income statement and offers the opportunity to understand and monitor economic flows not only in terms of costs and revenues but also in terms of value creation and distribution. The economic value generated by EUROJERSEY in 2020 amounted to more than 64 mil-

lion euros, **compared to approximately 59.8 million euros distributed**.

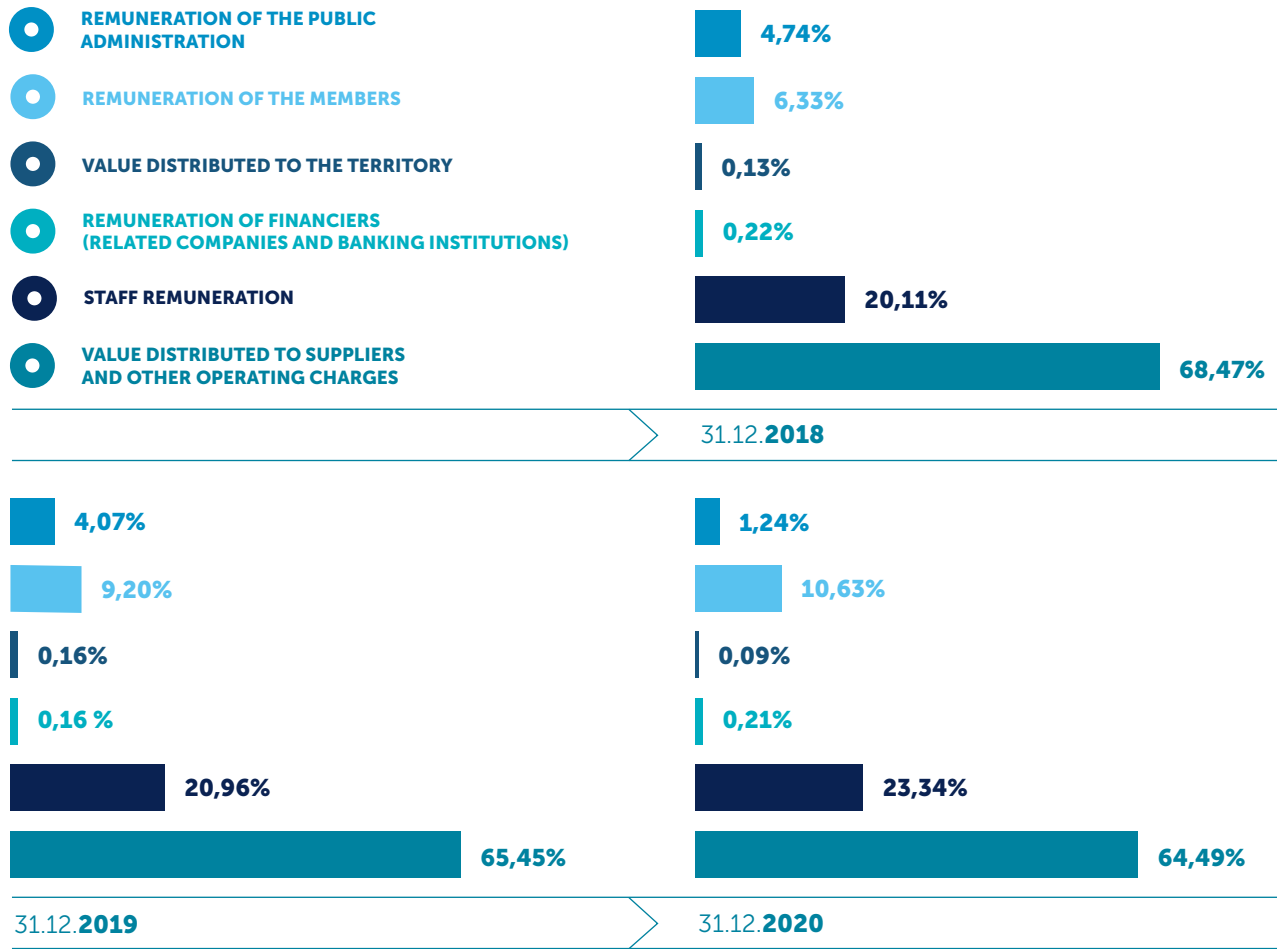
From this representation, *suppliers* and *personnel* are the categories of stakeholders to which the largest share of distributed value is allocated (approximately 64% and 23% respectively in 2020). The other categories of stakeholders to which our Company distributes value are the financiers, the territory, the shareholders, and the Public Administration. The economic value distributed to the territory, in particular, is related to liberalities and sponsorship, which in 2020 were particularly **directed to contribute to the realities of the territory active in the fight against the pandemic crisis**. Because of the concentration of activities at the head office of Caronno Pertusella, much of the value generated and distributed is related to the Italian territory, with particular reference to the value distributed to the personnel and to the suppliers (for which reference is made to more details in the following paragraph).

Regarding sales, which form the bulk of the directly generated economic value, there are over 63 million euros for 2020, of which 61% in Europe and 39% in the rest of the world²⁰.

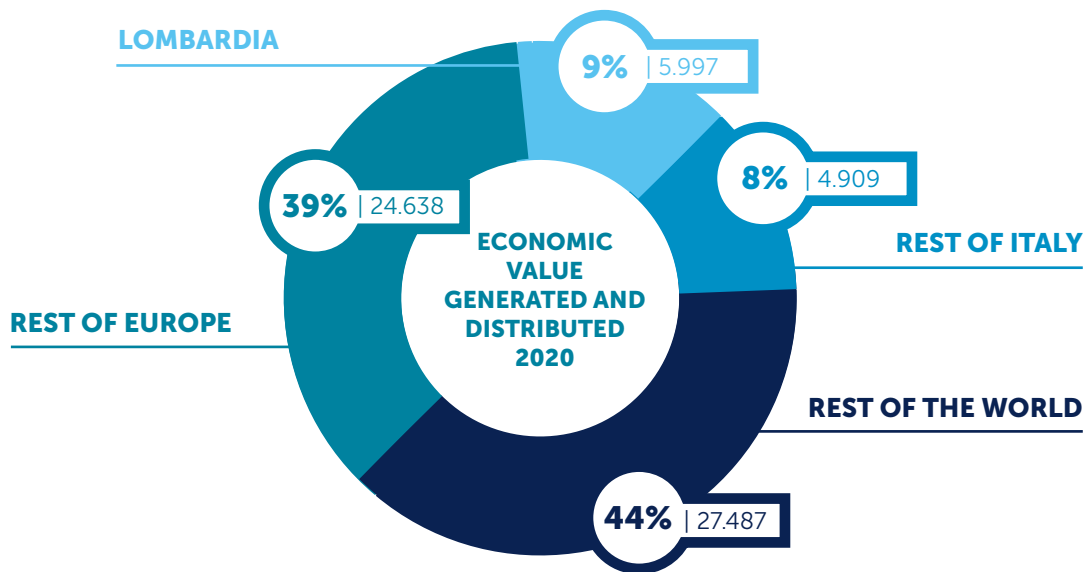
GRI 201-1: Direct economic value generated and distributed ('000 euro)	2018	2019	2020
Economic value generated	74.269	75.139	64.627
Distributed economic value	66.386	69.155	59.846
<i>of which, value distributed to suppliers and other operating charges</i>	45.454	45.258	38.593
<i>of which, staff remuneration</i>	13.352	14.497	13.968
<i>of which, remuneration of financiers (related companies and banking institutions)</i>	149	114	54
<i>of which, remuneration of the members¹⁹</i>	4.200	6.360	6.360
<i>of which, distributed to the territory (donations)</i>	85	111	128
<i>of which, remuneration of the Public Administration (taxes for the year)</i>	3.147	2.815	743
Retained economic value	7.883	5.985	4.781

↑ Table 3. Statement of economic value generated, distributed and retained by EUROJERSEY

¹⁹ Distribution of profit of the year.



↑ 37. Distributed economic value 2018-2020 (% by category)



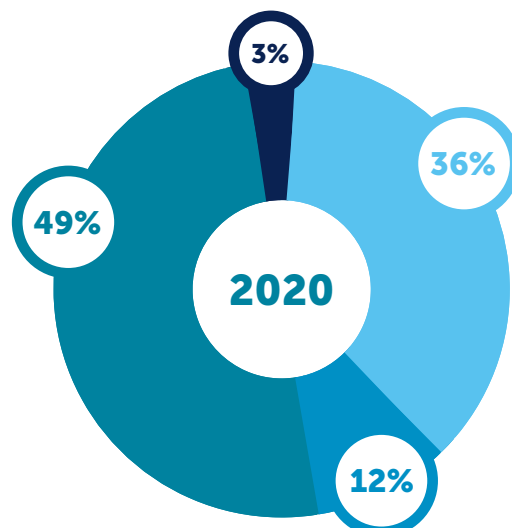
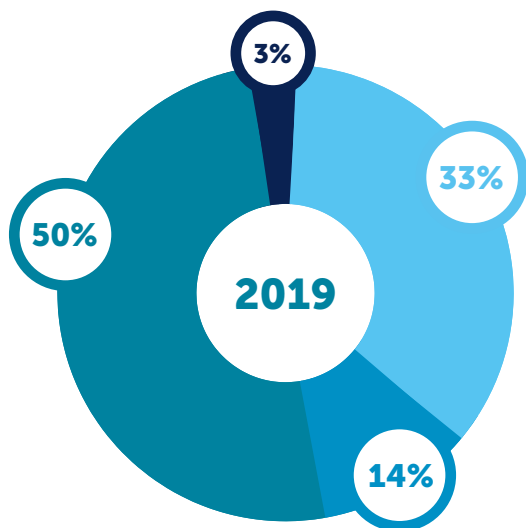
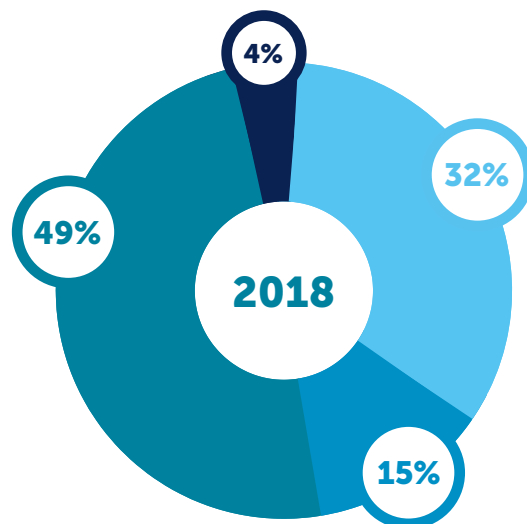
↑ 38. Economic value generated and distributed 2020 (,000€ and %, by region)

5.3 Our supply chain

Within the Quality Management System certified according to the UNI ISO 9001:2015 standard, the criteria for **qualification and evaluation of the suppliers** of materials and/or services are defined, considered strategic for the business processes and their interactions, also considering any environmental performance.

To monitor the correct issue of orders related to the procurement process, the **operating modalities and the relative responsibilities** have been identified based on which the supplier's assessment is periodically updated. From an economic point of view, purchases of goods and materials for production and services constitute, together with the labor force, the most important economic aggregates to consider in order to observe the distribution of economic value. In this case, too, the geographical distribution reveals the preponderance of Lombardy as an area of greater importance for EUROJERSEY's activity, as well as the area that is the object of the most important benefits deriving from the Company's operations.

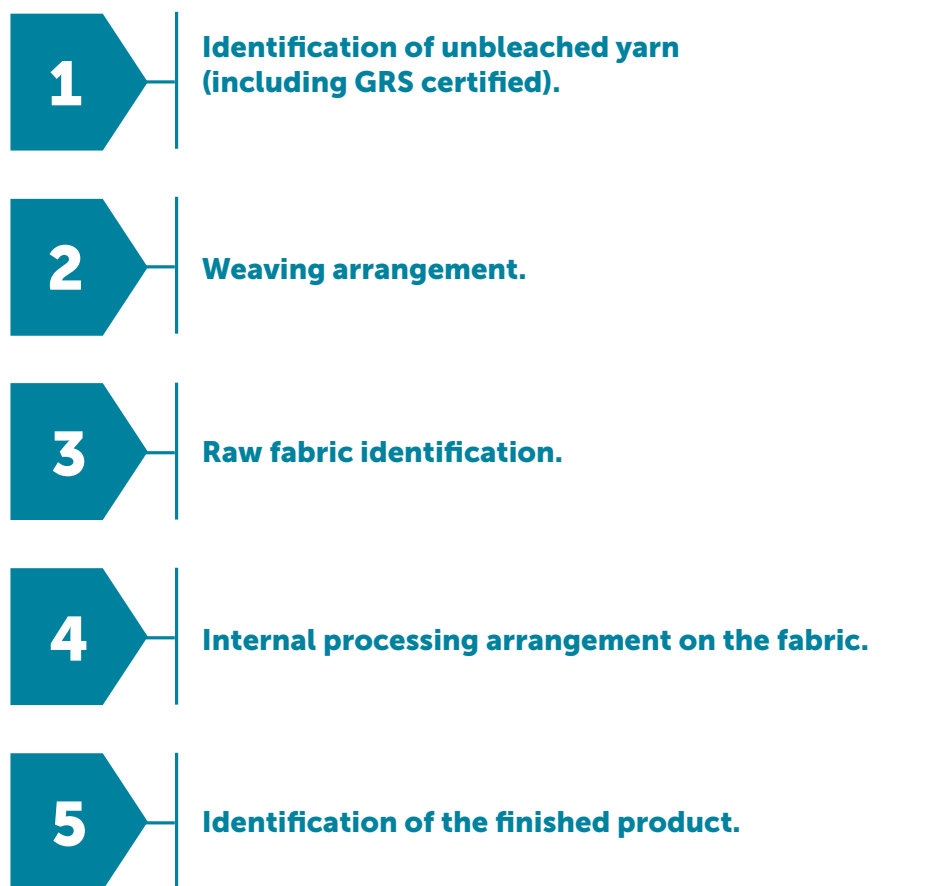
39: Proportion of expenditure to local suppliers (2018-2020)



²⁰ The geographical distribution of sales for 2018 and 2019 does not show any discrepancy with the reported for 2020.

5.4 Material traceability

As part of the commitment to careful and transparent management of the value chain, EUROJERSEY guarantees the traceability of materials, a fundamental process to allow the **monitoring of all the input elements that create, modify or transform the fabric**. All the information necessary to ensure traceability of the final product shall be recorded and coded:

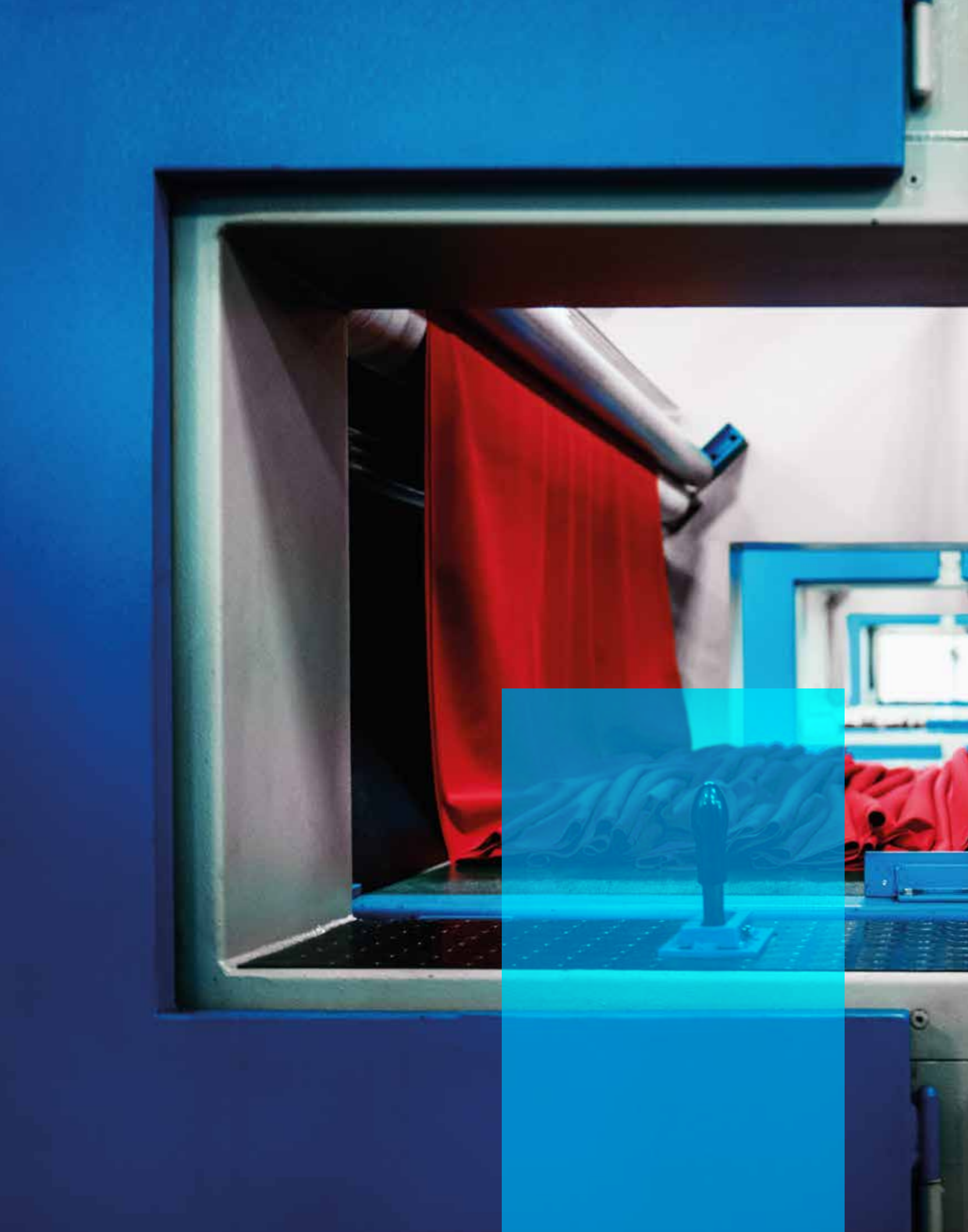


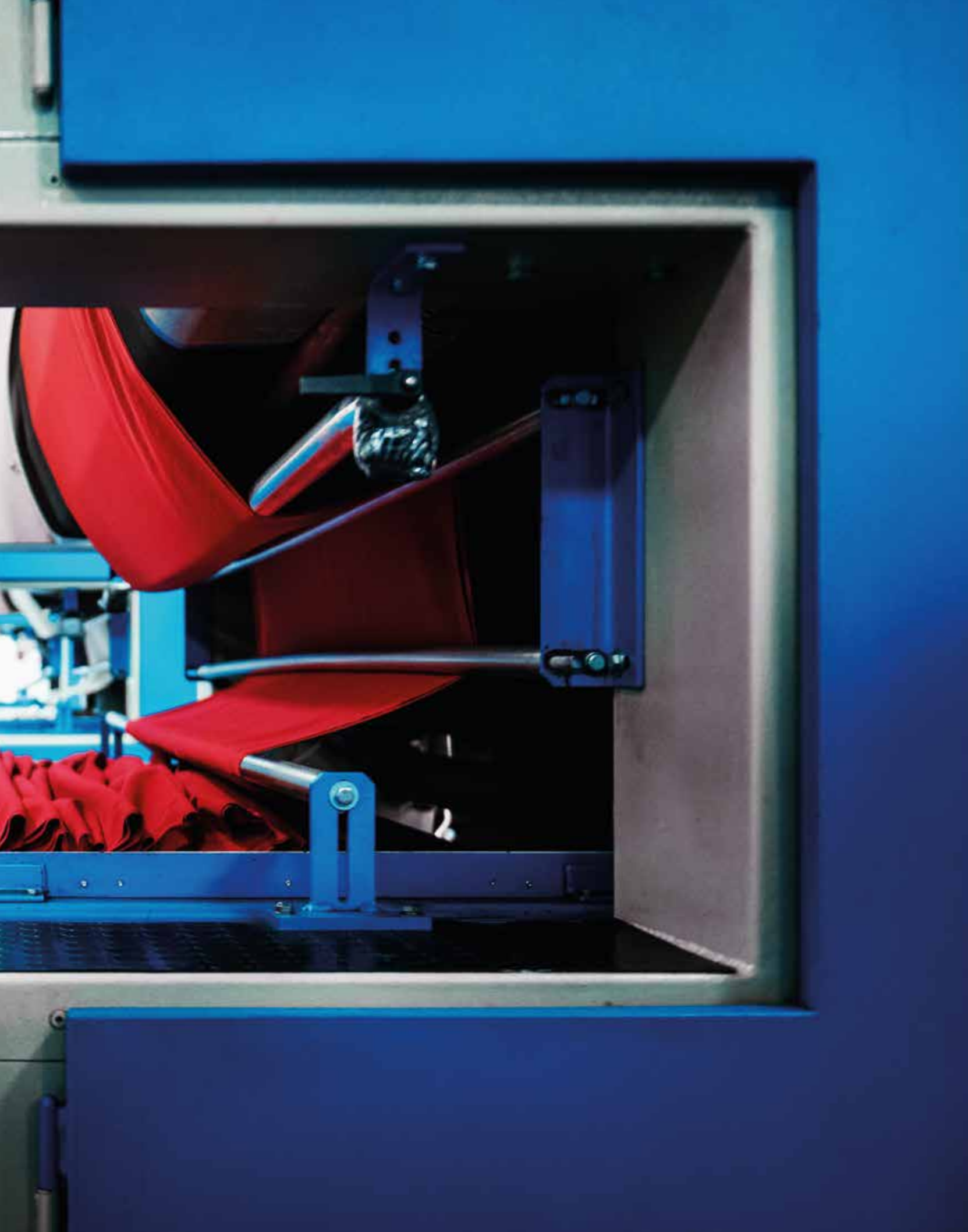
← 40. Traceability of materials

To guarantee to our customers the complete traceability of the entire production cycle, the Company undertakes to **guarantee the creation of an identification code** of the lot or lot for the purchased material, the identification of the processed material, and the chemical products used in every processing, including the batch number of the chemical and the origin of the materials used.

EUROJERSEY verifies the correctness of the information regarding the traceability of the processing also during **specific annual audits carried out in the context of the renewal of Company certifications**, as well as in specific audits conducted by customers. The traceability of each phase of the production process and the Raw materials introduced is guaranteed using the new portal created and introduced in the Company in 2020.







6.0

Appendix

Methodological note

From the financial year 2020, EUROJERSEY (hereinafter also “Company”) prepares its Footprint Report, to describe the initiatives carried out and the main results achieved during the year with regard to ESG topics.

The data and information are given refer to the period from 1 January 2020 to 31 December 2020. The reporting perimeter includes the performance of the entire Company. To allow comparability of data over time, a comparison was made with data for 2018 and 2019. In addition, to ensure the reliability of the data, the use of estimates, which may have been reported in the document, has been limited as far as possible. It should be noted that no significant changes were made to the organization or its supply chain during 2020.

The Footprint Report was prepared by reporting a selection of the “GRI Sustainability Reporting Standards” (*GRI-referenced claims*) published by the Global Reporting Initiative (GRI), as shown in the “GRI Standards Selection” table at the end of the Report. The analysis of Materiality carried out during 2020 has made it possible to identify the relevant aspects, for EUROJERSEY and for stakeholders, which are the subject of the report of this document, as well as the elements on which to focus the actions and strategies in the context of ESG.

The Company has set itself the objective of drafting an ethic code, which formalizes the values and ethical principles that have always guided the Company’s action.

The periodicity of the publication of the document is set according to an annual frequency. For any information about Footprint Report, please contact the following e-mail address: info@eurojersey.com

The Report is also available on our website: sensitivefabrics.it.

6.1 Tables

Environment

GRI 305-1 GRI 305-2: Emissions²¹	2018	2019	2020
Unit of measurement	t CO₂	t CO₂	t CO₂
Scope 1	7.084	6.957	6.753
Scope 2: Location based approach	3.831	3.553	2.964
Scope 2: Market based approach	0	0	0
Total	10.916	10.510	9.717

GRI 302-3: Energy intensity²²	2018	2019	2020
Intensity (GJ/tons of tissue produced)	54	53	55

GRI 302-1: Energy consumption within the organization²³				
	Unit of measurement	2018	2019	2021
Natural gas	GJ	126.650	124.188	120.086
Self-produced electricity	GJ	53	59	286
- of which from renewable sources	%	100%	100%	100%
Electricity sold	GJ	-	-	112
- of which from renewable sources	%	-	-	100%
Electricity	GJ	43.459	43.044	38.433
- of which green energy certified	%	100%	100%	100%
Total	GJ	170.162	167.291	158.692

GRI 303-3: Water withdrawal (megaliters)²⁴

Source	2018	2019	2020
Groundwater	531	518	489
Third-party water resources	15	14	12
Total	546	532	501

GRI 303-4: Water discharge²⁶ (megaliters)

	2018	2019	2020
Third-party water resources	507	493	463
Total water discharges²⁵	507	493	463

GRI 306-3: Waste produced (t)

	2018	2019	2020
Hazardous waste	112	92	107
Non-hazardous waste	372	404	506
Total	484	496	613

²¹ Scope 2 emissions are divided, as required by the reporting standard used (GRI Sustainability Reporting Standards), into two calculation approaches:

- Location based approach: Reflects the intensity of emissions generated by electricity consumption in relation to the production network in which it operates;
- Market based approach: Reflects the intensity of emissions generated by the electricity consumption purchased by EUROJERSEY through any specific supply contracts.

The emission factors provided by ISPRA were used for the calculation of scope 1 emissions for methane consumption (for 2018: 0.001972 t CO₂/SMC (source: ISPRA, 2018); for 2019: 0.001972 t CO₂/SMC (source: ISPRA, 2019); for 2020: 0.001984 t CO₂/SMC (source: ISPRA, 2020)).

For the calculation of Scope 2 emissions according to the "Location based" approach, the emission factor provided by ISPRA was also used [for 2018: 31740 g CO₂/kWh; for 2019: 297.2 g CO₂/kWh (source: ISPRA, 2019); for 2020: 277.6 g CO₂/kWh (source: ISPRA, 2020)].

For the "Market based" approach, emission factors defined on a contractual basis with the electricity supplier were used, in particular for the three-year period considered the purchase of green energy certified by means of a guarantee of origin for 100% of the total one, which leads to the zeroing of emissions generated by electricity.

²² The overall energy intensity is calculated as the ratio between the total consumption of methane and electricity in GJ, and the tins of fabric processed in the dyeing and printing departments.

²³ The energy consumption is reported in GJ according to the indications of the GRI. For the conversion of energy consumption into GJ, the following factors were used: For methane "National Standard Parameters Table: Coefficients used for the inventory of CO₂ emissions in the UNFCCC National Inventory (average values for 2017-2019). This data may be used for the calculation of emissions from 1 January 2020 to 31 December 2020" and earlier versions; for electricity, the conversion coefficient used

It is equal to 0,0036 GJ/kWh (Source: GRI Sustainability Reporting Guidelines, Version 3.1).

²⁴ Water withdrawals from groundwater and third-party water resources are entirely freshwater withdrawals

²⁵ Regarding water discharges, it should be noted that the difference between water removal from groundwater (i.e. from the water) and water discharge is represented by water which evaporates during the production process. All water drains consist of fresh water (≤1,000 mg/l total dissolved solids).

People

GRI 102-8: Information on employees and other workers

Breakdown of staff by contract type and gender

Professional category	December 31, 2018			December 31, 2019			December 31, 2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Indeterminate	133	63	196	134	66	200	138	68	206
Determined	1	-	1	-	-	-	-	-	-
Total Employee personnel	134	63	197	134	66	200	138	68	206
Collaborators	6	1	7	6	1	7	5	1	6
Interim / administered	11	2	13	18	6	24	26	4	30
Interns	-	-	-	1	-	1	-	1	1
Total workforce	151	66	217	159	73	232	169	74	243

GRI 403-9 Work-related injuries²⁶

Numero di infortuni	2018	2019	2020
Total number of recordable work-related injuries	7	3	5
<i>Of which: Total number of serious work-related injuries (excluding deaths)</i>	0	0	0
<i>Of which: Total number of deaths due to work-related injuries</i>	0	0	0
<i>Of which: Other injuries</i>	7	3	5
Hours worked	322.305	333.365	309.903²⁷
<i>Multiplier for calculation²⁸</i>	200.000	200.000	200.000
Death rate due to work-related injuries	-	-	-
Rate of serious work-related injuries	-	-	-
Rate of work-related injuries	4,3	1,7	3,2

²⁶ "Work-related injuries" means all injuries to which death, days of absence, restrictions on work, transfer to other duties, medical treatment beyond first aid, loss of knowledge can be achieved. These are all injuries caused by risks and dangers to which workers are exposed in the workplace (e.g. death, amputations, tears, fractures, hernia, burns, loss of knowledge and paralysis). Serious injuries are injuries at work which lead to death or damage from which the worker cannot recover, is not resumed or is unrealistic to expect to return to the state of health before the injuries within 6 months.

²⁷ It should be noted that the decrease in hours worked during 2020 is due to the reduced operation of the plant during the peak months of spread of the pandemic from COVID-19.

²⁸ The calculation of injuries rates was based on 200,000 hours worked, according to the following formulae:

- Fatal injuries/hours worked ratio: (Total fatal injuries/hours worked) * 200,000;
- Serious injuries/hours worked ratio: (Total serious injuries/hours worked) * 200,000;
- Recorded injuries/hours worked ratio: (Total other injuries/hours worked) * 200,000.

GRI 405-1: Diversity of governance bodies and employees

Breakdown of staff by professional category and gender

Professional category	December 31, 2018			December 31, 2019			December 31, 2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managers	3	-	3	3	-	3	3	-	3
Figures	11	3	14	8	3	11	8	3	11
Employees	37	43	80	45	43	88	46	44	90
Workers	83	17	100	78	20	98	81	21	102
Total Employee personnel	134	63	197	134	66	200	138	68	206

GRI 405-1: Diversity of governance bodies and employees

Composition of the board of directors by gender and age group

Professional category	December 31, 2018			December 31, 2019			December 31, 2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years	1	-	1	1	-	1	-	-	-
30-50 years	3	-	3	3	-	3	4	-	4
> 50 years	2	1	3	2	1	3	2	1	3
Total	6	1	7	6	1	7	6	1	7

Value creation

GRI 201-1: Direct economic value generated and distributed²⁹ ('000 euro)			
Direct economic value generated and distributed	2018	2019	2020
Economic value generated	74.269	75.139	64.627
Distributed economic value	66.386	69.155	59.846
<i>of which, value distributed to suppliers and other operating charges</i>	45.454	45.258	38.593
<i>of which, staff remuneration</i>	13.352	14.497	13.968
<i>of which, remuneration of financiers (related companies and banking institutions)</i>	149	114	54
<i>of which, remuneration of the members³¹</i>	4.200	6.360	6.360
<i>of which, distributed to the territory (donations)</i>	85	111	128
<i>of which, remuneration of the Public Administration (taxes for the year)</i>	3.147	2.815	743
Retained economic value	7.883	5.985	4.781

GRI 204-1: Proportion of spending on local suppliers ('000 euro)		2018	2019	2020
Total		45.027	45.394	37.772
Of which, Italy	Lombardy	14.668 32%	14.948 33%	13.388 36%
	Rest of Italy	6.685 15%	6.227 14%	4.581 12%
Of which, rest of Europe		22.041 49%	22.872 50%	18.688 49%
Of which, rest of the world		1.632 4%	1.346 3%	1.115 3%

Sales ('000 €)		2018	2019	2020
Total		73.792	73.941	63.031
Of which, Italy	Lombardy	6.449 9%	7.026 10%	5.997 9%
	Rest of Italy	5.852 8%	5.850 8%	4.909 8%
Of which, rest of Europe		30.673 42%	32.733 44%	27.487 44%
Of which, rest of the world		30.819 42%	28.333 38%	24.638 39%

²⁹ Distribution of profit of the year.

PEF results (2019)

Up-stream+ Core Processes						
Impact category	Unit of measurement	White print				
		Class 1	Class 2	Class 3	Class 4	
Climate change - Total	kg CO2 eq	0,785	1,203	1,648	2,129	
Particulate matter	disease inc.	2,68E-08	4,15E-08	5,78E-08	7,77E-08	
Ecotoxicity, freshwater	CTUe	13,132	20,476	28,634	39,647	
Water use	m3 depriv.	1,267	1,930	2,623	3,306	
Resource use, fossils	MJ	12,525	19,143	26,206	33,521	
Resource use, minerals and metals	kg Sb eq	3,108E-06	4,776E-06	6,526E-06	8,571E-06	

Up-stream+ Core Processes						
Impact category	Unit of measure	Print Ecover				
		Classe 2	Classe 3	Classe 4		
Climate change - Total	kg CO2 eq	1,519	2,081	2,704		
Particulate matter	disease inc.	5,37E-08	7,45E-08	1,00E-07		
Ecotoxicity, freshwater	CTUe	32,594	45,242	61,709		
Water use	m3 depriv.	3,184	4,341	5,588		
Resource use, fossils	MJ	23,714	32,471	41,843		
Resource use, minerals and metals	kg Sb eq	6,09E-06	8,327E-06	1,096E-05		

Downstream						
Impact category	Unit of measure	Dyeing				
		Class 1	Class 2	Class 3	Class 4	
Climate change - Total	kg CO2 eq	0,047	0,070	0,091	0,118	
Particulate matter	disease inc.	3,18E-09	4,74E-09	6,12E-09	7,98E-09	
Ecotoxicity, freshwater	CTUe	0,555	0,827	1,069	1,394	
Water use	m3 depriv.	0,002	0,003	0,004	0,005	
Resource use, fossils	MJ	0,700	1,043	1,347	1,756	
Resource use, minerals and metals	kg Sb eq	1,033E-06	1,54E-06	1,988E-06	2,594E-06	

Up-stream+ Core Processes								
Fabric dyed light colors					Fabric dyed dark colors			
Class 1	Class 2	Class 3	Class 4	Class 1	Class 2	Class 3	Class 4	
0,887	1,362	1,858	2,406	0,970	1,487	2,022	2,623	
2,77E-08	4,30E-08	5,97E-08	8,03E-08	3,18E-08	4,92E-08	6,79E-08	9,11E-08	
14,109	22,059	30,714	42,395	18,382	28,565	39,276	53,701	
1,695	2,598	3,501	4,465	2,010	3,073	4,127	5,292	
14,769	22,644	30,811	39,604	16,084	24,619	33,410	43,035	
3,057E-06	4,715E-06	6,446E-06	8,465E-06	6,018E-06	9,256E-06	1,242E-05	1,635E-05	

Up-stream+ Core Processes								
Ink-Jet printing					Traditional printing			
Classe 1	Classe 2	Classe 3	Classe 4	Classe 1	Classe 2	Classe 3	Classe 4	
1,941	2,933	4,021	5,281	1,816	2,738	3,752	4,924	
5,72E-08	8,71E-08	1,20E-07	1,61E-07	3,99E-08	6,11E-08	8,45E-08	1,13E-07	
23,951	36,680	50,848	69,159	33,138	50,274	69,468	93,900	
4,749	7,144	9,771	12,803	5,004	7,496	10,250	13,439	
32,309	48,774	66,828	87,487	29,540	44,486	60,936	79,663	
9,161E-06	1,384E-05	1,895E-05	2,508E-05	5,362E-06	8,133E-06	1,113E-05	1,468E-05	

Downstream				
Print				
Class 1	Class 2	Class 3	Class 4	
0,046	0,067	0,089	0,117	
3,10E-09	4,50E-09	6,03E-09	7,91E-09	
0,542	0,785	1,053	1,381	
0,002	0,003	0,004	0,005	
0,683	0,990	1,327	1,740	
1,009E-06	1,462E-06	1,96E-06	2,569E-06	

6.2 Material Topics Correlation - GRI Standards

PERIMETER				
SCOPE ESG	MATERIAL TOPIC	WHERE THE IMPACT OCCURS	TYPE OF IMPACT	TOPIC GRI RECONCILIATION
ENVIRONMENTAL	Product environmental footprint	Companies, suppliers, Logistics	Caused by the Company and directly connected through a relationship of business	GRI 103: Management Approach
	Energy consumption and emissions in the atmosphere	Company	Caused by the Company	GRI 103: Management Approach GRI 302-1: Energy consumption within the organization GRI 305-1: Direct (Scope 1) GHG emissions GRI 305-2: Energy indirect (Scope 2) GHG emissions
	Responsible management of waste and water resources	Companies, suppliers	Caused by the Company and directly connected through a relationship of business	GRI 103: Management Approach GRI 303-3: Water collection GRI 303-4: Water discharges GRI 306-2: Total waste weight by type and disposal method
	Traceability and material management	Companies, suppliers	Caused by the Company and directly connected through a relationship of business	GRI 103: Management Approach
	Circular economy	Company	Caused by the Company	GRI 103: Management Approach GRI 307-1: Non-compliance with environmental laws and regulations
SOCIAL	Health, safety, and employee enhancement	Company	Caused by the Company	GRI 103: Management Approach GRI 405-1: Diversity of governance bodies and employees GRI 403-9: Work-related injuries
GOVERNANCE	Business ethics and integrity, responsible procurement	Companies, suppliers, national and local institutions	Caused by the Company and directly connected through a relationship of business	GRI 205-3: Confirmed incidents of corruption and actions taken GRI 419-1: Non-compliance with social and economic laws and regulations
	Research, development, and sustainable innovation	Company	Caused by the Company	GRI 103: Management Approach

6.3 GRI Content Index

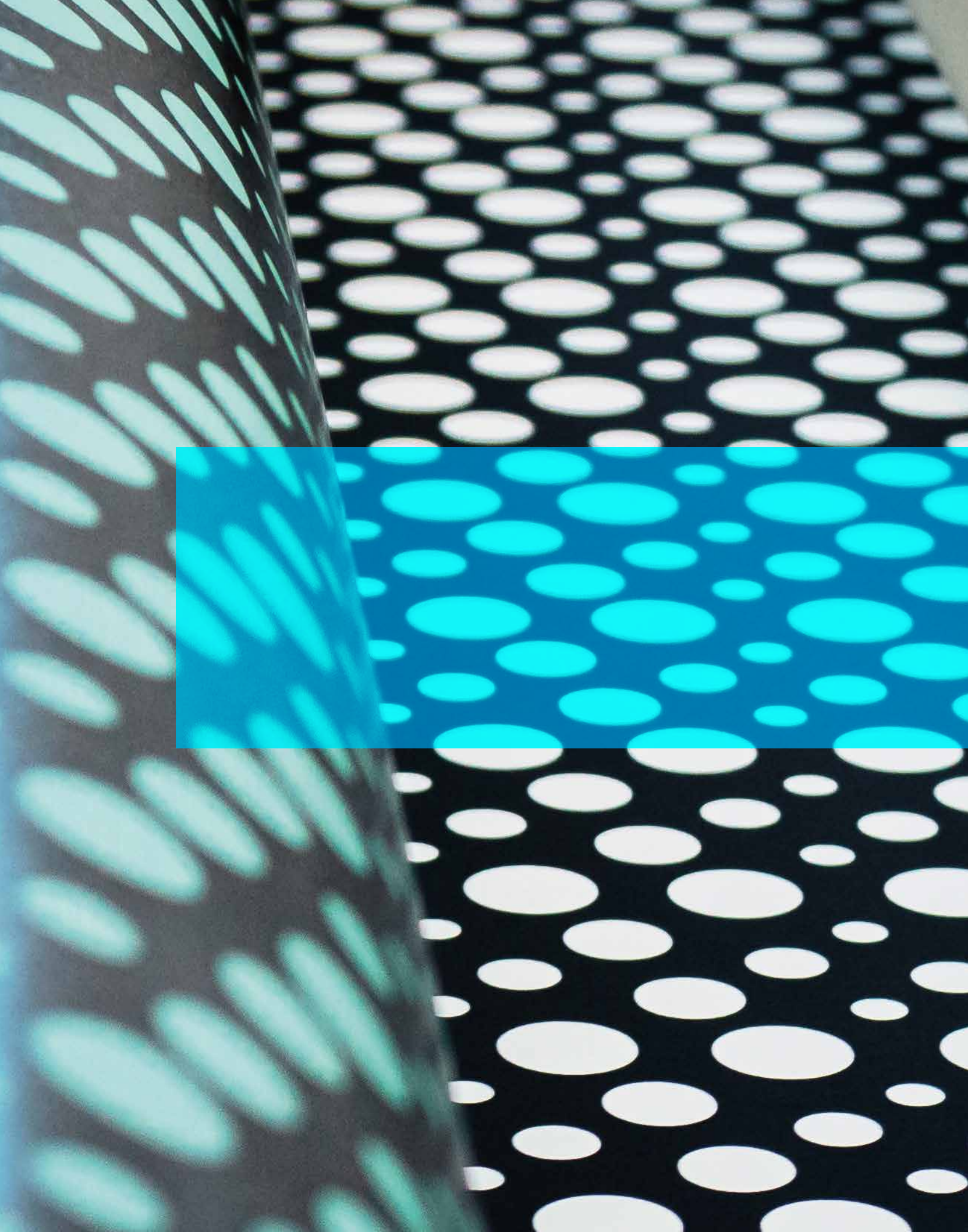
This document refers to the following GRI disclosures:

GRI 102: INFORMATIVA GENERALE (2016)			
INFORMATIVE		Page	Notes
Profilo dell'organizzazione			
GRI 102-1	Name of the organization	7	
GRI 102-2	Activities, brands, products, and services	7	
GRI 102-3	Location of headquarters	7	
GRI 102-4	Location of operations	7	
GRI 102-5	Ownership and legal form	16	
GRI 102-6	Markets served	51-52, 63	
GRI 102-7	Scale of organization	7, 40, 51-52, 62-63	
GRI 102-8	Information on employees and other workers	39-41, 61	
GRI 102-9	Supply chain	51-53	
GRI 102-10	Significant changes to the organization and its supply chain	58	
GRI 102-11	Precautionary Principle or approach	17	
GRI 102-12	External initiatives	19-20, 46-47	
GRI 102-13	Membership of associations		EUROJERSEY is associated with the Italian Fashion System, Biella Health Textile, and Univa.
GRI 102-14	Statement by a senior decision-maker	3	
Ethics and Integrity			
GRI 102-16	Values, principles, standards, and norms of behavior	17, 39-41	
Governance			
GRI 102-18	Governance structure	16	
Stakeholder engagement			
GRI 102-40	List of Stakeholder groups	8	
GRI 102-41	Collective bargaining agreements		100% of employees are covered by collective bargaining agreements (CCNL).
GRI 102-42	Identification and selecting stakeholders	8	
GRI 102-43	Approach to Stakeholder engagement	8, 41-42	

INFORMATIVE		Page	Notes
Reporting Practice			
GRI 102-45	Entities included in the consolidated financial statements	58	
GRI 102-46	Defining report content and topic Boundaries	9	
GRI 102-47	List of material topics	9	
GRI 102-48	Restatement of information		This document represents the first EUROJERSEY Footprint Report.
GRI 102-49	Changes in reporting		This document represents the first EUROJERSEY Footprint Report.
GRI 102-50	Reporting period	58	
GRI 102-51	Date of the most recent report		This document represents the first EUROJERSEY Footprint Report.
GRI 102-52	Reporting cycle	58	
GRI 102-53	Contact point for questions about the report	58	
GRI 102-54	Claims of reporting in accordance with GRI Standards	58	
GRI 102-55	GRI Content Index	67-70	
GRI 102-56	External Assurance		EUROJERSEY is not subject to external assurance.
Business ethics and integrity, responsible procurement			
GRI 205: Anti-corruption (2016)			
GRI 205-3	Confirmed incidents of corruption and actions taken		There were no cases of corruption in 2020
GRI 419: Socio-economic compliance (2016)			
GRI 419-1	Non-compliance with laws and regulations in the social and economic area		There were no incidents of non-compliance in socio-economic matters during 2020.

INFORMATIVE		PagE	Notes
Energy consumption and emissions in the atmosphere			
GRI-103: Management Approach (2016)			
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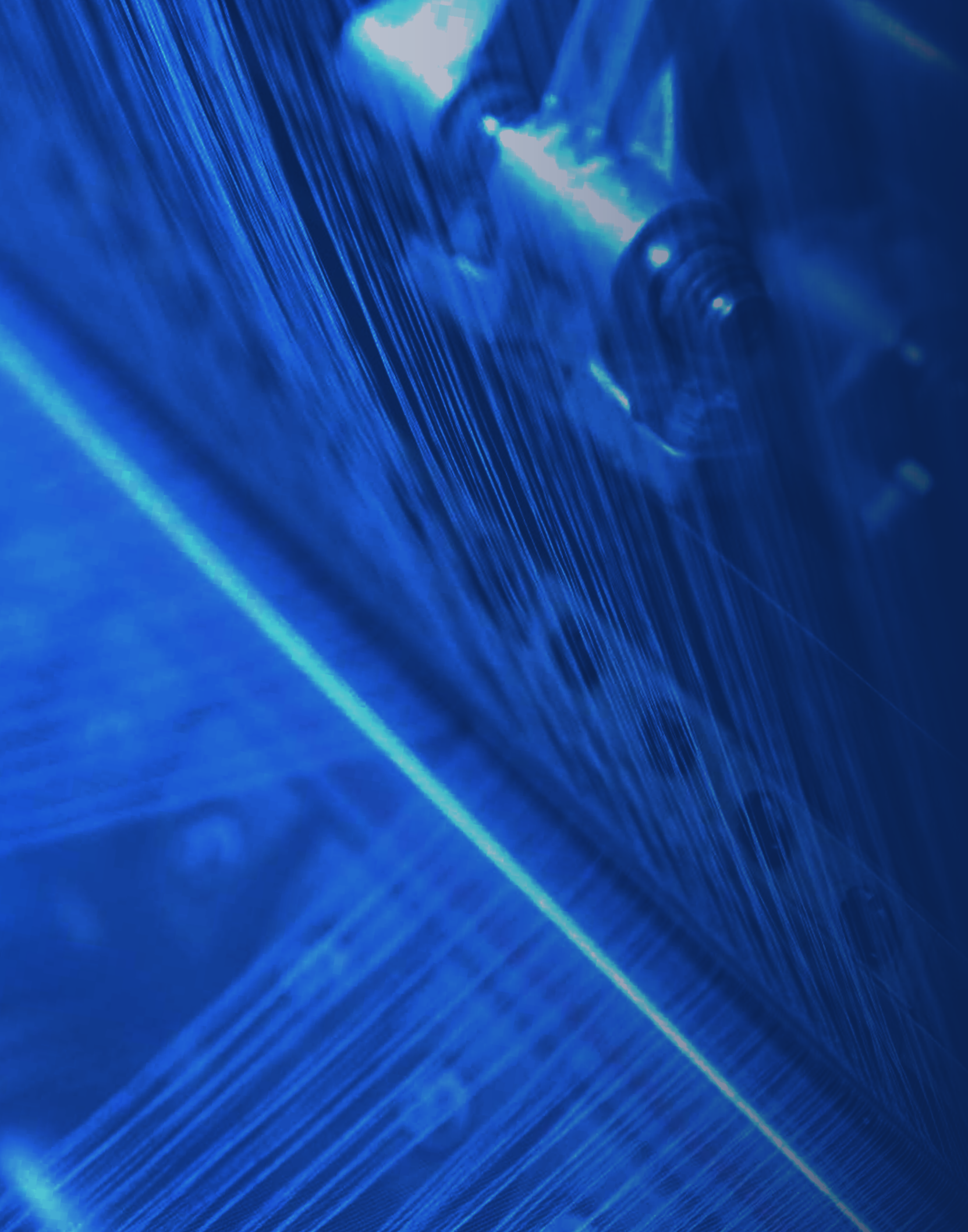
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