



PIACENZA
1733

GARDENING THE FUTURE

CORPORATE RESPONSIBILITY 2023

WE ARE PIACENZA GROUP

CORPORATE RESPONSIBILITY 2023



LETTER TO STAKEHOLDERS



ETTORE PIACENZA
GENERAL MANAGER

We are happy to share our fifth sustainability report, which highlights our efforts and achievements in pursuing our goals summarized by the motto “Gardening the future.”

The year 2023 was a very good year, which saw a new increase in sales over the previous year and also represented an important milestone in the growth of the entire Group with the acquisition of the Filatura Cardata Lanefil, which allowed us to internalize a key step for us in the value chain.

As an integral part of our stakeholder community, we believe it is critical to keep you updated on our commitment to sustainability and the initiatives we have taken to address the environmental and ethical challenges facing our industry.

We have always put a great deal of energy into adopting a sustainable production philosophy that spans the entire value chain. We have long adopted a policy of responsible sourcing, working closely with our suppliers to ensure that materials are obtained in an ethical and sustainable manner, and that is why during 2023 we have further expanded and strengthened our district value chain. Furthermore, we are also considering projects to support the local Peruvian communities from which we source the highly valuable vicuña fiber.

The installation of two state-of-the-art boilers joins investments already made in previous years, with the aim of making our production processes more energy efficient, using natural and renewable resources.

We are also convinced that the progress in sustainability and major improvements on ESG issues that we want to achieve must necessarily be supported by major digitalization processes.

For this reason, during 2023 we completed the project to adopt a modern and dynamic corporate intranet, which facilitates communication and a sense of belonging among all Group employees. With similar aims, we have also initiated the Paperless project, which will see us engaged in the coming years as well, in phasing out the use of paper and digitalization of business processes.

Macroeconomic forecasts for 2024 are uncertain to date, which makes the ambitious sustainability goals we have set for ourselves and formalize with all of you Stakeholders in this document even more demanding and challenging.

We are open to suggestions, advice and collaboration that can help make our sustainability efforts even more effective. In conclusion, we would like to thank you for your support and active role in our stakeholder community.

We remain at your disposal for any questions, comments or feedback. Thank you again for your trust and participation in our sustainability efforts.

“Our dedication to a sustainable future remains steadfast, and we will continue to account for our progress through periodic reports like this one. We believe that only by working together can we create a better world for future generations.”

”

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FOREWORD

Report drafting method

PIACENZA 1733, in continuation of the path begun in 2019, presents its fifth Sustainability Report, a non-financial information reporting document, with the aim of transparently reporting its performance and initiatives conducted in the area of sustainability.

The goal of this document is to maximize transparency to relevant stakeholders and to continue a path of annual ESG performance reporting, setting out the company's improvement goals in this regard.

Thus, information will be presented in the Report with respect to governance, economic, environmental and social issues. The document has been prepared with reference to the GRI Standards, in the version of the GRI Universal Standards 2021.

For PIACENZA 1733, the drafting of the Report represents a fundamental element of its sustainability journey, which already includes numerous activities and investments undertaken in previous years and still continuing on issues of interest.

The scope of the Report coincides with that of the Financial Report 2023 and includes all activities and operational processes carried out within the PIACENZA 1733 organization (other Group companies are not included).

Qualitative-quantitative information reported within the document refers to the fiscal year 2023 (January 1-December 31), with comparisons, where possible, to the previous fiscal year.

The material themes considered in this document were identified last year through the special materiality analysis process carried out internally by the corporate management, in collaboration with its stakeholders.

This boundary has remained unchanged, as there have been no significant changes on the part of the company's operations or its market positioning such that the reporting themes need to be redefined. Data and information are conveyed, as much as possible, through the use of clear language, providing comprehensive, timely and, where possible, comparable disclosure over time.

FOREWORD

Report drafting method

The list of reported indicators and their location within the Report are given in the GRI Content Index presented at the end of the document.

This document was submitted to the Sustainability Office for review and subsequent to the approval by the BoD on May 23, 2024.

The document creation process, coordinated by the internal Sustainability Office, involved the participation of key corporate functions and the performance of the following activities:

- verify possible changes in the perimeter and reporting period;
- confirm the material themes, which emerged from the materiality analysis conducted in 2023, as detailed later in the dedicated chapter;
- verify and confirm any previously identified non-financial reporting indicators;
- identify any corporate functions that need to be involved based on what has been done so far.;

- collect, process and consolidate the qualitative-quantitative data to include in the report;
- preparation of a draft document for submission to top management for validation.

For the above activities, PIACENZA 1733 has been supported by Process Factory S.r.l.

For information, questions and insights regarding the issues in the paper, please refer to email: sustainability@piacenza1733.it

In addition, this reporting project has made it possible to disseminate a working methodology and a focus on data measurement, collection and disclosure, prerequisites for the implementation of a comprehensive sustainability reporting process.

1.0

WE ARE PIACENZA

- 1.1. Company
- 1.2. The Group
- 1.3. Customers and Turnover
- 1.4. Assets and investments



1.1

COMPANY

Piacenza Weaves History

From the interweaving of the past and future vision come the precious collections of PIACENZA 1733 dedicated to devotees of beauty, quality and travel while at the same time being mindful and respectful of the planet.

Collections created from carefully selected, traceable and organic raw materials that take us to distant lands and between suggestions of the past and constant research and innovation propel us toward new discoveries.

The company was founded in 1623 in Pollone, by Francesco Giovanni Piacenza, in the heart of the Biella textile district, surrounded by beautiful vegetation at the foot of the Italian Alps, with the dream of creating and passing on the art of quality

Today it is Carlo who leads PIACENZA 1733 and its 300 employees, with a focus on sustainability and in full respect of ancient traditions.

For more than 10 years now, the new generations, fourteenth and thirteenth, Vasiliy, Ettore and Felice, have joined the company giving a new lease on life in the roles of Brand Manager, General Director & Special Project & Heritage Manager, respectively.

“PIACENZA 1733, guardian of a tradition where great attention to raw materials, fine blends and noble fibers speak the language of excellence.”

Ettore Piacenza, General Manager

1.1

COMPANY

The product of PIACENZA 1733 has two distinct divisions:

- one dedicated to fabrics, declined in women's and men's worlds;
- one dedicated to textiles, declined in women's and men's worlds.

The marketed product is exclusively fabric or textile product. The fabric division cooperates with major national and international fashion houses to produce exclusive products in fine fibers with innovative processing.

As for clothing, the corporate brand is Piacenza Cashmere 1733, while the woolen mill is represented by the brand name PIACENZA 1733. Our clothing brand is present all over the world in selected outlets related to a market positioning aimed at an exclusive clientele.

The main customer base for both divisions is the BtoB sector; the BtoC fraction is limited to Retail and the online channel.

Main customers served are:

- Clothing manufacturers, mainly operating in the high-end industry;
- Retailers;
- Tailor shops;
- Consumers.



RWS CERTIFIED
RMS CERTIFIED
GRS CERTIFIED

1.1

TIMELINE



1.2

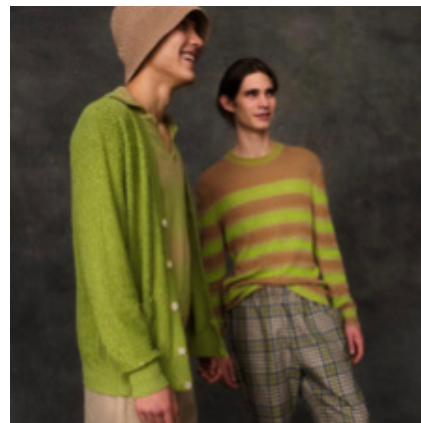
IL GRUPPO



FOUNDATION YEAR 1733
EMPLOYEES 280
PRODUCT Fabrics
ICONS High-quality fabrics for men and women
BUSINESS B2B



FOUNDATION YEAR 1990
EMPLOYEES 15
PRODUCT Men's clothing
ICONS Knitwear products
BUSINESS B2C

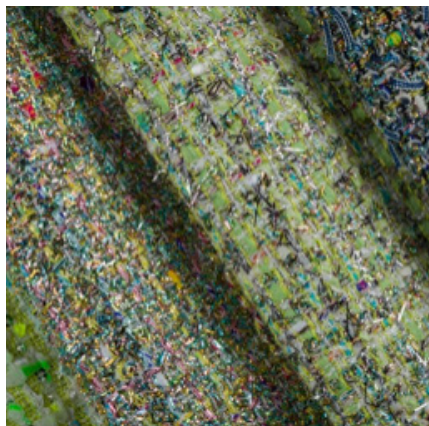


FOUNDATION YEAR 1881
EMPLOYEES 200
PRODUCT Fabrics
ICONS Worsted fabrics for men
BUSINESS B2B

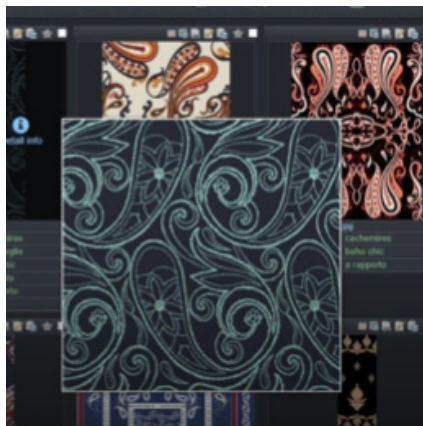




FOUNDATION YEAR 1972
EMPLOYEE 7
PRODUCT Fabrics
ICONS Patterned fabrics for women
BUSINESS B2B

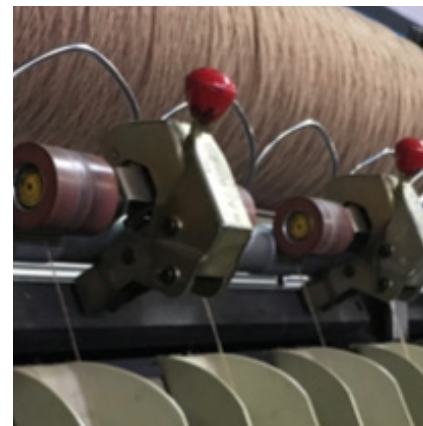


FOUNDATION YEAR 1984
EMPLOYEES 6
PRODUCT Service
ICONS Digital jacquard designs
BUSINESS B2B



FILATURA CARDATA
LANEFIL

FOUNDATION YEAR 1975
EMPLOYEES 10
PRODUCT Service
ICONS Spinning, carding
BUSINESS B2B



1.2

LA FAMIGLIA

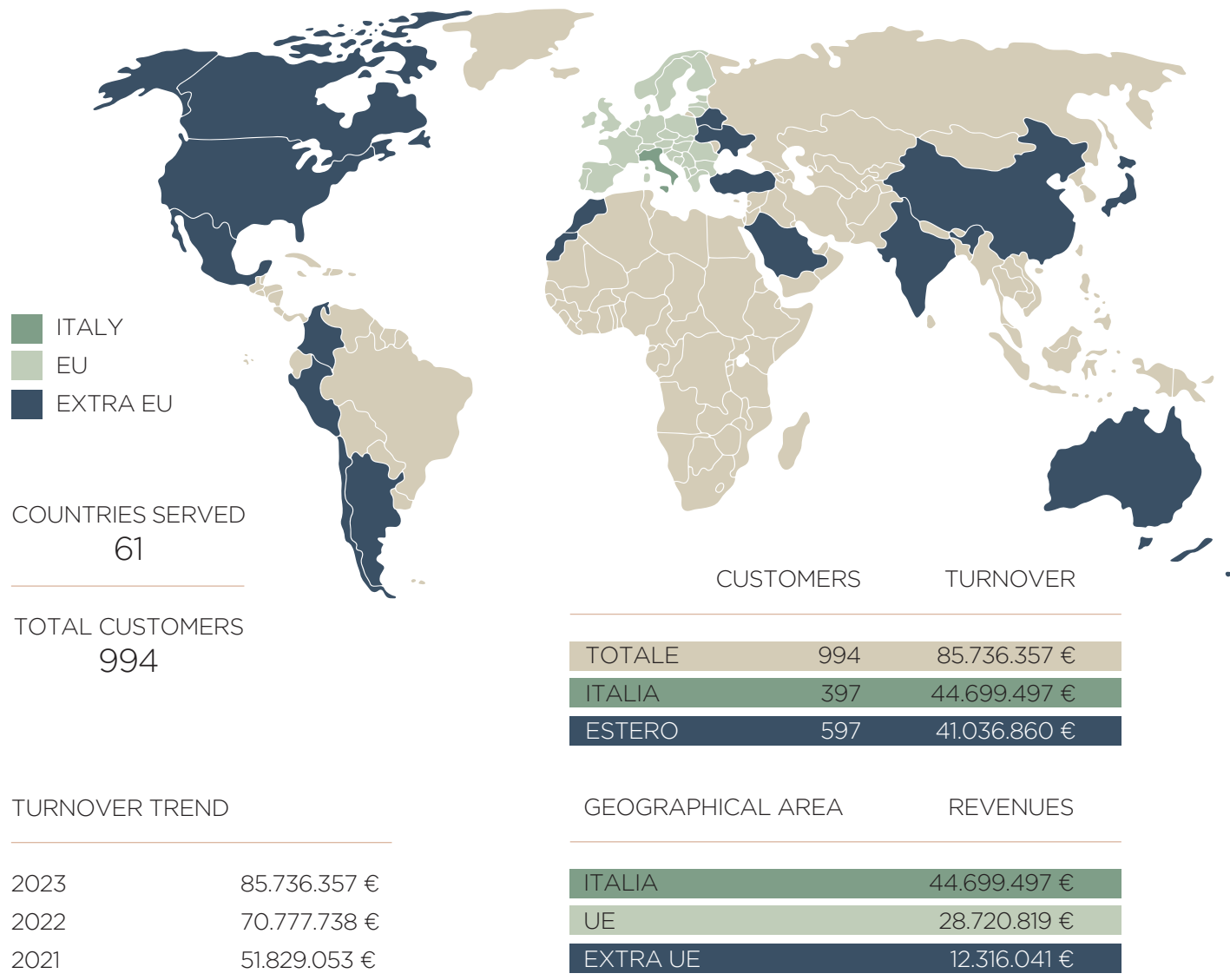
Felice Piacenza,
Carlo Piacenza,
Ettore Piacenza,
Vasiliy Piacenza.



1.3

CUSTOMERS
AND TURNOVER

The main customers are apparel manufacturing companies, operating in the high-end sector, Retailer Tailors and Consumers.



1.4

ASSETS AND INVESTMENTS

Among the most important investments made by the company during 2023 is the installation of two new steam generators, replacing the 3 boilers previously on site, which, thanks to modern technology, allow a significant reduction in NOx emissions and an estimated savings of around 6% in methane consumption and 10% in electricity consumption.

During 2023, investments in plant and machinery also continued in order to maintain the efficiency of the production process and overall competitiveness. A major project to upgrade information systems was also initiated and will continue during 2024.

	2023	2022
TOTAL INVESTMENT	1.922.323 €	2.636.670 €
INVESTMENTS IN REAL ESTATE BUILDINGS	11.669 €	42.969 €
INVESTMENT IN FACILITIES AND EQUIPMENT	1.320.880 €	2.531.281 €
INVESTMENT IN SOFTWARE AND INNOVATION	433.806 €	61.029 €
OTHER INVESTMENTS	155.967 €	1.391 €
COSTS INCURRED FOR R&D	2.347.619 €	2.053.960 €
LIABILITIES	45.772.123 €	46.294.220 €
ASSETS	53.641.386 €	45.895.993 €

2.0

ORGANIZATION AND RELATIONS

- 2.1. Processes, strategies and goals
- 2.2. Organs and Powers
- 2.3. Reporting and communication
- 2.4. Impacts on the community



2.1

PROCESSES,
STRATEGIES
AND GOALS

CREATING
A MORE
SUSTAINABLE
CONSUMER
EXPERIENCE



2.1

PROCESSES, STRATEGIES AND GOALS

The main corporate processes are:

- **Prototyping and product development:** the product department develops 2 collections per year. Along with the collections, customer-exclusive items are also developed; independently or with customer support.
- **Sample production:** following product development, the company's collection sample is produced for the Fabric, Apparel and Accessory lines, which will be presented at trade fairs and sent to agents and customers worldwide as a reference;
- **Order production:** following the customer's viewing of the sample and customization of products, the transmission of orders to production takes place;
- **Product quality control:** in parallel with all the steps described so far, there is a timely quality control of products to identify and correct any defects.

Support Processes:

- Sales management;
- Administration;
- Human Resources;
- Sustainability;
- Occupational safety and environmental Management;

- IT data management;
- Marketing.

During 2023, the Sustainability and HSE functions were separated and a resource dedicated solely to the management of traceability and sustainability activities joined the company. In addition, at the end of 2023, the acquisition of a carded spinning mill in the Biella area - Filatura Cardata Lanefil - made it possible to internalize a fundamental phase of production that PIACENZA 1733 had not yet discovered.

To date, the company does not conduct a formalized risk assessment of the operating environment in which it operates. However, the main risks and opportunities related to the most relevant business processes are analyzed. PIACENZA 1733 plans to begin formalizing this analysis so that the company's business improvement strategy can be developed in a more structured manner.

The company has never been the subject of legal action for anti-competitive behavior or monopolistic practices. No legal actions have been activated in the reporting period.

2.1

PROCESSES, STRATEGIES AND GOALS

The company, for several years, has been pursuing two main local community engagement initiatives

- The management and administration of the Burcina public park in Pollone;
- The Piacenza (Felice) Foundation, which aims to safeguard the family's historical and cultural heritage as well as that of the community: raise awareness of the preservation and enhancement of papers, textile machinery and sample books in the interest of the entire Biella area, particularly the Elvo Valley where wool processing has ancient origins.

PIACENZA 1733 is a member of the international association "Les Hénokiens," which brings together family-owned businesses that are at least bicentennial, has joined Altagamma, and has very strong ties to Confindustria: Felice Piacenza was the first president of what is now the Unione Industriale Biellese, an association that contributed to the birth of Confindustria in 1910.

Following in his father Giovanni's footsteps, Carlo has been at the head of the Unione Industriale Biellese,

a testament to his strong commitment to the area. Commitment passed on to the next generations as well: Ettore Piacenza, the 14th generation of PIACENZA 1733, was appointed to the presidency of the Unione Industriale Biellese Woolen Mill Association, a position renewed with a second term to the end of 2023.

PIACENZA 1733 also is an active member of Sistema Moda Italia, Agenzia Lane d'Italia, Biellezza Foundation, IBC - Association of Consumer Goods Industries and The European Platform for the future of textiles and clothing and is among the founding members of Gomitolo Rosa.

For years the company has had partnerships with ITS TAM - Textile Clothing and Fashion; with the Master of Noble Fibers, with Istituto Marangoni and with Biyoung.

Lastly, the collaboration with the Pro Loco of Pollone Municipality is always alive to renew activities for the benefit of the community.



2.1

POLICIES FOR SUSTAINABILITY

The company has always considered it essential to provide a high-quality product and service, working in absolute compliance with mandatory regulations and with special attention to the protection of the health and safety of its employees and collaborators as well as the surrounding environment.

Sustainability is historically intrinsic to the products of PIACENZA 1733. Fabrics are developed using sustainable, certified and traceable raw materials, and the supply chain is controlled in a structured manner to ensure a safe product in compliance with applicable national and international regulations.

For these reasons, which reside in the culture of Piacenza 1733, the company has structured itself by creating an internal Sustainability Committee whose ultimate goal is to pursue several parallel projects included in the company's Pillars.

Such an initiative constitutes our method for Gardening the Future. The internal design invokes the principles of Sustainability applied to all areas of management and the company's internal and external impacts, demonstrating our sensitivity and virtuosity.

In the next two years, the certification processes in accordance with ISO 14001 and ISO 45001 of the company's management system will be completed. This path was undertaken to further strengthen the company's commitment to HSE issues, which are central to our sustainability journey.

The Art and Nature collection remains among the proposals presented to customers, using only natural fibers in the original shades, without using chemical dyes.

Process Factory has accompanied us on this journey through 4sustainability®, an innovative implementation framework and registered trademark that guarantees the sustainability performance of the luxury fashion supply chain.

The six initiatives or pillars on which it is based coincide with the priorities defined by the Global Fashion Agenda in line with the Sustainable Development Goals of the UN 2030 Agenda. The framework's constant updating embraces the requirements and directions of the most accredited methodologies, standards and practices in the field.



2.1

POLICIES FOR SUSTAINABILITY



We designed The 5 Pillars, an ambitious plan to reduce our environmental impact, preserve our magnificent planet and care for its inhabitants.



PLANET

Water and energy conservation
Sustainability Report
Reduction, Reuse, Recycle and Recover
Carbon Footprint
LCA



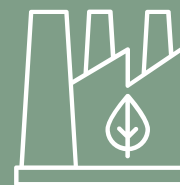
PEOPLE

Health and Safety
Ethics
Welfare
Enhancement of Diversity



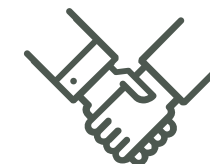
PRODUCT

Special Collection Arte & Natura
Green/Innovative design
Research & Development



PROCESS

Management and Certification
Systems
Responsible Procurement
Traceability



PARTNERSHIP

Emerging designers support
Local sponsorships
Safeguard of culture and
Educational collaborations

2.1

MATERIALITY PATH

In the reporting process, materiality analysis is a central element, which aims to define the sustainability issues most relevant to PIACENZA 1733 and its stakeholders, taking into consideration the strategic aspects and impacts of each issue.

To do this, the company has followed a structured methodological path, started in past years and updated during 2022, which includes identifying and assessing sustainability issues related to the company's context and evaluating them according to aspects of strategy, relevance, and expected impact from the perspective of stakeholders and the company.

The material themes, as well as achievements and future goals, will be related to the SDGs, Sustainable Development Goals of the 2030 Agenda, so as to also align the activities of Firenze Parcheggi towards a common path of global sustainability.

CONTEXT AND RELEVANT THEMES

Beginning with an analysis of the specific industry, sustainability trends related to the area in which PIACENZA 1733 operates, the type of company and comparison with other similar entities, issues relevant to the company and its context were defined, which were then used for stakeholder discussion and materiality assessment. This context analysis was also reviewed and updated for 2023, confirming the relevant reference themes.

2.1

MATERIALITY PATH



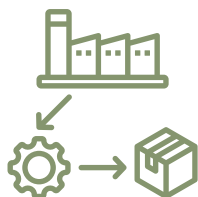
ENVIRONMENT

Water resource management
Pollutant emissions and impacts on climate change
Circular economy and good waste management practices
Energy efficiency and renewable energy
Use of sustainable materials
Chemical management
Biodiversity protection



SOCIAL

Protection of employee health and safety
Diversity & Inclusion
Human capital well-being and employee support
Enhancement and development of professional growth
Support and development of the local community
Responsible supply chain management



GOVERNANCE

Value creation and distribution
Ethics, compliance, and business integrity
Supply chain traceability
Product quality, safety, and innovation

2.1

PROCESSES, STRATEGIES AND GOALS

STAKEHOLDER

PIACENZA 1733 considers it a priority to maintain a solid and lasting relationship with all its stakeholders based on active involvement and constant dialogue.

This relationship is central to the creation of shared value, including through the implementation of projects aimed at meeting the expectations and needs of the stakeholders themselves, projects that may be identified from this first reporting exercise.

The stakeholder identification process involved the corporate management and was based on the relationships with the local territory and sectors.

With this in mind, all parties that influence and/or are influenced by the activities carried out by PIACENZA 1733, its services, and its performance have been identified.

Here below the stakeholders categories mapped and the engagement modalities, which will be pursued in the next few years, assessing specific modalities and frequency so as to develop and consolidate relationships over time.

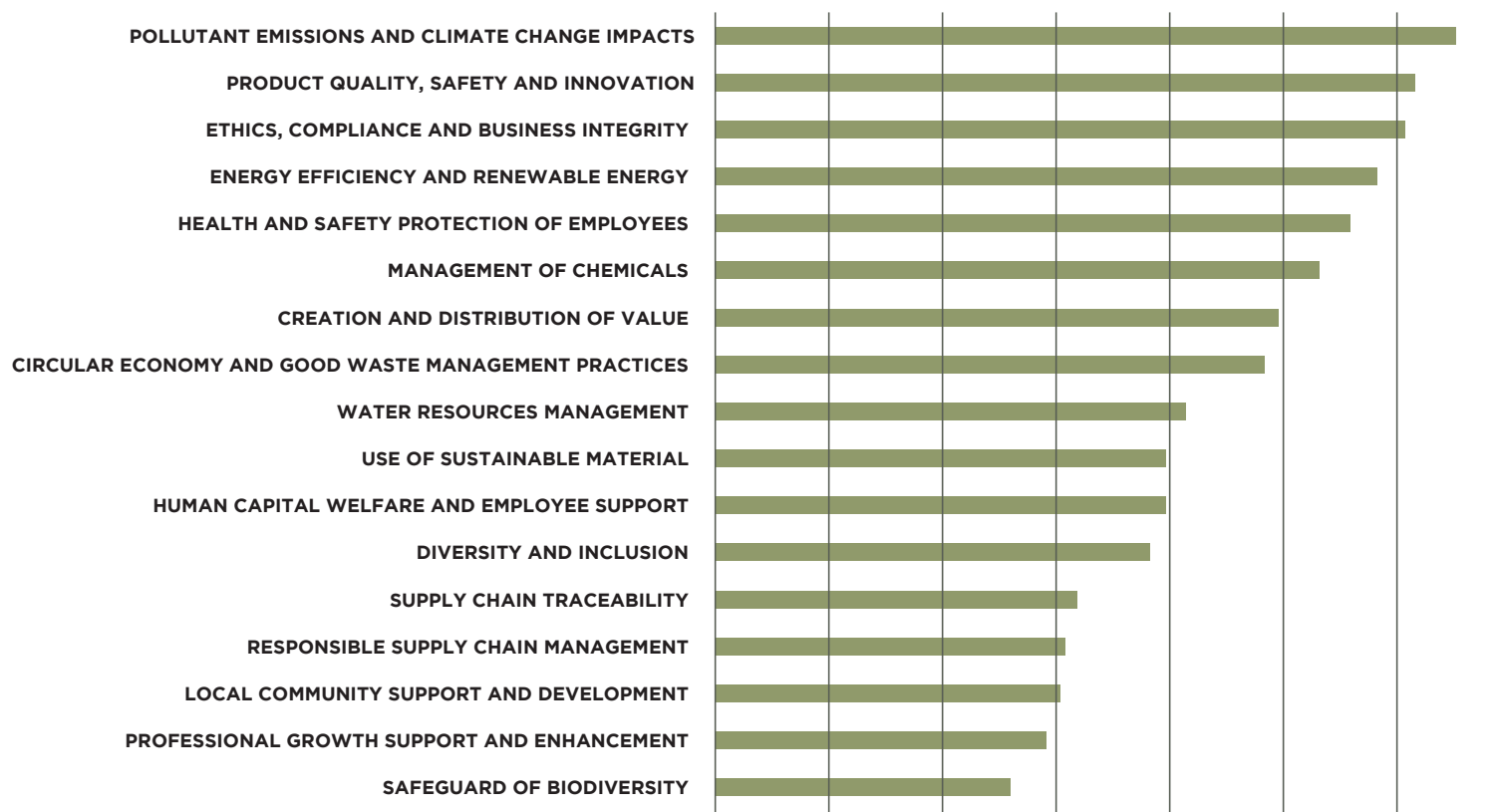


For this first year, each stakeholder category was engaged through a sustainability questionnaire designed to investigate the relevance of the issues presented earlier, from their own perspective and the perception in terms of the expected impact that the same issues could have on themselves.

From the analysis of the 175 responses obtained, it was possible to derive a scale of priorities according to the stakeholders' point of view, as well as to qualitatively assess how much each issue may impact the different categories.

2.1

PROCESSES, STRATEGIES AND GOALS



2.1

PROCESSES, STRATEGIES AND GOALS

MATERIALITY ANALYSIS

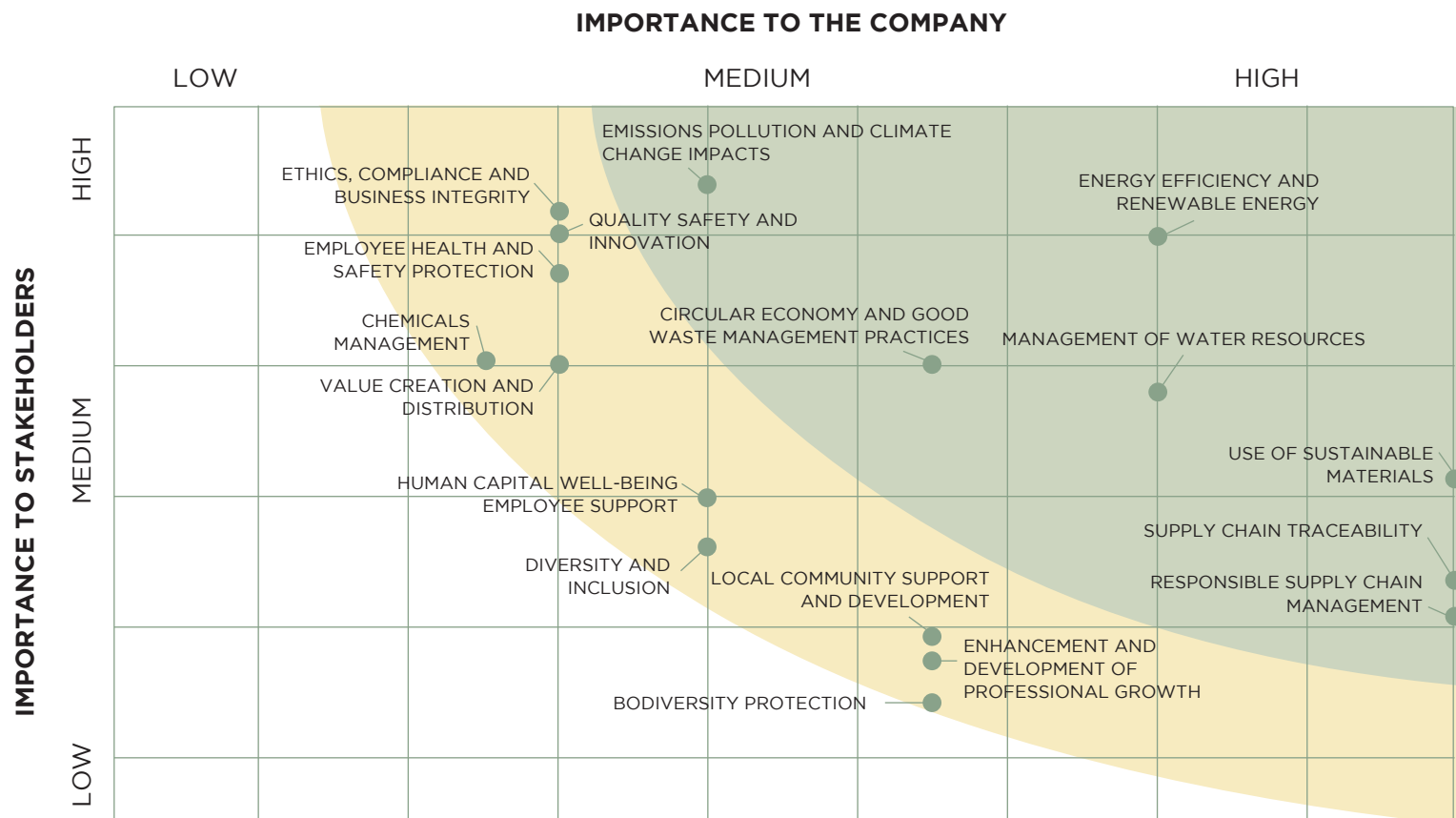
Beginning with the results that emerged from the engagement with stakeholders, a time was held to explore and evaluate the issues from the company's perspective. This was possible thanks to the willingness and participation of the team involved in the PIACENZA 1733 project, which, through a moment of confrontation structured, carried out an assessment of the impact of relevant issues on the company's business, in an "outside-in" logic. This work, together with the survey of the relevance expressed by stakeholders, made it possible to identify material issues, which can be represented graphically through the materiality matrix.

The materiality analysis process undergoes periodic updating activities to validate its content and reflect any changes that may occur over time. As introduced in the foreword, for this year, no significant changes have been highlighted in the company's operations or its market positioning such that the reporting issues need to be redefined, the material themes identified during 2023 are therefore confirmed for this year as well.

Within the document, a specific paragraph will be devoted to each material theme.



2.1

PROCESSES, STRATEGIES AND GOALS



2.1

PROCESSES, STRATEGIES AND GOALS

DOMAIN	MATERIAL THEME	DESCRIPTION	REFERENCE SDG
GOVERNANCE	Quality, safety and product innovation	Control systems implemented by the company to guarantee quality and safety standards of its Products and processes, as well as the use of raw materials and procedures to pursue high product quality del standards.	 
GOVERNANCE	Supply chain traceability	Management practices and company capabilities to map and track its supply chain.	 
GOVERNANCE	Ethics, compliance and business integrity	Respect, by the company, of ethical standards of conduct, market norms and regulations.	 
ENVIRONMENT	Energy efficiency and renewables	Company's commitment to reduce consumption, more efficient processes, energy production from renewable sources, purchase of "green" certified energy.	  
ENVIRONMENT	Circular economy and good practices of waste management	Possibility for the company to use raw materials from processing waste products or from recycled materials, attention in reducing the waste produced to its possible recovery or proper disposal.	  
ENVIRONMENT	Pollutant emissions and impacts on climate change	Commitment of the company with respect to the responsible use of water to its possible reuse and proper management of discharges so as to keep consumption monitored.	 
ENVIRONMENT	Use of sustainable materials	Attention to choosing sustainable raw material, whether certified, produced according to sustainable practices, recycled or regenerated, reducing the use of nonrenewable materials.	  
ENVIRONMENT	Water resources management	Commitment of the company with respect to the responsible use of water to its possible reuse and proper management of discharges so as to keep consumption monitored.	 
SOCIAL	Responsible supply chain management	Selection and evaluation of suppliers, based on factors related to compliance with social conditions and environmental protection and not only on economic requirements.	  
SOCIAL	Employee health and safety	Aspects inherent to the protection of workers' health and safety, in terms of prevention, training management and risk reduction, as governed by the Consolidation Act 81/2008	  

2.1

HEALTH, SAFETY AND WELFARE

The Health and Safety of workers and their Welfare are the cornerstone principles of the plant's activities, in which the human factor is above all other principles.

The company has always been active in:

- Promoting technological and structural improvement initiatives in order to achieve ever-higher standards;
- Implementing all technological innovations necessary to safeguard the health and safety of its workers;
- Acting in compliance with applicable laws and regulations, taking all necessary preventive measures to safeguard the health and safety of workers;
- Requiring all employees, each within their respective attributions and responsibilities, to operate by taking care of their own health and safety and that of others involved;

- Maintaining active and updating internal supplementary contracts for workers' welfare policy;
- Involve its workforce by allowing them to make suggestions and reports to management with a view to increasing their sensitivity, thereby creating a purposeful work environment that ensures active listening;
- Providing full cooperation to local communities to relevant agencies, ensuring complete transparency in information and communication to the outside world.

The company has an in-house union delegation which is always called upon to decisions regarding key welfare dynamics.

2.1

HEALTH, SAFETY AND WELFARE

Reports are addressed to Management via:

- union delegates;
- corporate supervisory body;
- direct reporting to management;
- anonymous reporting in the advice boxes in the plant.

The communication channels have been made explicit to all workers in the company regulations.

At the end of 2023, with the aim of improving aspects of communication dissemination and supporting digital innovation, a digital bulletin board was introduced in the company.

Through the website and mobile phone application all workers can be informed timely about news and participate in the company life actively, creating groups for discussion, to exchange views and needs of all kinds. The “Reports” section of the portal is available to all employees, where they can report problems and ideas for improvement related to HSE and HR issues.

Finally, the “Whistleblowing” procedure has been disseminated to all through the web application and a dedicated reporting channel has been activated.



2.2

ORGANS AND POWERS

The Company shall be constituted as set forth in the Company's Organizational Chart.

CEOs are directly involved in the operational management of the company according to their competencies.

The BOD consists of seven directors including:

- A chairperson;
- Three chief executive officers;
- Three directors without proxies.

Six members are men and one woman.

The corporate governance system is characterized by the existence of the following corporate bodies:

- Board of Directors: made up of 7 directors;
- Supervisory Board;
- Board of Auditors;
- Auditing Company.

Management activities are entrusted to the Chief Executive Officer and Executives, each within their area of responsibility.

The company has the following departments:

- Men's Textile Line General and Commercial Management;
- Administration, Finance and Control Department;

- Women's Textile Line Product and Commercial Management;
- Apparel Product Management;
- Plant Management.

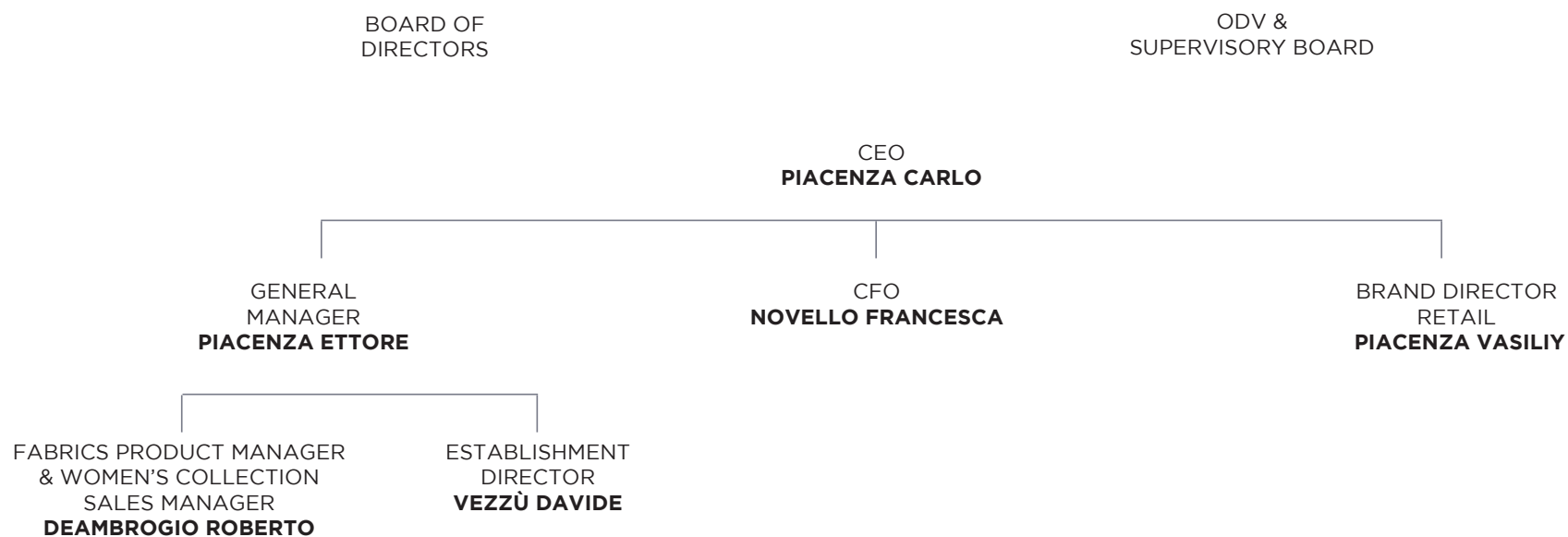
Responsibilities related to economic, environmental and social management are managed by the Managing Directors, supported by the Board of Directors, as described below:

- In 2023, General Management was granted additional authority to purchase raw materials and oversee customs practices. This authority is now equal to that of the CEO;
- The Administration, Finance and Control Department is responsible for operating corporate accounts and maintaining relations with administrative and financial stakeholders;
- The Plant Manager is the designated authority for Human Resource Management and is responsible for all aspects of production within the company;
- The HSE Manager has also been formally appointed as Chemical Manager;
- Sustainability and traceability manager.

The company has never been the subject of legal action for anti-competitive behavior or monopolistic practices. There have been no legal actions taken against the company during the reporting period.

2.2

ORGANIZATION CHART



2.3

REPORTING AND COMMUNICATION

The company distributed the sustainability policy to all workers by sharing the goals to be achieved with all employees.

Workers are regularly involved in the company's activities to ensure they are fully aware of the established goals. They are also involved at various times during the year to review the Safety Management System.

The company's economic performance is evaluated through indicators linked to the financial statements of the company. In the area of safety, we identify and discuss indices related to training and accident incidence at the annual periodic meeting.

Chemical Management activities are monitored through periodic reports, which evaluate the following aspects:

- policy, mapping and qualification of supply chain suppliers,
- audits at suppliers of at-risk processing and due diligence for external processing.

The internal Sustainability Committee, comprising the General Manager, Plant Manager, Human Resources Manager, and Sustainability Manager, convenes periodically to define corporate

strategies and monitor various projects. These projects are aligned with the company's Pillars and are executed in parallel.

Management encourages collaboration between the various divisions with the objective of optimizing the planning and monitoring of the business management system. The effectiveness and efficiency of this system are evaluated by management through the review of the activities of function heads.

The objective of these activities is to identify the necessary actions for maintaining, updating, and improving the Management System over the next period and to set goals for the short, medium, and long term. These goals are reviewed with management at specific meetings. Corporate sustainability performance is reassessed annually in conjunction with the release of the sustainability report.

At the same time, previously set goals and targets are also reviewed. Management is directly involved in the preparation of the report, both during the data collection phase of their responsibility and during the analysis of the evidence and subsequent goal setting.

2.3

REPORTING AND COMMUNICATION

During 2022, the acquisitions of Lanificio Fratelli Cerruti and Arte Tessile were completed. The financial statements of both companies were consolidated in 2023 and 2022, respectively.

Finally, in 2023, the Piacenza Group also concluded the acquisition of Filatura Cardata Lanefil, a transaction that allowed an important step in the production process to be internalized. The sustainability report will be consolidated at the group level, commencing with the report pertaining to the year 2025, in accordance with the regulatory requirements pertaining to CSRD.

Revisions were made from the previous year's data regarding the following KPIs:

- The 2022 liability figure in section 1.4 Assets and investments has been corrected;
- Some economic data for 2022, particularly the total economic value distributed and the value of depreciation, amortization, and provisions, have been revised in Section 3.0 Economic Data;
- The figure of total raw material suppliers of 2022 in section 5.1 Suppliers by area and relative volume has been updated;

- Finally, the energy consumption data were reviewed and corrected in Section 7.1, Energy Consumption and Renewables. In particular, the natural gas, diesel, and gasoline consumption data and the resulting data were scrutinized.

The themes examined are those that result from the application of the GRI methodology. The inclusion of indicators in the report adheres to the principle of relevance and applicability, in accordance with the organization's structure and areas of action.

The main issues identified through the discussion undertaken with internal and external stakeholders and the assessment of the sustainability roadmap relate to:

- the environmental sphere, such as increasing use of sustainable raw materials and reducing impacts due to energy and water use
- the management and enhancement of the supply chain, through traceability tools, involvement of suppliers and compliance with shared environmental and social requirements, and listening to and participation from customers as well.

In addition to this, the pursuit of positive economic and financial performance and the protection and strengthening of the Brand as a recognized image of quality, reliability and professionalism.

2.4

IMPACTS ON THE COMMUNITY

In 2023, the company was able to further intensify its engagement in concrete activities on the ground and for the community by reintroducing some historical appointments, in part due to the gradual easing and disappearance of restrictions related to the COVID-19 pandemic:

- Local event with vintage car meeting with the participation of local and international communities;
- “Pollone from the Sky” event in collaboration with local organizations;
- Opening the doors of the company with guided tours of all departments during the national initiative “Apriti Moda” in October;

To which new ones were added:

- participation in the “Heartwarming Project”, promoted by the Regional Councilor Michele Mosca, which allowed the donation of 180 baby sheets and covers to the Department of Neonatology, Biella Hospital;
- participation in the “Toy Bank” initiative, which allowed the donation of numerous unused toys to less fortunate children;
- collecting food and basic necessities for the people involved in the conflict in Ukraine;
- fundraising for Emilia Romagna, Turkey and Syria following natural disasters in the various geographical areas.



On October 1, 2023, the initiative, which was organized in collaboration with Plastic Free, was attended by 100 volunteers, including employees and private citizens. Their efforts enabled the collection of 1,200 kilograms of plastic and various other waste.

2.4

IMPACTS ON THE COMMUNITY COLLABORATIONS WITH SCHOOLS

PIACENZA 1733 has consistently prioritized collaboration with educational institutions, and in 2023, it reaffirmed its dedication to partnering with numerous academic institutions at various levels within the region.

The activities included a visit with sensory workshops at the Vandorno Kindergarten site, visits to the Pollone plant by classes from high schools, and a lecture on sustainability issues for some MBA students from Bocconi University. It was a pleasure for PIACENZA 1733, along with the Group's other brands, to participate in the "Fashion Night," an event organized by the Biella Textile Institute.

PIACENZA 1733 is among the companies that during the 2023 academic year promoted and supported the development of the nascent Textile High School, which will open its doors in Valdilana and host pupil matriculation from the 2024/2025 academic year.

PIACENZA 1733 also engaged in an important orientation activity for high school students at the "Istituto Eugenio Bona." We firmly believe that it is crucial to introduce new generations to the world of work as soon as possible.

Finally, the free loan agreement by which PIACENZA 1733 makes one of its looms available to Start Up T.C.P. Engineering, which deals with innovation and development in the textile, chemical and process fields, was renewed for the year 2023 as well.

The company has not made direct or indirect financial contributions to political parties. There is no record of violations of local community rights by the organization. The company has not received any complaints about non-compliance with its customers' data protection regulations. The company has never been the subject of legal action for anti-competitive behavior or monopolistic practices.



3.0

ECONOMIC DATA



In this chapter, economic data for the fiscal year are reported. The data are analyzed by considering how the revenue from core operations, i.e., the value of production of Fratelli Piacenza S.p.A., is redistributed to the various stakeholders

DISTRIBUTION OF VALUE AMONG STAKEHOLDERS

	2023	2022
ECONOMIC VALUE GENERATED	85.736.357,47 €	77.141.701 €
of which Revenues from core business	76.429.548 €	70.777.738 €
TOTAL ECONOMIC VALUE DISTRIBUTED	68.153.803,70 €	68.753.804 €
- to personnel	17.207.987,63 €	15.348.262 €
- to suppliers	56.279.732,9 €	50.760.692 €
- to credit institutions	718.568 €	264.533 €
- to the public administration	2.891.436 €	1.737.740 €
- to the community	28.838 €	42.577 €
- to shareholders (distributed profits)	600.000 €	600.000 €
ECONOMIC VALUE RETAINED IN THE COMPANY	8.121.908 €	8.387.897 €
of which depreciation, amortization, provisions and write-downs	3.134.448 €	3.037.093,6 €

The year ended December 31, 2023, saw the Company's economic activity flourish, with improved profitability and a 21.1% increase in revenues from core operations. Despite the luxury apparel market's estimated average annual growth rate of only 4%, the Company is confident in its ability to navigate the current uncertain macroeconomic environment. The estimated average annual growth rate was only 4 % due to the Russian-Ukrainian conflict, the outbreak of the new Israeli-Palestinian conflict in the Middle East, and the uncertain general macroeconomic environment.

3.0

ECONOMIC DATA

3.0

ECONOMIC DATA

All supply lines, as well as the effect of investments undertaken in previous years, contributed to the results. The acquisition of Lanificio F.lli Cerruti S.p.A. was a game-changer. It expanded production capacity and gave us the power to better govern the production process, ensuring better service levels in line with market demands. Our company's reputation is on the rise, and our discerning customers are taking notice.

The values distributed to suppliers increased in absolute value, but as a percentage of revenues less than in the previous year. The change is due to two factors: an increase in raw material costs and the adoption of raw material and yarn purchasing policies carried out from a strategic Group perspective to meet increased production needs. Conversely, the rise in staff remuneration is largely due to the expansion of the workforce from an average of 273 in 2022 to an average of 286 in 2023.

In 2023, the company distributed more money to the public sector as a result of higher taxes payable. This was due to the company's improved profitability. Finally, the company decided to pay a dividend to shareholders due to the improvement in profitability.

EXPENSES FOR ENVIRONMENTAL DATA MONITORING

2023	76.238 €
2022	101.809 €

ECONOMIC AND FINANCIAL FACILITIES RECEIVED FROM THE PUBLIC ADMINISTRATION

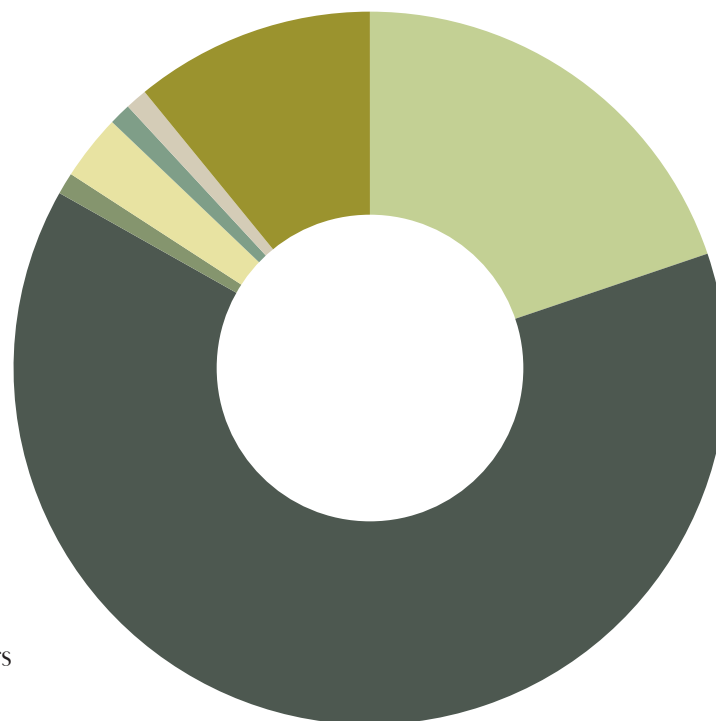
2023	734.544 €
2022	846.804 €

Of which € 436,749 in tax credits and € 297,795 for European projects.

3.0

ECONOMIC DATA

20%	Personnel
64%	Suppliers
0,8%	Credit Institution
3,5%	PA
0,03%	Community
0,7%	Members and Shareholders
10,9%	Retained value



During 2023, some financial facilities were received from the public administration, which were earmarked for:

- purchase of machinery and equipment;
- programs to enter non-EU markets;
- projects for digital and ecological transition

R&D projects financed by tax credit and/or European Union funds in 2023 are:

- Trick project
- Factlog project
- Coala project



TRICK

PIACENZA 1733 is the coordinator of the European project TRICK, which is funded by the European Commission under the Horizon 2020 program. The project is one of two selected out of 24 applications. It has a duration of 42 months and started in May 2021. It involves 31 partners from 11 countries.

PIACENZA 1733 is committed to coordinating the project, an unusual move for a manufacturing company. We are driven by a desire to create and make available to the textile supply chain a tool that will help combat false sustainability claims in favor of a real green transition.

It is clear that current supply chains are opaque, hindering the traceability of product origin, environmental impact, and ethical practices. This lack of transparency is unacceptable. It undermines consumer trust and hinders sustainable production.

TRICK (blockchain-based traceability information management system, interoperability and open marketplace of circular services) is a secure platform for collecting and sharing sustainability data, leveraging blockchain technology. Companies can record information about products, including materials and production processes, throughout the entire supply chain.

The main benefits for Companies are:

- Greater Transparency: Consumers gain confidence by knowing the origin and production methods of products;
- Improved Sustainability: Companies can monitor and reduce their environmental impact;
- Standardized Data Collection: Simplifies compliance and facilitates collaboration within the supply chain;
- Open Marketplace: Third-party providers can offer additional services for traceability and sustainability. The data models from the TRICK platform have been defined to be compliant as of now with the forthcoming digital product passport (DPP) legislation that requires the collection of traceability, circularity, recyclability, durability and product environmental footprint (PEF) data across the entire textile value chain.

TRICK aims to transform supply chains by promoting transparency, sustainability and collaboration. This will benefit businesses, empower consumers and contribute to a more responsible and environmentally friendly future.

3.0

ECONOMIC DATA

3.0

ECONOMIC DATA

FACTLOG (concluded in 2023)

The European FACTLOG project is all about “digital twins.” These are virtual simulations of real objects that allow us to observe and control their behavior. The goal is clear: to create a platform for real-time computing that allows observations, knowledge, and experience to interact to understand the controlling behavior of a complex system (cognition).

This will result in the cognitive factory, a set of independent but interconnected systems that can self-learn, detect and react to anomalies and disruptions. The 20 consortium members will contribute their knowledge and innovations in machine learning and analytical tools.

The textile application tested in PIACENZA 1733 was designed to develop a system to support the production scheduling of the weaving department. Its goal was to better manage the high number of variables to be handled in order to optimize production and environmental performance.

COALA (concluded in 2023)

Europe is facing a shortage of skilled workers in sectors such as textile manufacturing. Training to upgrade the skills of new hires is the solution.

However, costs often discourage companies. The EU-funded COALA project has developed a state-of-the-art intelligent digital assistant for the manufacturing sector. It is based on Mycroft, an open-source voice assistant that respects privacy. COALA integrates AI capabilities with workplace training support tools.

The experimentation carried out by PIACENZA 1733 in collaboration with Città Studi to create the content demonstrated the potential of using AI to significantly reduce costs due to production errors and training time for new weaving operators. This is done by providing personalized and interactive support to perform their tasks.

4.0

PERSONNEL INFORMATION

4.1. Number of employees

4.2. Recruitment and compensation criteria

4.3. Safety and Training



4.1

NUMBER OF EMPLOYEES

	WOMEN		MEN		TOTAL		*Other forms means non-guaranteed hourly contract forms (casual employees, zero-hour contract employees, on-call employees)
	2023	2022	2023	2022	2023	2022	
Permanent employees	117	107	167	156	284	263	
Temporary employees	9	5	6	8	15	13	
Employees hired under other forms* -		2	-	1	-	3	
Full-time employees	118	107	170	162	288	269	
Part-time employees	8	7	3	3	11	10	

YEAR	2023	2022	YEAR	PERSONNEL
White Collars	78	67	2023	299
Production, Logistics and Warehouse Operators	215	206	2022	279
Managers	6	6	2021	260

	2023	2022
MALE STAFF	173 57,9%	165 59,1%
FEMALE STAFF	126 42,1%	114 40,9%

	2022	2021
Permanent hires	35	27
Youngest operator	21	23
Eldest operator	65	66
Average age	47	47

4.2

RECRUITMENT AND COMPENSATION CRITERIA

OPENING

N. of people		FROM 1 JANUARY TO 31 DECEMBER 2023			FROM 1 JANUARY TO 31 DECEMBER 2022			
		Up to the age of 30	30-50 year-old	>50 year-old	Total	Up to the age of 30	30-50 year-old	>50 year-old
Men	6	11	6	23	6	16	6	28
Women	7	18	7	32	5	11	10	26
Total	13	29	13	55	11	27	16	35

CLOSING

N. of people		FROM 1 JANUARY TO 31 DECEMBER 2023			FROM 1 JANUARY TO 31 DECEMBER 2022			
		Up to the age of 30	30-50 year-old	>50 year-old	Total	Up to the age of 30	30-50 year-old	>50 year-old
Men	3	6	10	19	2	3	9	14
Women	2	11	8	21	-	13	8	21
Total	5	17	18	40	2	16	17	35

Staff turnover at the end of 2023 stands at 33%, up slightly from the figure of 29% in 2022

4.2

RECRUITMENT AND COMPENSATION CRITERIA

Percentage ratio of the minimum wage paid to female employees to the minimum wage set by the applicable national contract for the existing levels.

minimum wage	
2nd level woman	1.621,70 €
ern 2nd level	1.640,46 €

The base wage for all Workers, regardless of gender, is determined by the Fashion Textile Clothing Industry Collective Bargaining Agreement, which covers 100% of employees.

STAFF BENEFITS

Benefits are granted to all staff.

The main ones are:

- company canteen for all workers;
- welfare service selection and delivery platform.

The company has also taken out an insurance policy to protect its employees during business trips in Italy and abroad.

The company typically provides additional compensation above the base salary in the form of allowances and bonuses, which are negotiated in the second-level bargaining process.

The Piacenza Family has always placed great importance on the wellbeing of its employees. From the company's earliest days, the family has invested in its people, ensuring:

- customized contracts for its employees;
- discounts at local businesses;
- ability to convert productivity bonuses into benefits, managed through a dedicated platform.

The following leaves were granted during 2023:

- No. 2 female employees took parental leave;
- No. 2 male employees took parental leave.

4.2

RECRUITMENT AND COMPENSATION CRITERIA

Initiatives such as the following were also promoted during the year:

- mental and physical health and wellness day, with a focus on nutrition that included the opportunity for all employees to take a healthy cooking class
- prevention month, with specific medical checkups and examinations. Annually, the company designates “Health Month” for employees, during which it offers prevention programs and medical checkups. The screening proposals vary annually to provide specific preventions aimed at maintaining control of different body parts. All screenings are conducted during working hours to encourage greater employee participation. In 2023, the following examinations were made available to employees: mammography for women and PSA sampling for men.
- on the occasion of International Women’s Day, Awareness-raising evening on the topic of judgments and prejudices.
- creation of a company library and newspaper library, with the collection of volumes and publications, to which all employees have access
- administering flu vaccine to all colleagues who requested it

- organizing, on the occasion of Christmas, a company party for employees and their families.

Furthermore, in conjunction with the renewal of the union agreement concluded during the year, the provision of scholarships for the children of employees who achieve exemplary academic results was established. To further support work/life balance, the company has introduced a paid leave program for the placement of children in childcare facilities. Additionally, the company offers a one-time birth bonus to employees who become parents.

Methods used to verify the effectiveness of loyalty actions and business climate are usually structured as surveys and satisfaction questionnaires.

At the end of the calendar year, function heads and management, as appropriate, conduct a performance review of employees to provide feedback on their performance. In 2023, the company initiated a structured evaluation process for employees and their performance. This process involved direct reports from the company’s front lines as the first step. The project will then be expanded over the next two years to include the next hierarchical levels.

4.3

SAFETY AND TRAINING

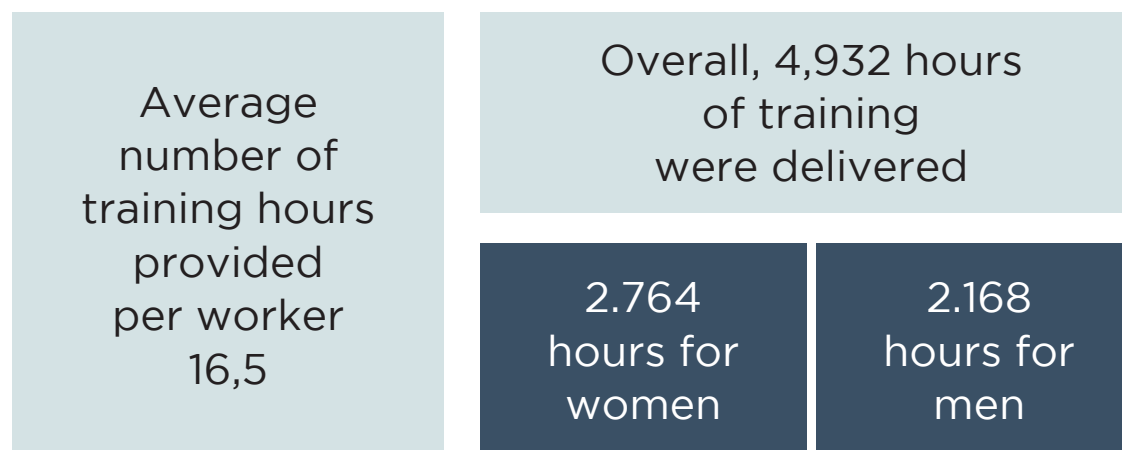
Safety in the company is managed on 3 levels: Managing Director, as the Employer; Plant Manager, as the Person delegated by the Employer; RSPP, placed on staff with support functions.

During the reporting year, the recorded accident statistics were as follows:

- Number of injuries: 2, both occurring to male personnel;
- Type of injury: 2 on-the-job injuries;
- Days of injury in the year: 64.

No Worker is exposed to high risk of occupational disease.

Safety issues are discussed at least once a year at the periodic meeting in the presence of the RLS, the Employer, the Medical Officer and the RSPP.



The OSH training program offers a total of 920 training hours.

4.3

SAFETY AND TRAINING

During the reporting year, in addition to the usual OSH interventions, PIACENZA 1733 organized internal training sessions on the topic of Traceability and Product Certification Management, as well as an induction program in production departments for newly hired staff.

In cooperation with Città Studi and TAM, a specific training course on the principles of textile processing was provided, which further enriched the skills of the employees who participated and provided valuable insights into a deeper understanding of the production flow.

No cases of discrimination were detected.

The company has an organizational model according to Legislative Decree 231 and has therefore evaluated all internal processes.

In particular, for private corruption risk assessment, it focused on the activities of the following functions:

- Board of Directors
- Chief Executive Officer
- Sales Manager
- Management Control
- Chairman
- Chief Financial Officer
- Quality Manager
- Statutory Auditors and Auditors

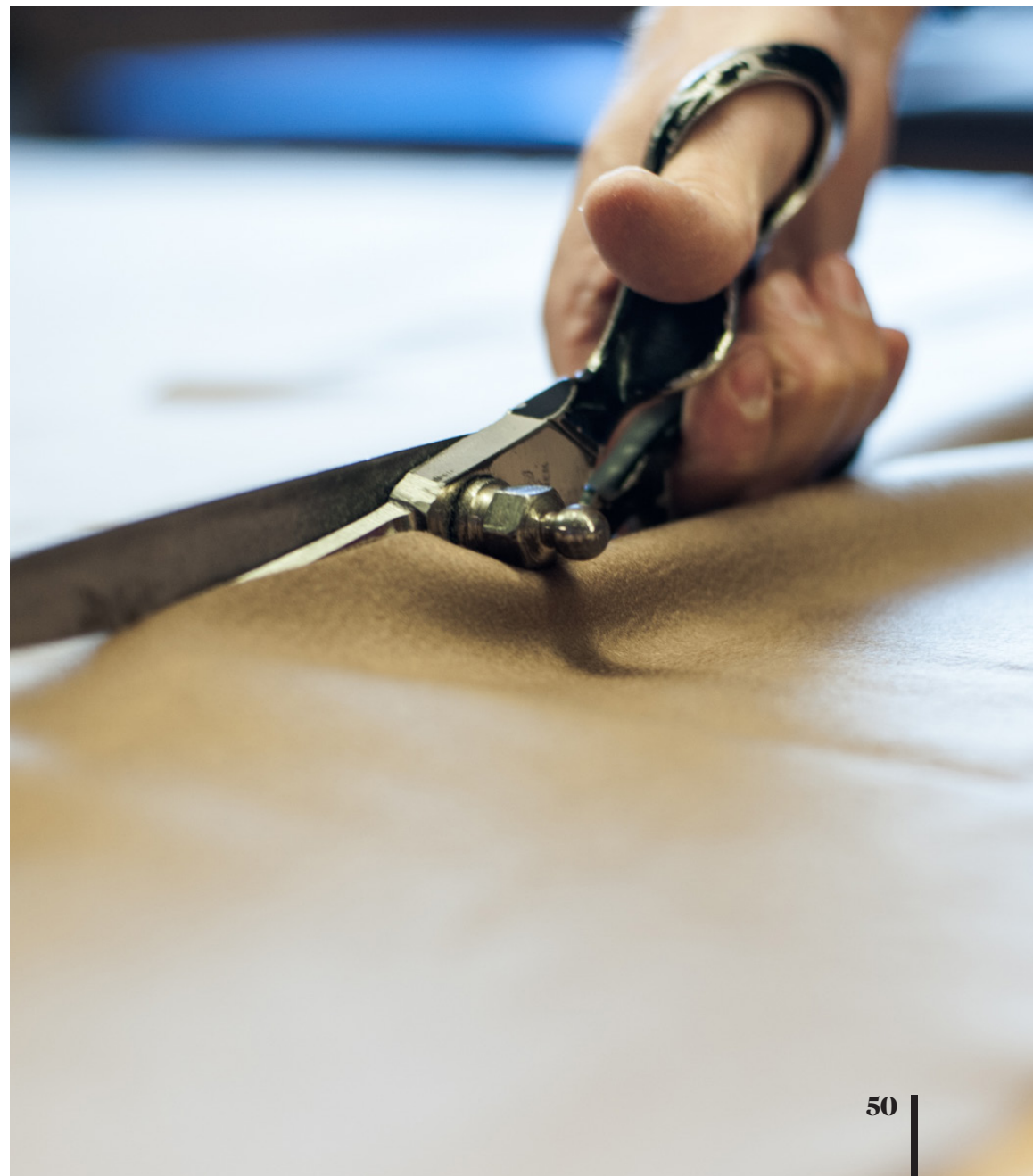
The risk was assessed as MODERATE.

All newly hired staff receive training on the subject, with reference also for relevant figures, to the two procedures currently in place regarding the employee recruitment process and Accounting Flow Management.

5.0

SUPPLY CHAIN

- 5.1. Supplier by area and volume
- 5.2. Environmental qualifications activities of the supply chain



5.1

SUPPLIERS BY AREA AND RELATED VOLUME

The raw material used in the production process can be divided into three categories:





- fiber;
- yarn;
- fabric.

Raw materials such as wool, cashmere and other protein fibers are purchased for the most part in the form of tops, while as for special blends or cellulosic and silk fibers, they are purchased in the form of yarns. Fabric is rarely purchased.

The total number of suppliers from which PIACENZA 1733 procures raw materials and semi-finished products increased during 2023. This was due to the expansion of the supplier base related to the Group's new purchasing strategies and to ensure greater flexibility and readiness to find goods on the market with a view to customer satisfaction.

*By district the Province of Biella is intended

Year	2023	2022
Total no. of suppliers	1063	1049
Suppliers involved in product making or service	265	222
Total volume of raw Materials purchased	32.069.404 €	35.991.318 €
Total no. of raw materials suppliers	151	128

	COUNTRY	2023	2022
	ITALY	71 16.286.565 €	61 16.044.621 €
	DISTRICT*	37 8.880.153 € 27,7%	24 7.244.251 € 20,3%
	EUROPE	25 4.792.531 €	14 3.335.586 €
	EXTRA EU	18 10.990.308 €	29 16.611.110 €

5.2

SUPPLIERS
BY AREA
AND
RELATED
VOLUME

Year	2023	2022
Total number of external processing	131	134
Purchase volume by total processing	11.954.174 €	13.029.694 €
Processing in Italy	131	134
Processing in the district*	70 8.102.441 € 67,8%	78 8.699.796 € 66,7%
Processing in Europe	-	-
Extra-EU processing	-	-

Outsourced processes in production include:

- worsted and carded spinning (in part)
- warping (in part)
- weaving (in part)
- charcoal
- point-blank
- accessory packaging operations

* Con distretto si intende la Provincia di Biella

5.2

SUPPLY CHAIN ENVIRONMENTAL QUALIFICATION ACTIVITIES

Since 2020, a project has been initiated with the objective of qualifying our production chain on sustainability issues in order to align with our quality control procedures, which have always been present as a company policy.

Suppliers involved with the Sustainability Values Charter are committed to reducing environmental and social impacts through the use of good process practices and certified material purchases. For suppliers performing wet processes, we require compliance with the MRSL ZDHC.

Furthermore, inspections may be conducted at processing facilities to evaluate the status of the environmental management system, in addition to the standard inspections conducted to verify the requirements for obtaining product certifications. In the course of 2023, audits were conducted at approximately 30 subcontractors belonging to the value chain of PIACENZA 1733. The outcomes were encouraging, indicating the existence of a well-structured supply chain with a history of constructive collaboration.

It is of paramount importance to convey information regarding the significance of traceability and proper record-keeping in order to foster fruitful partnerships along the supply chain. In this regard, in May 2023, PIACENZA 1733 extended an invitation to its subcontractors, situated within the district and engaged in the product certification supply chain, to a walk in Burcina Park.

In August 2023, PIACENZA 1733 also assumed a prominent position at the International Tailors' Conference, held in the city of Biella. The commercial bunch division represents a significant portion of the company's revenue, and thus, protecting this area of the value chain is a tangible commitment to which PIACENZA 1733 is gratified to have contributed.

In late September 2023, PIACENZA 1733 hosted a visit from the breeders attending the Natural Fiber Connect International Conference in Biella. The occasion was beneficial in reiterating the centrality and importance of the raw material, including in design developments, discussing ways of fiber traceability, and allowing all parties involved to recognize the numerous present and potential synergies along the supply chain.

6.0

PRODUCTION AND RESOURCES

- 6.1. Production volume
- 6.2. Raw materials consumption
- 6.3. Product requirements
- 6.4. Chemical conformity verification





6.1

PRODUCTION VOLUME

<p>TOTAL QUANTITY PRODUCED</p> <p>2023 1.050.841 mt</p> <hr/> <p>2022 1.015.393 mt</p>	<p>PRODUCTION DISCARDS VOLUME</p> <p>2023 15.178 mt</p> <hr/> <p>2022 14.030 mt</p>	<p>% DISCARDS</p> <p>2023 1,44%</p> <hr/> <p>2022 1,38%</p>
<p>VOLUMES RETURNED BY CUSTOMERS FOR NON-COMPLIANCE</p> <p>2023 12.404 mt</p> <hr/> <p>2022 1.874 mt</p>	<p>% RETURNS</p> <p>2023 1,18%</p> <hr/> <p>2022 1,17%</p>	<p>The company, thanks to its long-standing expertise and know-how, creates valuable and highly innovative collections inspired by its archives and the nature around it. This principle is applied to all commercial lines</p>

6.2

CONSUMPTION
OF RAW
MATERIALS

		2023	2022
	Purchased virgin raw material with renewability characteristics (natural fibers)	827.818 kg	957.664 kg
	% of total raw materials	99,9%	99,7%
	Volume returned to suppliers for non-compliance	2.774 mt	NP
	% Volume returned to suppliers for non-compliance	0,3%	NP

6.2

CONSUMPTION OF RAW MATERIALS

For PIACENZA 1733, uncompromising quality is the company's guiding principle. This is understood as excellence in raw materials, transparency and traceability of processes and the supply chain. With the goal of having a completely transparent and responsible supply chain, the company is also gradually increasing the use of raw materials from ethical and environmentally friendly farms.

“The search for the best raw materials has driven the Piacenza Family to undertake numerous journeys over the past centuries. The company's accumulated expertise and experience, accumulated over centuries, are now being combined with an interest in experimentation and innovation. This combination of factors results in the production of high-quality fabrics and cutting-edge solutions for all customers.”

Ettore Piacenza, General Director

	2023	2022
Quantity of raw material purchased in total	828.209 kg*	960.736 kg
Raw material purchased made with sustainability features (recycled or from controlled supply chain)	534.520 kg	689.680 kg
RWS Wool	527.516 kg	
RMS Mohair	1.333 kg	
GOTS Cotton	461 kg	
SFA Cashmere	4.368 kg	
GRS Cashmere	842 kg	
WOOL	629.048 kg	745.701 kg
CASHMERE	94.594 kg	120.739 kg
ALPACA	10.683 kg	40.693 kg
SILK	16.223 kg	8.032 kg
ANGORA	1.760 kg	13.315 kg
POLYAMIDE	4.840 kg	3.073 kg
CAMEL	7.180 kg	11.685 kg
COTTON	20.800 kg	9.879 kg
VISCOSE	- kg	5.751 kg
LINEN	420 kg	1.867 kg
POLYAMIDE	4.840 kg	-
Other (+Vicuna/Mink)	37.821 kg	-

*105.988 kg sono di acquisti intercompany

6.2

PACKAGING
TABLE

	2023	2022
Total Packaging used	93.331 kg	78.312 kg
Packaging with sustainability features (FSC paper and recycled plastic)	4.932 kg 5,2%	np np
Paper	58.368 kg	59.590 kg
Plastic	30.546 kg	16.579 kg
Wood	2.700 kg	0 kg
Metal	323	198
Adhesive tape	1.394 kg	1.945 kg

6.3

PRODUCT REQUIREMENTS

The chemical management system has facilitated enhancements to the product's impact on consumer health and worker health and safety. Significant enhancements were implemented within the in-house management system during the course of 2023, thereby enabling an increasingly efficacious response to the articulated traceability requirements emanating from customers.



6.4

VERIFICATION
OF CHEMICAL
COMPLIANCE

Chemicals are mainly used in wet processes:

- **fabric dyeing**
- **yarn dyeing**
- **finishing**

Waxes and antistatic products are used during warping and weaving operations.

The most frequently consumed chemicals are placed inside two automated LAWER kitchens (plants) that are responsible for weighing the various substances according to the recipes entered and automatically sending them to the trays on board the selected equipment. The chemicals are contained inside dedicated silos of the color kitchen, which signals when the product level is reaching depletion. Loading of the silos is manual by operators, via suction pump from the original container. A significant volume of products relates to those used in maintenance. For the purposes of reporting, only products that come into contact with fabric were counted.

TOTAL VOLUME OF CHEMICALS USED	OF WHICH AUXILIARY CHEMICALS	OF WHICH DYES
2023 260.816 kg	2023 252.321 kg	2023 8.385 kg
2022 263.475 kg	2022 250.951 kg	2022 6.894 kg



The company is required to analyze the water 4 times a year and also conducts 4 additional sampling. The total annual cost incurred for chemical tests performed on wastewater is € 11,037. No values outside the tolerance limits were detected during 2023.

7.0

ENVIRONMENTAL IMPACTS

7.1. Energy and renewable consumption

7.2. Water consumption and discharge

7.3. Air Emissions

7.4. Waste

7.5. Biodiversity and other impacts



7.1

ENERGY CONSUMPTION AND RENEWABLES

		2023		2022
DIRECT ENERGY CONSUMPTION		81.104 GJ		86.756 GJ
ENERGY FROM NON-RENEWABLE SOURCES				
Natural gas	2.219.892 Smc	79.660 GJ	2.383.678 Smc	85.431 GJ
Gasoline	18.295 litres	660 GJ	16.276 litres	588 GJ
Diesel fuel	23.655 litres	784 GJ	22.663 litres	737 GJ
ENERGY FROM RENEWABLE SOURCES/COGENERATION				
Electric energy from photovoltaic	349.364 kWh	1.258 GJ	349.364 kWh	1.258 GJ
Electric energy from cogeneration	3.663.113 kWh	13.079 GJ	3.664.950 kWh	13.194 GJ
INDIRECT ENERGY CONSUMPTION		3.034 GJ		2.463 GJ
Electric from grid	842.909 kWh	3.034 GJ	684.041 kWh	2.463 GJ
Energy Intensity		81,3 MJ/m		89,1 MJ/m

In 2021, a 457 kWp photovoltaic system was installed, resulting in a share of renewable and cogeneration electricity in electricity consumption of more than 85% in the year 2022 after startup. By the year 2023, however, this figure had declined to 82.5%. During 2023, two boilers-Bono HE-SMART high-efficiency boilers-were installed, with the dual objectives of reducing methane gas consumption and the emission of pollutants into the atmosphere.

In 2023, there was a slight increase in electricity consumption, while methane gas consumption decreased by approximately 7% as a result of investments made to replace boilers. Consequently, despite a marginal increase in production volume, energy intensity over the year declined once more, from 89.1 MJ/mt in 2022 to 81.3 in 2023, representing a reduction of 9%.

7.1

ENERGY CONSUMPTION AND RENEWABLES

	2023	2022
Thermal energy from renewables and cogeneration	10.600 GJ	10.859 GJ
From cogeneration	10.600 GJ	10.859 GJ
Total energy produced from renewables or cogeneration	23.679 GJ	24.053 GJ
% Total energy consumed from renewables	27,7%	26,6%
Electric energy from renewables	3.982.477 kWh	4.014.314 kWh
from cogeneration	3.633.113 kWh	3.664.950 kWh
from photovoltaic	349.364 kWh	349.364 kWh
% Electric energy consumed from renewables over consumption	82,5%	85,4%

	2023	2022
CO2 equivalent saved for green electric energy production*	1.176.025 kgCO ² eq	1.043 kgCO ² eq
TEP equivalent for green energy production	744,7 tep	750,7 tep

* Assessment made against national average emissions for electricity consumption of 295 and 254 gCO₂/kWh, respectively - ISPRA data 2022 and 2021

Production from photovoltaic system covered 7.2 % of electricity consumption, enabling to achieve electricity consumption coverage between renewable and cogeneration greater than 82%.

7.2

WATER CONSUMPTION AND DISCHARGE

WATER WITHDRAWALS	2023	2022
Total withdrawn quantity	214.173 m ³	243.582 m ³
From aqueduct	471 m ³	426 m ³
From wells	66.481 m ³	78.814 m ³
From surface water	147.221 m ³	164.342 m ³
Total volume of water discharge	167.726 m ³	218.674 m ³
% Water discharged	78,3%	89,9%
Recycled water used	22.099 m ³	22.099 m ³
Water consumed	68.546 m ³	47.007 m ³
Water consumption per unit of product	65,2 litres/mt	46,3 litres/mt

The company is mainly supplied from the following surface water sources:

- Groundwater;
- Recirculation of purified water;
- Water from the municipal waterworks is used for civilian use only.

The company is equipped with a biological-type sewage treatment plant.

The discharge from production is homogenized in two storage tanks and then treated in the biological oxygenator, then passed into sedimenter and further filtered through sand and carbon filters before discharge.

Some of the treated water from the sewage treatment plant is recovered and sent to the company tank for reuse, in a constant amount according to the activity of the sewage treatment plant itself.

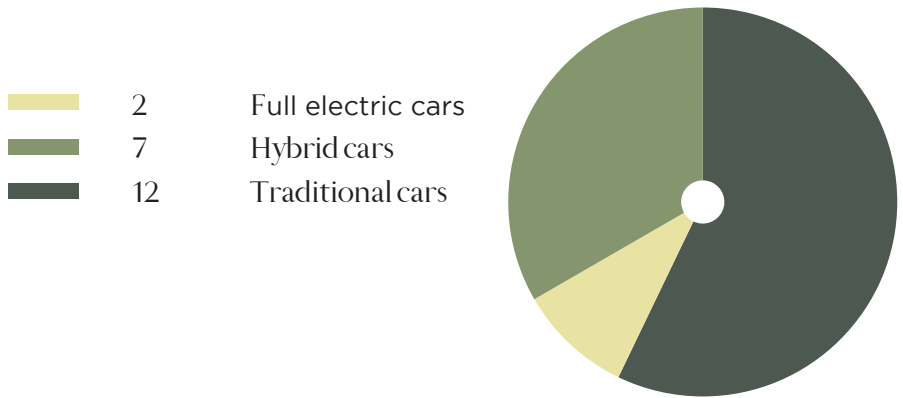
7.3

EMISSIONS
TO THE
ATMOSPHERE

The improvement shown in terms of CO2 equivalent emitted is mainly related to the energy efficiency measures implemented. The assessment conducted in 2022 mainly relates to Scope 1 and Scope 2 contributions and is the basis for projects that are currently being defined.

The installation of the two new high-efficiency Bono HE-SMART boilers resulted in an approximately 75% reduction in NOx emissions to the atmosphere. In addition, this intervention also resulted in an appreciable reduction of CO2 emissions by 6% compared to the previous year.

Choosing to source from non-fossil energy sources helps to limit atmospheric emissions of pollutants. As a further action to improve atmospheric CO2 emissions, a start was made during 2023 to modify the company's vehicle fleet, which as of today has 2 full electric (9.5% of the total) and 7 hybrid cars (33% of the total)



EMISSIONS	2023	2022
GHG Scope 1 Emissions	5.820,5	6.283,9
	tonCO2eq	tonCO2eq
GHG Scope 2 Emissions (location based)	274,1	192,4
	tonCO2eq	tonCO2eq
Total GHG emissions Scope 1+2	6.094,5	6.476,3
	tonCO2eq	tonCO2e
Annual air emission testing	4	4

The calculation was conducted for the scope 1 and 2 categories, which pertain to direct and indirect energy consumption, while for the scope 3 category, which pertains to all other indirect emissions, evaluations are underway to commence the calculation in the next reporting year.

The emission factors used for calculation are taken from international databases such as Ecoinvent 3, IPCC 2021 and UK Government GHG Conversion Factors for Company Reporting DEFRA 2023.

7.4

WASTE

		2023	2022
	WASTE SENT FOR RECOVERY (KG)	130.372	158.594
040222	Waste from processed textile fibers	32.474	34.352
080318	spent printing toner, other than those mentioned in item 080317	132	150
150101	paper and card board packaging	28.330	33.290
150102	Plastic packaging	2.370	1.910
150103	Wood packaging	9.390	9.100
150106	Mixed material packaging	36.960	43.040
160214	Discontinued equipment, other than those in items 160209 to 160213	811	860
160604	Alkaline batteries (except 16.06.03)	25	-
170202	Glass	650	-
170405	Iron and steel	19.000	15.820
190904	Spent activated carbon	-	19.000
130205*	Non-chlorinated mineral oil waste for engine, gear and lubrication	-	880
150110*	Packaging containing residues of or contaminated with hazardous substances	2	-
160211*	Discontinued equipment, containing chlorofluorocarbons, HCFCs, HFCs	20	-
160213*	Discontinued equipment containing hazardous components other than those in 160209 and 160212	33	175
160215*	Hazardous components removed from discarded equipment	51	-
160601*	Lead-acid batteries	73	-
200121*	Fluorescent tubes and other wastes containing mercury	51	17

7.4

WASTE

		2023	2022
WASTE SENT FOR DISPOSAL (KG)		70.269	154.591
040220	Sludge produced by on-site treatment of effluent, other than those mentioned in 040219	68.475	153.395
080111*	Waste paints and varnishes containing organic solvents or other hazardous substances	-	15
160114*	Antifreeze liquids containing hazardous substances	-	1.080
160305*	Organic waste, containing hazardous substances	1.480	-
170603*	Other insulating materials containing or consisting of hazardous substances	314	101

WASTE MANAGEMENT IS CARRIED OUT IN COMPLIANCE WITH REGULATIONS AND WITH THE GOAL OF REDUCING FROM YEAR TO YEAR BOTH THE TOTAL GENERATED AND THE SHARE OF WHAT IS SENT FOR DISPOSAL.

DURING 2023, WASTE SENT FOR RECOVERY WAS JUST OVER 130 TONS, INCLUDING 230 KG HAZARDOUS AND 130,142 KG

NONHAZARDOUS. IN CONTRAST, WASTE SENT FOR DISPOSAL IS JUST OVER 70 TONS, INCLUDING 1,794 KG HAZARDOUS AND 68,475 NON-HAZARDOUS.

THE TOTAL AMOUNT DECREASED BY MORE THAN 35% FROM 2022 TO 2023.

7.5

BIODIVERSITY AND OTHER IMPACTS

Direct company environmental impacts that may have an effect on biodiversity are limited to the quality of water discharges.

The probability of occurrence of an unintentional spillage of water out of compliance with regulatory parameters is very low because the woolen mill is equipped, in addition to direct discharge to surface water, with a delivery system to the consortium collector that conveys water to the territorial sewage treatment plant.

The Piacenza Family has always been present in the management body of Burcina Park, created in the second half of the 1800s by Giovanni and Francesco Piacenza and then donated to the Pollone Municipality in 1934.

The care of the park is of paramount importance to the family, which has a long tradition of botanists and thus is personally committed to the preservation of the park's habitats.

Guido Piacenza is currently at the Park Authority's Directorate.



8.0

GOALS FOR 2024



8.0 GOALS

8.0 GOALS FOR 2024

The Sustainable Development Goals (SDGs) delineate priorities for global development, human well-being, and environmental protection. They call for joint action at all levels, between governments, businesses, and civil society, with the intention of uniting efforts to achieve the goals by 2030.

The 17 macro goals are considered and evaluated by PIACENZA 1733 with the aim of making its own contribution where possible. This contribution is made in the context of responsible production, the fight against climate change, the battle to reduce inequality, and beyond. Moreover, PIACENZA 1733 aims to align its sustainability goals with those defined by the SDGs. It is possible to directly link each of these to specific goals, as illustrated in the following pages.

- ✓ OBJECTIVE ACHIEVED
- ↑ ACTIONS HAVE BEEN IMPLEMENTED TO ACHIEVE THE OBJECTIVE
- == MAINTENANCE OF ACTIONS TAKEN PREVIOUSLY



8.0

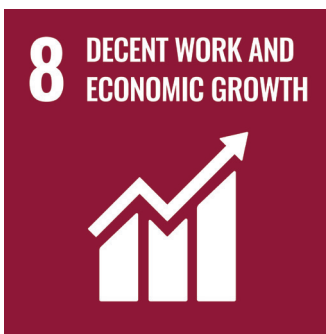
HEALTH PROTECTION AND EMPLOYEE SAFETY SDGs GOALS



3.4
By 2030, reduce premature mortality from noncommunicable diseases by one-third through prevention and treatment and promote mental health and well-being.



3.9
By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.



8.8
Protect labor rights and promote workplace safety for all workers, including migrant workers, with special reference to migrant women and those in precarious employment.



12.6
Encourage companies, particularly large corporations and multinationals, to adopt sustainable policies and integrate sustainability information into their reporting cycle.

8.0

HEALTH PROTECTION AND EMPLOYEE SAFETY

INSTRUMENTS

- Improvement of occupational safety management system including through certification of the same;
- Training focuses with workers and management;
- Investments regarding the safety of machinery and operating aids.

COMMENT

- All nonconformities revealed as a result of customer audits were remedied within the required timeframe and with positive results;
- Prescriptions at the musculoskeletal level decreased from 8.7% during 2022 to 7% during 2023.

GOALS 2023

- ✓ Remedy any Nonconformities highlighted in external safety-related audits and keep the nascent management system efficient;
- ✓ To keep the situation of musculoskeletal medical prescriptions constant in both number and severity in the face of a progressively aging working population;
- ↑ Obtaining ISO 45001 certification by 2024.

GOALS 2024

- Remediate any Nonconformities highlighted in external safety-related audits and keep the nascent management system efficient;
- Obtaining ISO 45001 certification by 2025;
- Digitally innovate the training delivered to staff in OSH.

8.0

ENERGY EFFICIENCY AND RENEWABLE ENERGY SDGs GOALS



7.2 - By 2030, significantly increase the share of renewable energy in the global energy mix.



6.3 - By 2030, improve water quality by reducing pollution, eliminating uncontrolled discharge practices and minimizing the release of chemicals and hazardous materials, halving the percentage of untreated wastewater, and substantially increasing recycling and safe reuse globally.



12.4 By 2020, achieve environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water, and soil in order to minimize their adverse effects on human health and the environment.



12.6 - Encourage companies, especially large and transnational companies, to adopt sustainable practices and integrate sustainability information into their regular reports.

8.0

ENERGY
EFFICIENCY
AND
RENEWABLE
ENERGY

INSRTUMENTS

- Completion of the water input and output accounting system with constant monitoring and maintenance of the sewage treatment plant;
- Environmental management system certification (ISO 14001);
- Maintaining the internal chemical management system in accordance with the international ZDHC protocol.

COMMENTO

- Implementation of the ISO 14001 management system began during 2023;
- Thanks to the interventions on the inland water management system, the percentage of inland water recycling has remained constant;
- During 2023, the revamping of boilers was completed, which will allow the decrease in methane gas consumption to be fully appreciated during 2024.

2023 GOALS

- ✓ Maintaining the fraction of recycled water in production at 10%;
- == 100% energy procurement from renewable sources and cogeneration by 2025;
- ↑ Obtaining ISO 14001 certification by 2024.

2024 GOALS

- Maintaining the fraction of recycled water in production at 10%;
- 100% energy procurement from renewable sources and cogeneration by 2025;
- Obtaining ISO 14001 certification by 2024.
- Decrease in methane gas consumption for the year 2024 by 7.5%;
- Decrease in electricity consumption for compressor use by 7.5%.

8.0

SUPPLY CHAIN TRACEABILITY OBIETTIVI SDGs



12.2 - By 2030, achieve sustainable management and efficient use of natural resources.



17.9 - Strengthen international support for the implementation of an effective and targeted capacity-building system in developing countries to support national plans for the implementation of all sustainable development goals, including through North-South, South-South and triangular cooperation.

8.0

SUPPLY CHAIN TRACEABILITY

INSTRUMENTS

- Improving supplier management systems, including those that are part of small and micro enterprises;
- Training focuses on best practices and regulatory updates;
- Supply chain training regarding the importance of measuring impacts;
- Domestic and international supply chain involvement in projects related to chemical management and animal welfare;
- Develop and disseminate skills along the supply chain.

GOALS 2023

- Implementation of a supply chain rating system by 2025 including minimum targets for ethical and environmental parameters;
- Improving the product traceability system by achieving total raw material tracking by 2025;
- Reducing the environmental impacts of the supply chain with goals in line with those of the Lanificio.

COMMENT

- The implementation of a supply chain rating system is related to regulatory decisions at the European level and will materialize as soon as the final version of the CSRD and CSDD is finalized;
- In 2023, the company's management system underwent a comprehensive revamp, rather than a complete replacement. This initiative has led to the enhancement of several applications, including those that facilitate the tracking of all items within a production lot or batch. Additionally, the incorporation of traceability protocols related to chemical products has been implemented, positioning the company to respond effectively to market demands;
- In 2023, PIACENZA 1733 conducted a comprehensive mapping of the chemical supply chain, a process that contributed to the company attaining the ADVANCED level in the ZDHC assessment conducted in collaboration with Process Factory.

GOALS 2024

- Implementation a supply chain rating system by 2025 including minimum targets for ethical and environmental parameters;
- Improving the product traceability system by achieving total raw material tracking by 2025;
- Reducing environmental impacts of the supply chain with goals in line with those of the Lanificio.

8.0

USING SUSTAINABLE MATERIALS OBIETTIVI SDGs



12.1 Implement the 10-year framework of programs on sustainable consumption and production, with the cooperation of all countries and the initiative of developed countries, taking into account the degree of development and capacity of developing countries



12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and integrate sustainability information into their regular reports.



12.2 By 2030, achieve sustainable management and efficient use of natural resources.



12.8 By 2030, ensure that people around the world have the relevant information and awareness on sustainable development and lifestyles in harmony with nature.



15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, particularly forests, wetlands, mountains and drylands, in line with obligations under international agreements.

8.0

USING SUSTAINABLE MATERIALS

INSTRUMENTS

- Improving supplier management systems, including those that are part of small and micro enterprises;
- Supply chain training regarding the importance of measuring impacts;
- Domestic and international supply chain involvement in projects related to chemical management and animal welfare;
- Develop and disseminate skills along the supply chain.

OBIETTIVI 2023

- Not made explicit.

COMMENT

- During the course of 2023, there was a notable increase in awareness of the use of sustainable packaging and its availability in the market. In order to gain a comprehensive understanding of the current state of affairs, the purchasing and sustainability departments conducted a comprehensive consultation and scouting of the supplier base. This process led to the identification of a need to objectify the state of the art and assess concrete improvements in this area;
- Additionally, during the year, the international commercial push facilitated the opportunity to achieve SFA and RAS certifications, thereby completing the panorama of commercial offerings of sustainable noble fibers.

GOALS 2024

- Obtaining SFA product certification;
- Obtaining RAS product certification;
- Improving the product traceability system by achieving total raw material tracking by 2025;
- Increase the fraction of packaging produced using paper and paperboard with sustainable characteristics (FSC) to 75%;
- Increase the fraction of packaging produced using recycled plastic to 75%.

8.0

CIRCULAR
ECONOMY AND
GOOD WASTE
MANAGEMENT
PRACTICES
OBIETTIVI SDGS



12.4
By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

8.0

ECONOMIA
CIRCOLARE
E BUONE
PRATICHE DI
GESTIONE DEI
RIFIUTI



INSTRUMENTS

- Initiation of circular economy projects;
- Progressive elimination, where possible, of disposable materials used in the company.

COMMENT

- During 2023, the implementation of the ISO 14001 management system began;
- During the year, improvements were made in the waste collection and sorting system, with enhanced training on its management with a focus on reuse of packaging and proper disposal, which resulted in an 11% decrease in the fraction of waste generated by the production process.

GOALS 2023

-  By 2025, reduce the fraction of waste generated by part of the production process by 20%;
-  Obtaining ISO 14001 certification by 2024.

GOALS 2024

- 20% reduction in the fraction of waste generated by part of the production process (textile waste and waste generated by packaging except wood packaging) by 2025;
- Obtaining ISO 14001 certification by 2024.

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Statement of Use

PIACENZA 1733 has prepared this Sustainability Report with reference to the GRI Standards for the period from 01.01.2023 to 31.12.2023.

GRI used

Universal Standards GRI 2021

Applicable GRI industry standards

N/A - Have not yet been published
GRI Sector Standards for the textile and apparel sector.

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GRI 2 Material Themes 2021	2-3 Reporting period, frequency and point of contact	- FOREWORD	Lanificio F.Ili Piacenza
GRI 2 Material Themes 2021	2-4 Review of information frequency and point of contact	- FOREWORD - ORGANIZATION AND REPORTING > Reporting and communication	Lanificio F.Ili Piacenza
GRI 2 Material Themes 2021	2-5 External Assurance	- FOREWORD	Lanificio F.Ili Piacenza
GRI 2 Material Themes 2021	2-6 Activities, value chain and other business relations	- GENERAL INFORMATION > Company - GENERAL INFORMATION > Customers and turnover - GENERAL INFORMATION > Assets and investments - ORGANIZATION AND RELATIONS > Processes, strategies and objectives - ORGANIZATION AND RELATIONS > Bodies and Powers	Lanificio F.Ili Piacenza
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GRI 2 Material Themes 2021	2-8 Non-employed workers	PERSONNEL INFORMATION > Number of employees	Lanificio F.Ili Piacenza
GRI 2 Material Themes 2021	2-9 Structure and Composition of governance	- ORGANIZATION AND RELATIONS > Bodies and Powers	Lanificio F.Ili Piacenza

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GRI 2 Material Themes 2021	2-11 Chairman of the highest governing body	- PERSONNEL INFORMATION > Recruitment and compensation criteria	Lanificio F.Ili Piacenza
GRI 2 Material Themes 2021	2-12 Role of the highest body of government in controlling the management of commitments	- ORGANIZATION AND RELATIONS > Bodies and powers - ORGANIZATION AND RELATIONS > Processes, strategies and goals	Lanificio F.Ili Piacenza
GRI 2 Material Themes 2021	2-13 Delegation of Responsibility for impact management	ORGANIZATION AND RELATIONS > Bodies and Powers	Lanificio F.Ili Piacenza
GRI 2 Material Themes 2021	2-14 Role of the highest body of government in sustainability reporting	- ORGANIZATION AND RELATIONS > Bodies and powers - ORGANIZATION AND RELATIONS > Reporting and communication	Lanificio F.Ili Piacenza
GRI 2 Material Themes 2021	2-15 Conflicts of Interest	- /	Lanificio F.Ili Piacenza
GRI 2 Material Themes 2021	2-16 Communication of criticality	- /	Lanificio F.Ili Piacenza
GRI 2 Material Themes 2021	2-17 Collective knowledge of the highest governing body	- ORGANIZATION AND RELATIONS > Bodies and Powers	Lanificio F.Ili Piacenza
GRI 2 Material Themes 2021	2-18 Evaluation of the performance of the highest governing body	- ORGANIZATION AND RELATIONS > Bodies and Powers	Lanificio F.Ili Piacenza
GRI 2 Material Themes 2021	2-19 Rules concerning remuneration	PERSONNEL INFORMATION > Recruitment and pay criteria	Lanificio F.Ili Piacenza
GRI 2 Material Themes 2021	2-20 Procedure for determination of remuneration	PERSONNEL INFORMATION > Recruitment and pay criteria	Lanificio F.Ili Piacenza

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GRI 2 Material Themes 2021	2-25 Processes to remedy negative impacts	- /	Lanificio F.Ili Piacenza
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GRI 2 Material Themes 2021	2-29 Approach to stakeholder engagement	- ORGANIZATION AND RELATIONS > Processes, strategies, and goals	Lanificio F.Ili Piacenza
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GRI 3 Material Themes 2021	3-2 List of material themes	- ORGANIZATION AND RELATIONS > Processes, strategies and goals	Lanificio F.Ili Piacenza
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GRI 302: Energy 2016	302-3 Energy Intensity	- ENVIRONMENTAL IMPACT MITIGATION > Energy consumption and renewables	Lanificio F.Ili Piacenza
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GRI 3 Material Themes 2021	3-3 Management of material themes	- MITIGATION OF ENVIRONMENTAL IMPACTS	Lanificio F.Ili Piacenza
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	- MITIGATION OF ENVIRONMENTAL IMPACTS > Water consumption and discharges	Lanificio F.Ili Piacenza
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GRI 301 Materials themes 2016	305-2 Indirect GHG emissions from energy consumption (Scope 2)	- MITIGATION OF ENVIRONMENTAL IMPACTS > Air emissions	Lanificio F.Ili Piacenza
GRI 301 Materials themes 2016	305-3 Other indirect GHG emissions. (Scope 3)	- MITIGATION OF ENVIRONMENTAL IMPACTS > Air emissions	Lanificio F.Ili Piacenza
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GRI 403: Healt and safety protection on work 2018	403-9 Occupational Injuries	- PERSONNEL INFORMATION > Safety and training	Lanificio F.Ili Piacenza
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GRI 417: Marketing and labeling 2016	417-2 Incidents of non-compliance in information and labeling of products and services	- PRODUCTION AND RESOURCES > Production volumes - PRODUCTION AND RESOURCES > Product Requirements	Lanificio F.Ili Piacenza
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GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective measures taken	- PERSONNEL INFORMATION > Safety and training	Lanificio F.Ili Piacenza

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OTHER NON-MATERIAL DISCLOSURES REPORTED	DOCUMENT SECTIONS	PERIMETER/NOTES	
GRI 201: Economic Performance 2016	201-1 Economic value directly generated and distributed	ECONOMIC DATA	Lanificio F.Ili Piacenza
GRI 304 Biodiversity 2016	304-1 Habitats protected or restored	- MITIGATION OF ENVIRONMENTAL IMPACTS > Biodiversity and other impacts/ Emergencies managed	Lanificio F.Ili Piacenza
GRI 401 Employment 2016	401-1 New hires and turnover	PERSONNEL INFORMATION > Recruitment and compensation criteria	Lanificio F.Ili Piacenza



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